

**SINHGAD TECHNICAL EDUCATION SOCIETY'S
SINHGAD INSTITUTE OF
TECHNOLOGY, LONAVALA
INSTITUTION'S INNOVATION COUNCIL (IIC)**

**HIRING & TALENT
SOVEREIGNTY CONSTITUTION
2026 – 2036**

**Supreme SOP for Elite Recruitment, R&D
"Special Forces" Selection, and Headship
Succession**

*The Definitive Manual for Identifying Builders: A Multi-Tiered
"Gauntlet" designed to separate Technical Visionaries from general
applicants.*

Custodian:
Student Convenor &
Student President

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1 ARTICLE I: RECRUITMENT PHILOSOPHY

1.1 The "Builder-Only" Mandate

The Institution's Innovation Council (IIC) is not a social club or a resume-building workshop. It is a technical strike team. Our hiring philosophy is based on **Radical Meritocracy**. We do not hire based on academic CGPA, personal friendships, or senior recommendations. We hire exclusively based on the ability to execute, break, fix, and optimize. If a candidate cannot demonstrate a "Builder Mindset," they are automatically disqualified.

2 ARTICLE II: GENERAL MEMBER RECRUITMENT (2-ROUND PROTOCOL)

General departments (Logistics, Documentation, PR, Multimedia) follow a streamlined 2-round filter to ensure rapid deployment of talent.

2.1 Round 1: The Tactical Aptitude Assessment

- **Focus:** Mental agility, departmental logic, and ethical alignment.
- **Content:** A 50-mark written or digital test covering:
 1. **Logic & Ethics (20 pts):** Decision-making scenarios and loyalty checks.
 2. **Domain Basics (30 pts):** Basic proficiency check (e.g., "Write a formal email template" for Doc, or "Draft a 15-day social media plan" for PR).
- **Passing Score:** 70% minimum.

2.2 Round 2: The Final Culture-Fit Interview

- **Panel:** Team Head and Student Convenor.
- **Evaluation:** Assessing communication skills, punctuality, and "The Hunger" to contribute to the IIC Legacy.

3 ARTICLE III: R&D ELITE RECRUITMENT (THE 3-ROUND "SPECIAL FORCES" SOP)

Due to the high technical risk and secrecy of R&D projects, candidates must survive an intense, high-difficulty protocol.

3.1 Round 1: The "Deep Logic" Aptitude (100 Marks)

An intense assessment that tests the limits of technical understanding.

- a. **Analytical Engineering Math (30%):** Matrix logic, spatial vectors, and probability.

- b. **Low-Level Computing (30%)**: Memory management, C++ pointers, or Python optimization.
- c. **Hardware Protocol Mastery (40%)**: Live schematics reading and troubleshooting of IoT communication bridges (MQTT, SPI, I2C).

3.2 Round 2: The 48-Hour Technical Sprint (Intense Practical)

Shortlisted candidates are given a "Mission Critical" task with a strict 48-hour deadline.

- **Example:** "Develop a ROS2 node that filters LiDAR point clouds for ground detection" or "Fabricate a PCB for a drone flight controller."
- **The Ghost Clause:** If a candidate fails to update their status every 12 hours, they are disqualified instantly for lack of communication integrity.

3.3 Round 3: The Board "Vibe Check" & Stress Interview

- **Panel:** Student President, R&D Head, and Faculty President.
- **The Applied Martian Problem:** Solving a real-world scenario live (e.g., "You have a sensor failure 2 minutes before the ISRO finals. Fix it.").
- **Focus:** Psychological resilience and "Bus Factor" (If you leave, will your documentation be enough for us to survive?).

4 ARTICLE IV: HIRING PROTOCOL FOR TEAM HEADS

Heads are not "hired" from the street; they are selected from the pool of elite members.

4.1 The Selection Criteria

To be eligible for Headship, a member must:

1. Have served at least one full semester as a General Member.
2. Have an **"Execution Rating" of 90%+** in the Documentation work logs.
3. Have zero "Yellow Slips" or Penalties.

4.2 The Headship Gauntlet

- **The Strategic Manifesto:** Submit a 3-page "Vision Document" detailing departmental growth over 12 months.
- **The Peer Audit:** Anonymous feedback from current heads regarding the candidate's leadership capability.
- **The Final Presidential Interview:** Assessment of "Loyalty" and "Capacity to Fight" for the council's interests.

5 ARTICLE V: ONBOARDING AND NDA CEREMONY

No member is "Official" until the **Oath of Institutional Sovereignty** is signed.

1. **NDA Briefing:** Formal explanation of the legal and administrative consequences of leaking R&D code or Board data.
2. **ID & Hoodie Handover:** A formal welcome session conducted by the Convenor.
3. **The 30-Day Probation:** Recruitment is not permanent until the first month of tasks is completed with 100% attendance.

6 ARTICLE VI: REAL-WORLD SCENARIOS

6.1 Scenario A: The "Genius but Toxic" Candidate

A candidate scores 100/100 in the R&D technical round but treats junior volunteers with disrespect during the wait.

- **Decision:** REJECT. Personality issues are permanent bottlenecks.

6.2 Scenario B: The "Recommendation" Trap

A senior faculty member recommends a student for a position.

- **Decision:** The student **must** enter Round 1. If they fail the Aptitude, the Convenor politely informs the faculty that the student did not meet the "Technical Minimums" required for Ministry reporting.

SIGNATORIES OF THE 2026 RECRUITMENT CONSTITUTION

Student Convenor

Student President

Dean R&D (STES)