

**Company :** Wells Fargo International solutions Pvt Ltd  
**Company Name :** Wells Fargo International solutions Pvt Ltd  
**Nature Of Business :** Banking  
**Designation :** Program Associate A  
**Tentative Job Location :** Bangalore/Hyderabad/Chennai

#### About Wells Fargo

Wells Fargo & Company (NYSE: WFC) is a diversified, community-based financial services company with \$2.0 trillion in assets. Founded in 1852 and headquartered in San Francisco, Wells Fargo provides banking, insurance, investments, mortgage, and consumer and commercial finance through more than 8,500 locations, 13,000 ATMs, the internet (wellsfargo.com) and mobile banking, and has offices in 42 countries and territories to support customers who conduct business in the global economy. With approximately 273,000 team members, Wells Fargo serves one in three households in the United States. Wells Fargo & Company was ranked No. 25 on Fortune's 2017 rankings of America's largest corporations. Wells Fargo's vision is to satisfy our customers' financial needs and help them succeed financially. News, insights and perspectives from Wells Fargo are also available at [Wells Fargo Stories](#).

#### About Wells Fargo International Solutions Pvt Ltd

Wells Fargo International Solutions Pvt Ltd enables global talent capabilities for Wells Fargo Bank NA., by supporting over half of Wells Fargo's business lines and staff functions across Technology, Business Services, Risk Services and Knowledge Services. EGS operates in Hyderabad, Bengaluru and Chennai in India and in Manila, Philippines. Learn more about EGS at our [International Careers website](#).

#### Department Overview

Wells Fargo Technology (WFT) develops and supports software applications, solutions and services for the bank's businesses and internal technology needs. WFT is organized into three groups:

- **Business Teams**
- **PVSI & Branch technology**
- **Wholesale, WIM and Innovation technology**
- **Consumer Lending technology**
- **Enterprise Functions technology**
- **Enabling Services**
- **Chief Technology Office**
- **Technology Infrastructure**
- **EGS technology**
- **Technology Remediation Program**
- **Technology Operations**
- **Security & Controls**
- **Information Security**
- **Technology Controls**

#### About The Role

It starts with you. You will work as part of the EGS technology team. You will interact closely with multiple business and technology partners across Wells Fargo locations. We value and promote diversity and inclusion in every aspect of our business and at every level of our organization.

#### Description :

##### Responsibilities

We are looking for an engineer with significant experience in building software solutions for business problems. Responsibilities for this position will include, but not be limited to, the following:

- **Design, develop and test software engineering solutions to perform at scale**
- **Serve as a technical resource in finding software solutions for complex business problems**
- **Work with stakeholders to research new technologies, frameworks, tools, proofs of concepts. Develop reusable solutions that can be shared with multiple groups**
- **Provide technical support, advice, and consultation with the issues relating to supported applications**
- **Assures quality, security and compliance for supported systems and applications**
- **Expected to contribute towards integrating complex platforms including several components with business domain and process context**
- **Invest effort in learning domain knowledge and becoming an SME for the application and business function supported by the team**
- **Develops new documentation, participates in the development of department technical procedures and designs user guides**

##### Required Qualifications

- **Bachelor's degree in Engineering**
- **Good spoken and written English skills to effectively communicate technical concepts**
- **Strong logical, analytical skills and a systematic problem solving approach**
- **Strong programming skills in modern languages such as Java, C#, SQL and Python**
- **Good understanding of Software Development Life Cycle (SDLC)**
- **Continually develop depth and breadth in key competencies**
- **Advanced level expertise in data structures and algorithms, object oriented programming and design patterns**
- **Intermediate level expertise in at least one of: Relational data stores, Operating systems, Computer architecture, Networking and Performance Engineering**

- Expertise it at least one of: Distributed systems such as cloud services, Building services at scale using SOA, Secure devops, Data science, AI and ML frameworks, Intelligent automation, UI/UX design and information security

Desired Qualifications

- Ability to prioritize work, meet deadlines, achieve goals and work under pressure in a dynamic and demanding environment
- Detail oriented, results driven, accountable and ability to work with multiple priorities
- Ability to research and report on a variety of issues using problem solving skills
- Ability to interact with integrity and a high level of professionalism with all levels of team members and management
- Ability to make timely and independent judgment decisions while working in a fast-paced and results-driven environment
- Demonstrate a curiosity toward learning and treat negative events as opportunities for learning
- Working experience in Agile/TDD processes

Program	AE	BSBE	CE	CHE	CSE	EE	ES	ME	MSE	PHY	CHM	MTH	ECO	DES	IME	CGS	HSS	EEM	MSP	NET	PSE	Stats
BT	Yes	Yes	Yes	Yes	Yes	Yes	--	Yes	Yes	--	--	--	--	--	--	--	--	--	--	--	--	--
BS	--	--	--	--	--	--	Yes	--	--	Yes	Yes	Yes	Yes	--	--	--	--	--	--	--	--	--
MT	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	--	--	--	--	Yes	--	--	Yes	Yes	Yes	Yes	--	--
DoubleMajor	Yes	Yes	Yes	Yes	Yes	Yes	--	Yes	Yes	Yes	Yes	Yes	Yes	--	--	--	--	--	--	--	--	--
dual	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	--	--	--	--	--	--	--	--	--
dualB	Yes	Yes	Yes	Yes	Yes	Yes	--	Yes	Yes	Yes	Yes	Yes	Yes	--	Yes	--	--	Yes	--	Yes	Yes	--
dualC	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	--	--	--	--	--	--	--
Mdes	--	--	--	--	--	--	--	--	--	--	--	--	--	Yes	--	--	--	--	--	--	--	--
MBA	--	--	--	--	--	--	--	--	--	--	--	--	--	--	Yes	--	--	--	--	--	--	--
Phd	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
MSc	--	--	--	--	--	--	--	--	--	Yes	Yes	Yes	--	--	--	--	--	--	--	--	--	Yes
MSR	Yes	Yes	Yes	Yes	Yes	Yes	--	Yes	Yes	--	--	--	--	--	--	Yes	--	--	--	--	Yes	--

Cost to Company :

Salary	
Fixed Pay	2,000,000
Variable Pay	200,000
Total Cash (TC)	2,200,000
Joining Bonus	300,000
Total Cash Comp (TCC)	2,500,000
Retention Bonus at end of Year 1 (25%)	125,000
Retention Bonus at end of Year 2 (25%)	125,000
Retention Bonus at end of Year 3 (50%)	250,000
Total Retention Bonus	500,000
Total Quoted offer at Campus	3,000,000

Package Details :

Salary	
Fixed Pay	2,000,000
Variable Pay	200,000
Total Cash (TC)	2,200,000
Joining Bonus	300,000
Total Cash Comp (TCC)	2,500,000
Retention Bonus at end of Year 1 (25%)	125,000
Retention Bonus at end of Year 2 (25%)	125,000
Retention Bonus at end of Year 3 (50%)	250,000
Total Retention Bonus	500,000
Total Quoted offer at Campus	3,000,000

Bond :  
CPI CutOff :  
Bond Details :  
Medical Requirments :  
Resume Shortlist :  
Resume Shortlist Criteria:  
Aptitude Test:  
Aptitude Test  
Duration:  
Group Discussion:  
Technical Test:  
Technical

True  
10.1  
N/A  
NA  
True  
N/A  
True  
N/A  
False  
True

Test Duration:	N/A
Technical Interview:	True
Technical Interview Duration:	N/A
Number of Techincal Interview Rounds:	2
HR Interview:	True
HR Interview Duration:	N/A
Additional Information:	