

Relocation, Travel & Shift Details

The Software Engineer – Backend Development role offers flexibility in terms of relocation, travel, and shift requirements to accommodate diverse candidate needs and project demands. This section provides details on relocation support, travel expectations, and shift structures to ensure clarity for prospective candidates.

Relocation

- **Relocation Support:** For candidates not based in the primary office location [City, Country], the organization offers a comprehensive relocation package, including:
 - **Relocation Allowance:** A one-time lump sum to cover moving expenses, such as transportation, temporary housing, and settling-in costs.
 - **Visa Assistance:** Support for work visa applications, including legal fees and documentation, for international candidates relocating to [Country].
 - **Family Support:** Assistance with finding housing, schools, and community resources for candidates relocating with family members.
- **Optional Relocation:** Relocation is not mandatory, as the role supports a hybrid or fully remote work model for candidates who prefer to stay in their current location.
- **Temporary Relocation:** For specific projects, short-term relocation (1–3 months) to a client site or secondary office may be required, with all expenses covered by the organization.

Travel

- **Project-Related Travel:** Occasional travel may be required for client meetings, project kickoffs, or team offsites, typically 1–2 times per year. Travel expenses, including flights, accommodation, and meals, are fully reimbursed.
- **Team Offsites:** The organization hosts annual or bi-annual team offsites for collaboration and team-building, which may involve domestic or international travel. Participation is encouraged but not mandatory for remote employees.

- **Client-Site Visits:** For client-facing projects, short-term on-site work (e.g., 1–2 weeks) may be needed to align with client teams or troubleshoot critical issues. Travel schedules will be planned in advance to minimize disruption.
- **Travel Policy:** The organization follows a business-class travel policy for international flights and provides per diem allowances for meals and incidentals.

Shift Details

- **Standard Hours:** The role follows a standard 40-hour workweek, typically Monday through Friday, with flexible hours to accommodate global team collaboration. Core hours for meetings and standups are [e.g., 10 AM–3 PM IST].
- **Flexible Scheduling:** Candidates can adjust their work hours to suit personal needs, provided they maintain overlap with team schedules for agile ceremonies and client interactions.
- **On-Call Duties:** For production support projects, the Software Engineer may participate in an on-call rotation (e.g., one week every 2–3 months) to address critical issues. On-call duties are compensated with additional pay or time off.
- **Time Zone Considerations:** For remote candidates working with global teams, flexibility to attend meetings in different time zones (e.g., US or Europe) may be required, with schedules adjusted to ensure work-life balance.

Summary

The Software Engineer – Backend Development role offers robust support for relocation, travel, and flexible shift arrangements. Candidates can choose to relocate with comprehensive assistance or work remotely, with minimal travel requirements and flexible scheduling to support both productivity and personal needs. The organization ensures a seamless experience through clear policies and ample support for all work-related travel and transitions.