



SCALER 

Placement Policy Handbook - 2022

FOR SCALER ACADEMY AND DSML BATCHES

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Summary

This section summarizes key highlights of the new placement policy and significant changes from the previous version.

1. **Introduction of Mock Expert Interviews:** To assess and prepare learners for the placements, mock expert interviews have been introduced and they have to be taken after course module completion. For example, after you finish DSA, you must take the DSA interview to be eligible for placements. Similarly, once you finish LLD, you are required to take an LLD interview, and so on. For more details, check section 'Eligibility Criteria'
2. **Skills Tested in Mock Interviews:** After analysing the skill requirements of hundreds of tech jobs, we have identified must-have skills for which learners should take mock interviews in order to become job-ready. These are:

For Academy: The important skills are categorised into 5 divisions: DSA, Languages (Java, Python, Javascript), LLD, HLD, and Backend/Frontend specialization (React, Spring/Springboot)

For DSML: The categories are: Python, SQL, Data Analysis, Machine Learning (Supervised and Unsupervised), Computer Vision, Natural language Processing.

Each job for which a learner wishes to apply will have one or more of the above skills as 'must have' requirement(s). Learners are required to clear mock interviews of the 'must have'/ mandatory skills if they wish to apply for jobs. More details are available in this section.

3. **Job Tracker and Other Product Changes:** Post completion of a module, you will be able to book a mock interview through the learner dashboard. An expert (in that module/skill) will be assigned by the system. This expert will interview you, rate your skills and provide feedback post interaction. All jobs along with their details and 'must have' skills, will be visible in the learner dashboard. If you have cleared mock interviews for the required skills, you can apply to those jobs. The more mock interviews you clear, the more eligible you become for jobs. More information on this is available in the Placement Process section.

4. Additional Job Opportunities for Placed Learners: If a learner has been placed at a company, they can be referred to another company if the second company offers 1.6X of the compensation offered by the first company.
5. Validity of Placement Support: The Scaler careers team will support all unplaced learners in placements for the next 6 months i.e. post completion of the course at Scaler.

1. Objective

The Placement Policy has been designed to help Scaler learners understand the policies and rules about the placements and career support and the process that needs to be followed by learners to avail this support.

2. Vision

Scaler's courses have been designed to upskill software engineers in industry-relevant skills and help them gain an edge in their careers. While the curriculum and its delivery have been designed to enhance learners' skill sets, Scaler's career support program has been designed to help and guide them to discover the right job opportunities, prepare for them and eventually join one of such jobs.

3. Careers Team

Scaler's Career team is a dedicated arm of the institution which works towards connecting learners to top tech employers for various engineering roles. The team supports learners in preparing for the job interview processes, by working closely with instructors, mentors and other experts. During a learner's job-seeking process, the learner would be interacting actively with the career support associates or recruiters, who will help them navigate the company's hiring process.

4. Applicability

This policy document applies to all the Scaler learners enrolled on any of the courses provided by Scaler viz. Scaler Academy India and DSML India, and have opted to receive career support from Scaler.

'Learner' or 'Learners' has been used interchangeably in the document to represent a student who has enrolled on any of the aforesaid paid programmes

5. Ways to Apply for a Job

Eligible learners can apply to job opportunities through multiple channels. These are:

1. Scaler signs up with tech employers and brings job opportunities to the learners. Learners can apply to these jobs via Careers' team recruiters (who will reach out to them from time to time) or on the job tracker (accessible on the learner dashboard). More details on 'how to apply' are available in the latter part of the document.
2. Each learner is a part of a wider Scaler community of mentors, Acquisition personnel, Scaler alumni, and peers with whom a learner can connect and request job referrals in their respective companies.
3. The learner can apply to jobs externally via personal network or on the career websites of employer organisations (eg. LinkedIn)
4. Based on the learner's profile, pre-vetted employers may reach out to the learner directly in case the learner fits the employer's job requirements.

6. Coverage of This Policy

This document is applicable/limited only to full-time career support. It does not cover the policies of other forms of employment viz. part-time, internship, freelance, project-based assignment etc. Further, this policy applies only to those learners who apply to jobs via the Scaler careers team or the job tracker as mentioned in (1) of the 'Ways to apply for a job' section (prev)

7. Points to Keep in Mind

The Scaler course and its career support program have been designed based on research and to improve the career outcomes of its learners. However, Scaler does not provide any job guarantee to any of its learners and this document is not an agreement or commitment to provide a job to a learner.

The Scaler team is striving hard to help Scaler learners excel in their careers by devising industry-relevant courses, assigning top instructors and mentors to guide the learners and scouting the most relevant job opportunities.

It is the responsibility of the learner to utilize the resources provided by Scaler to achieve the career outcomes that they aspire to.

Additionally, note that Scaler has no influence on the job criteria, compensations or interview processes defined by the employers and cannot act on behalf of any learner in requesting employers for alterations in the same.

8. Sharing This Document

The rights to this document, its contents and its distribution solely belong to Scaler. No other user of this document is authorized to make changes, republish or redistribute the document, either as a whole or in part.

9. Changes to This Document

Scaler reserves the right to make changes to this document at its sole discretion. Any major changes to this document will be communicated to the learners 15 days prior to the implementation of the change.

10. Document Structure

This document is divided into two parts

1. Policies or rules governing learner participation in the placement process
2. Process and procedures which Scaler learners can follow to avail of Scaler career support

11. Placement Policies

This sector details various prerequisites, eligibility criteria and policies governing placements at Scaler.

Learner profile submission

Learners looking for career support are required to update their profiles and disclose all the correct information in order for their candidature to be processed for various job opportunities. The aforementioned information refers to details such as past education, employment experience, salary, notice period, updated resume or any other information or document requested by the Scaler team from time to time. The learners will be able to enter this information in the learner portal. (Please check more details in the 'Process' section)

It is also important that the learner provide his/her information well within the due dates defined by the Scaler career support team.

Eligibility criteria

The eligibility criteria for placements have two parts:

- i) Basic eligibility: This defines the minimum module completion required to participate in any company hiring process. The moment a learner meets the minimum module completion requirement, they need to mark their intent for placement support in the system. If a learner feels they need to complete more modules and then avail placement support (to start getting referred to companies), they can do so too. Marking intent acts as a signal to the careers team to start referring the learner to jobs.
- ii) Jobs-specific eligibility criteria: In addition to minimum module completion, learners will be required to clear an expert mock interview depending on the key skill(s) requirement of a job or a type of job (eg. SDE 1 in product companies). Only after clearing, the expert mock interview(s) will candidates be eligible to apply or be referred to a job which has the mock-interviewed skill as a mandatory requirement.

Basic eligibility

A learner becomes eligible for career support after completion of the following modules¹ depending on the course/track that they have enrolled in:

- Advanced DSA module of the Academy India program²
- NLP module for Data Science & ML specialization of the DSML (India) program.

The table below shows basic eligibility criteria and a rough timeline from the start of the course. Please note that this is the minimum period required to finish the module and it may vary due to holidays, voluntary course pause (by the learner) etc.

1. Basic eligibility criteria can change based on employer hiring requirements and such changes would be communicated to learner well in advance.

2. However it is recommended that learners should complete their course for better career outcomes.

Batch	Module completion for basic eligibility <i>(And minimum completion time from the start of the course)</i>
Academy India	
Academy Beginner	Advanced DSA (31 weeks)
Academy Intermediate	Advanced DSA (23 weeks)
Academy Advanced	Advanced DSA (15 weeks)
DSML India	
DSML Beginner	NLP (54 weeks)
DSML Intermediate	NLP (46 weeks)
DSML Advanced	NLP (38 weeks)

Jobs specific eligibility criteria or Expert Mock Interview

Each job opportunity has skills associated with it. These skills are mapped to the modules taught in the Scaler courses. For example, an SDE 1 (Software Developer Engineer Level 1) role in a leading tech company typically requires candidates to be strong in data structures and algorithms. Hence, upon completing the required coursework for a module (say DSA), candidates should have cleared the expert mock interview (EMI) of the respective module to be eligible for the said Engineering Level 1 job opportunities. The process to avail such mock interviews are detailed in the 'process' section of the document.

Skills Tested in Expert Mock Interview

All jobs will typically have one or more skill as hiring criteria, as specified by the employer company. Based on current industry requirements, you can prepare for these five skills by appearing for a mock interview, after completion of the coursework for these modules.

Expert Mock Interviews for Scaler Academy course learners are

01. DSA
02. Languages (Java, Python, Javascript)
03. LLD
04. HLD
05. Backend/Frontend preference (React, Spring/Springboot)

Expert Mock Interviews for Scaler DSML course learners are:

01. Python Programming and DSA
02. SQL
03. Exploratory Data Analysis
04. Machine Learning Supervised
05. Machine Learning Unsupervised
06. Deep Learning Computer Vision
07. Deep Learning Natural Language Processing

Must Have Skills

Skills specified against each job, will be categorized as Must have, Good to have, Bar raiser. Candidates are required to at least clear the Expert Mock Interviews for Must Have skills specified against a job to be eligible for applying to that job. Additionally, if a learner has cleared the Expert Mock Interview for any one or more of the above (5) skills, they become eligible to apply to all jobs that require these skills. For example, if a learner clears DSA and LLD Expert Mock Interviews, the learner becomes eligible for jobs where DSA and LLD are 'must have' skills.

Course Active > Batch: Academy Jul21 Intermediate Tuesday

Lounge 132 Goal 0/200 4 hours left Support Pushti

Hey Pushti, there are 124 job opportunities available
You're eligible for 24 of them. Appear for [Expert Mock Interviews](#) and unlock more opportunities.

Your MBE progress: 2/5 Completed

DSA LLD HLD JAVA LLD

Eligible jobs (34) **All jobs (120)** Applied (0) Saved (5) Active Interviews(0) Offers (0) Archived (0) Search for company, role etc

Software Developer - 1 Microsoft India (Remote) Must have skills: ✓ DSA Good to have skills: ✗ Java ✓ LLD Bar raiser: ✗ HLD Posted 2 days ago 27 People	Fullstack Developer Google Hyderabad, India Must have skills: ✓ DSA Good to have skills: ✓ LLD ✗ Java Bar raiser: ✗ HLD Posted 2 days ago 27 People	Java Developer Amazon Bangalore, India Must have skills: ✓ DSA ✗ Java Good to have skills: ✓ LLD Bar raiser: ✗ HLD Posted 4 days ago 27 People
Software Engineer Zomato Gurgaon Must have skills: ✓ DSA Good to have skills: ✓ LLD Bar raiser: ✗ HLD Posted 4 days ago 27 People	Backend Developer Dream11 Mumbai Must have skills: ✓ DSA ✗ HLD Good to have skills: ✓ LLD Bar raiser: ✗ HLD Posted 5 days ago 27 People	DevOps Engineer Flipkart Bangalore Must have skills: ✓ DSA Good to have skills: ✓ LLD ✗ Java Bar raiser: ✗ HLD Posted 5 days ago 27 People
SDE - I Goldman Sachs Bangalore Must have skills: ✓ DSA Good to have skills: ✓ LLD ✗ HLD	Senior Software Engineer Twitter Hyderabad Must have skills: ✓ DSA Good to have skills: ✓ LLD ✗ HLD	React Frontend Developer Microsoft Bangalore, India Must have skills: ✓ DSA Good to have skills: ✓ LLD ✗ HLD

A view of the Job tracker dashboard, where Must Have skills are marked against each job. The learner is expected to clear mock interviews for such skills, to be eligible to apply for such a job

Learner Consent to a Job Application

The Career Support team submits a learner's CV to the company against a job opportunity, only after getting their consent. This consent is taken either via a phone call by the recruiter or digitally on the system that the learner has access to (when they apply for a job). Learners are then required to clear basic and job-specific eligibility criteria (Expert Mock Interview) before they can apply for a job.

During this process, the learner is encouraged to make an informed decision by checking specific details about the job opportunity and the employer company by writing to the Scaler career support team requesting for details. The Scaler Career Support team will respond to these queries to the best of their knowledge.

Code of Conduct

Once a learner has agreed for their profile to be processed for a job opportunity, he/she is required to go through the designated hiring process of the company. Whether it is taking tests or appearing for multiple stages of interviews, candidates should take the process diligently, professionally, ethically and in stipulated time-lines.

Lack of response to the employer company's HR team or Scaler career team's queries or not fulfilling their obligations towards a hiring process shall invite penalties. If a learner misses interviews/tests/any step in the hiring process of more than 2 (two) job opportunities that they are referred to (without prior communication to the careers team or company's HR), their profile will be deprioritised for 45 days. The learner will be again considered for placements after a period of 45 days.

Further, if a learner misses 1 more process i.e. three (3) job applications cumulatively (not per company), the learner will be debarred from the placement process.

Withdrawing from a hiring process: If a learner wishes to withdraw his/her application from the interview process of any job opportunity then the same needs to be communicated to the Scaler career support team via a written message, before the beginning of the interview scheduling exercise, providing valid reasons. One pre-informed withdrawal is allowed during the placement process.

Accepted Offer and Additional Opportunities

A learner who has received and accepted an offer via the Scaler career support process, will be deprioritised for further career opportunities, till the entire unplaced and eligible batch is placed.

However, a learner with an accepted offer can be referred to another company (say C), if C quotes a compensation of 160% of the learner's current accepted offer.

For example, if a learner has accepted an offer of INR 20 LPA³ CTC from company X and the candidate is eligible for another company Y. The learner can apply /will be referred to Y if it offers a CTC which is at least INR 32 LPA per annum.

¹Basic eligibility criteria can change based on employer hiring requirements and such changes would be communicated to learner well in advance.

Validity of Career Support

Scaler shall endeavour to provide career support to all unplaced and eligible learners up to six months from course completion, starting from the date of the last mandatory class in their program. (Note that the electives are not used to determine the last date).

Extension: A validity extension will be granted in the following cases:

- 1) A woman learner pursuing the course during her maternity leave, shall be eligible for 12 months of career support, after course completion.
- 2) Any learner who while pursuing the course develops any serious illness and needs a recovery time of at least 3 months, shall be eligible for 12 months of career support, after course completion.

Please note extension can be availed in writing by sending an email to placements@scaler.com, attaching valid proofs of medical conditions attested by a doctor.

12. Placement Process

Updation of Learner Profile

A learner interested in availing of Scaler's career support needs to submit a completed profile on the learner portal. This data is accessed by the Scaler career support team to refer the learner to job opportunities. This data is also used to recommend job opportunities on the portal.

To complete registration, go to the Job tracker tab on the learner dashboard and fill out the required registration form which has three sections: Personal Details, Education Info and Professional Details.

Any incomplete/incorrect profile will not be considered for career support services. It is the responsibility of the learner to specify the correct information on the profile and to keep it updated and ready at the time of their placement eligibility.

SCALER

Store 107 Coins Hi, Varun

Join Scaler Hire to get your dream jobs

PERSONAL DETAILS > EDUCATION INFO > PROFESSIONAL DETAILS

Name*
Varun Hasija

Email ID*
varun.hasija@scaler.com

Contact Number*
+91 8862629955

Gender*
Male

Preferred Locations*
Bangalore

City*
Delhi

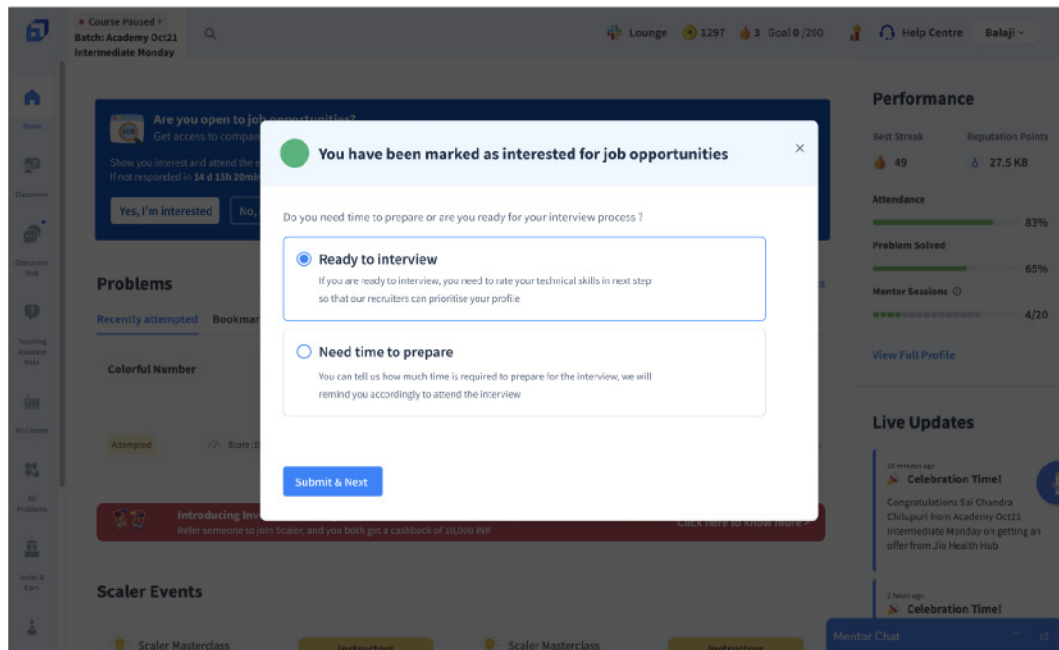
Pincode*
110034

Skills*

Marking Intent

Along with these basic details, learners are also required to express their intent for being referred to jobs. The intent form begins to appear once the learner has

completed the basic module, as defined for their course (Refer to 2. Eligibility Criteria, under Process)








Book 'Expert Mock Interviews'

Expert Mock interviews are a critical part of the placement process. They are both eligibility criteria to apply to a job as well as a source of preparation for the learner.

Each job opportunity will have skills associated with it. These skills are mapped to the modules taught in the Scaler course. And hence, after completion of each module, learners can start giving mock interviews to unlock more job opportunities for themselves.

The slots for mock interviews can be booked by the learners themselves on the learner dashboard under the Mock Interview options of the Placement Tab (screenshot below) upon the completion of the module.

MODULE-1 Data Structures and Algorithms	 Module Cleared	Interview Passed View Details	0 Mock Interview Schedule now
MODULE-2 CS Fundamentals	 Classes Completed	Expires in 30 days  Schedule now	0 Mock Interview Schedule now
MODULE-3 Low Level Design	 Classes In Progress	Active after 30 days of classes complete	0 Mock Interview Schedule now
Module-4 High Level Design	 Yet to Start	Active after 30 days of classes complete	0 Mock Interview Schedule now

Expert Mock Interviews are mapped to specific modules of the course which indirectly map to job-related skills. The learner can avail such interviews in the panel after completion of a module.

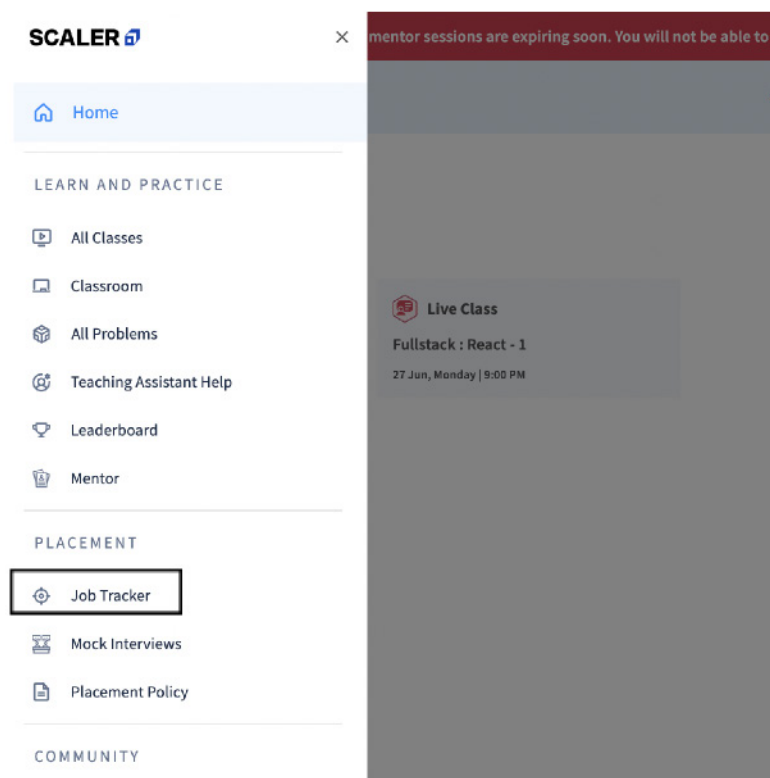
Job Application Procedure

There are two ways in which a learner can apply to the job openings via Scaler at our employer partner organizations

1) On The Job Tracker

As the name suggests a job tracker is a dashboard where all the relevant job opportunities are curated by the Scaler Career support will be posted along with the details about the employer and the opportunity.

The job tracker will be available under the Placement tab (in the left menu) on the learner portal.



Job tracker and mock interviews are available on the learner portal (under the placement tab)

Eligible learners can discover all the active opportunities from this tracker. They can apply for any opportunity for which they are eligible and appeals to their interests, by filling out the registration form that will be attached to each job opportunity.

Learners are urged to check the complete job details, available upon clicking the job card (check screenshot below).

Upon the submission of the form, the learner's profile will be processed for employer screening, considering the submission as consent.

Once a learner applies, the learner's application is submitted to the Scaler career support team. The Careers team screens these applications for other job-related criteria for example experience, notice period, location and so on before forwarding the application to the company.

Course Active

Batch: Academy Jul21

Intermediate Tuesday

Lounge

132

Goal 0 / 200

4 hours left

Support

Pushti

Hey Pushti, there are 124 jobs for you

Complete your MBE to unlock all of them

Your MBE progress: **2/5 Completed**

DSA LLD HLD JAVA LLD

Eligible jobs (34) **All jobs (120)** Applied (0) Saved (5) Active Interviews(0) Offers (0) Archived (0)

Search for company, role etc

Software Developer - 1

Microsoft

India (Remote)

Must have skills: ✓ DSA

Good to have skills: ✓ LLD ✗ Java

Bar raiser: ✗ HLD

Posted 2 days ago

27 People

Java Developer

Amazon

Bangalore, India

Must have skills: ✓ DSA ✗ Java

Good to have skills: ✓ LLD

Bar raiser: ✗ HLD

Posted 4 days ago

Improve DSA MBE To Unlock

Software Engineer

Zomato

Gurgaon

Must have skills: ✓ DSA

Good to have skills: ✓ LLD

Bar raiser: ✗ HLD

Posted 5 days ago

27 People

Posted 4 days ago

Java Developer ✗ You Are Not Eligible

amazon | Amazon, Bengaluru, Karnataka

Apply Now

You are not eligible to apply for this job as you haven't completed your Java Expert Mock Interview. Complete your Expert Mock Interview and apply for this job

Qualifications

Must have ✗ Java Clear Java Expert Mock Interview to unlock	Good to have ✓ LLD ✓ You have required skills	Bar raiser ✗ HLD Clear Java Expert Mock Interview to unlock
--	--	--

Full job description

- In Depth Knowledge Of JavaScript, CSS, HTML, And Front End Languages.
- Knowledge Of REACT Tools Including React.Js, Webpack, And Redux.
- Experience With User Interface Design And API Integration Using React.
- Knowledge Of Sitecore JSX Integration

Complete job description, the skills required for the job eligibility, location and other details are available in the tracker.

Note: the learner hasn't cleared Java Mock Interview, hence an 'x' is placed under the Qualifications section of the job description.

Eligible Jobs vs All Jobs:

There are two kinds of jobs visible on the tracker. Jobs listed under 'Eligible Jobs' are the ones for which the learner has passed the mock Interviews for 'must skills' (eg. LLD). The learner can directly apply to them by filling out the application form.

Under 'All Jobs' the learner will be able to see all active jobs (including Eligible Jobs). However, this tab also displays those jobs to apply to which the learner is not eligible at the time because the learner has not cleared the Expert Mock Interview for the 'Must Have' skills for the said job. However, the learner will have an opportunity to clear an Expert Mock interview for the additional skills and gain eligibility to apply for the jobs in question.

Course Active >
Batch: Academy Jul21
Intermediate Tuesday










Lounge 132 Goal 0/200 4 hours left Support Pushti

Hey Pushti, there are 124 job opportunities available
You're eligible for 24 of them. Appear for [Expert Mock Interviews](#) and unlock more opportunities.

Your MBE progress: 2/5 Completed

DSA LLD HLD JAVA LLD

Eligible jobs (34) **All jobs (120)** Applied (0) Saved (5) Active Interviews(0) Offers (0) Archived (0) Search for company, role etc.

 Software Developer - 1 Microsoft India (Remote) Must have skills: ✓ DSA Good to have skills: ✗ Java ✓ LLD Bar raiser: ✗ HLD Posted 2 days ago 27 People	 Fullstack Developer Google Hyderabad, India Must have skills: ✓ DSA Good to have skills: ✓ LLD ✗ Java Bar raiser: ✗ HLD Posted 2 days ago 27 People	 Java Developer Amazon Bangalore, India Must have skills: ✓ DSA ✗ Java Good to have skills: ✓ LLD Bar raiser: ✗ HLD Posted 4 days ago 27 People
 Software Engineer Zomato Gurgaon Must have skills: ✓ DSA Good to have skills: ✓ LLD Bar raiser: ✗ HLD Posted 4 days ago 27 People	 Backend Developer Dream11 Mumbai Must have skills: ✓ DSA ✗ HLD Good to have skills: ✓ LLD Bar raiser: ✗ HLD Posted 5 days ago 27 People	 DevOps Engineer Flipkart Bangalore Must have skills: ✓ DSA Good to have skills: ✓ LLD ✗ Java Bar raiser: ✗ HLD Posted 5 days ago 27 People
 SDE - I Goldman Sachs Bangalore Must have skills: ✓ DSA Good to have skills: ✓ LLD ✗ HLD	 Senior Software Engineer Twitter Hyderabad Must have skills: ✓ DSA Good to have skills: ✓ LLD ✗ HLD	 React Frontend Developer Microsoft Bangalore, India Must have skills: ✓ DSA Good to have skills: ✓ LLD ✗ HLD

A view of the Job tracker dashboard, where Must Have skills are marked against each job. 'All Jobs' tab includes all those jobs for which learner is eligible (cleared mock interview for there must have skills) as well as ineligible (did not clear mock interview for specific skills)

Via the Scaler career support team

The Scaler career support team can also reach out to eligible learners based on specific company requirements of the various job opportunities.

In this case, the career support team will process the learner's profile on the learner's behalf after providing the learner with all the details about the job opportunity and receiving the learner's consent.

The Scaler career support team will contact the learners with information about job opportunities via email, Whatsapp, Slack or phone..

Application Feedback

Once a learner has applied to a job opportunity either via the job tracker or via the Scaler career support team, the team will do their best to obtain information from the employer about the learner's application or interview status and update the learner about the same. The Scaler team is dependent on the employer companies to provide job application statuses and hence would try to provide the same to the learner on a best-effort basis only.

Preparation Support

The Scaler career support team will put in the best of their efforts to support our learners in their job interview process. The Scaler career support team will assist our learners in refining their profiles via resume review, and in recognising their areas of strengths/ improvement and employability skills by setting up mock interviews with industry experts.

As described earlier in this document, learners will be required to clear Expert Mock Interviews of the 'must have' skills to apply for a particular job. Learners will be able to book such interviews in the learner portal itself.

A learner can also access the interview experiences shared by Scaler alumni or by peers who have taken up similar interviews in the "Discussions" tab on the learner dashboard. Slack channels related to resume, interview questions etc. must also be checked regularly to prepare well for interviews..

13. Pre-Placement Sessions

The Scaler career support team in collaboration with its various employer partners will arrange for interactive sessions called Pre-placement talks, for the benefit of our learners.

These sessions are organized to help our learners understand the employers and their job opportunities well and career paths in the organizations.

Post receiving all the required information from the employers (and during Q&A), the learners can express their interest in the employer's job opportunities by filling out the application form that will be circulated at the end of the session.

Information about the upcoming sessions along with the forms to register for the sessions will be circulated to the learners via email, Scaler Lounge channels and Whatsapp groups.

14. Communication Channels

All the details related to Scaler career support including job opportunities, career events, company information, application forms, change in process etc will be communicated to the learners via Email, Whatsapp, learner communities, Scaler Lounge learner groups and/or as a notification on the Learner dashboard.

Therefore, the Scaler career support team requests learners to frequently check for communication/notifications/updates from the Scaler career support team on the aforementioned channels.

15. Contact Scaler Career Support

For any placement policy, process or any other career support-related query please write to placements@scaler.com or create a ticket from the learner portal and the Scaler career support team will respond to you within 2 working days.

Thank you!