rt Camp

Associate Software Engineer - Campus Hiring Program
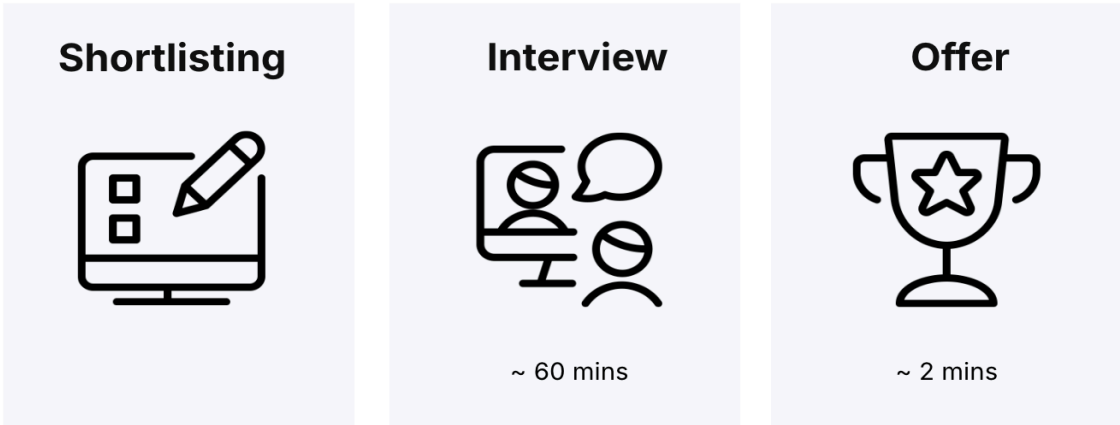
Job Designation	Associate Software Engineer
Job Profile	PHP, JavaScript, HTML, CSS and MySQL development for Web development using WordPress CMS/framework primarily
Probation period	*Approximately* **6 months**
Posting Location	Work from anywhere (Remote)
Service Agreement	Given the extensive training, mentorship, and onboarding support provided during the probationary period, a Service Agreement will have to be signed on or before the date of joining. This agreement requires a minimum commitment of 18 months (including the 6-month probation period).

Compensation Structure:

- **During probation (~first 6 months):** A monthly salary of ₹25,000.
- **Upon confirmation (~post 6 months):**
  - The monthly salary will be revised to a range of ₹75,000 to ₹1,00,000, based on performance.
  - A fixed confirmation bonus of ₹50,000.
- **Retention bonus:** Upon completing 12 months of total tenure, a retention bonus of ₹1,00,000 will be credited.

  These figures exclude applicable business-related reimbursements.

Application Process:

Shortlisting

Interview

~ 60 mins

Offer

~ 2 mins

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campus.rtcamp.com

rtCamp Solutions Pvt. Ltd.
F- 10, Liberty HSG Society, Koregaon Park,
411 001 – Pune, (MH) India.
CIN U72900PN2009PTC157929

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About this position:

We are looking for PHP, MySQL, HTML, CSS and JavaScript developers and train them to build web solutions using mainly WordPress CMS/framework for our large enterprise clients such as Google, Facebook (Meta), IndianExpress, Penske Media and Al Jazeera, which millions of people use daily. This role offers hands-on experience in web development, focusing on front-end design and back-end implementation.

Responsibilities

- Deliver secure, scalable, and easy-to-maintain WordPress solutions using engineering best practices and relevant coding standards.
- Write clean, optimized, readable, and reusable code along with test cases for all the code you develop for easy maintenance.
- Write and maintain technical project documentation, including inline code commenting, GitHub repo README, and clear commit messages.
- Deliver high-quality plugins and design responsive themes with great attention to detail.
- Able to understand project/client requirements and deliver effective solutions.
- Manage time well and focus on details to meet deadlines.
- Prioritizing to meet deadlines and maintaining proactive communication is essential for effective collaboration within our remote team.

Must Haves

- Solid understanding of web development fundamentals, including HTML, CSS, JavaScript, and MySQL. Especially JavaScript.
- Proficiency in PHP syntax, databases, OOP, debugging, and frameworks.
- Familiarity with version control software such as Git for collaborative development.
- Knowledge of basic architectural concepts relevant to web development, including background job processing.
- Strong problem-solving skills and the ability to learn new technologies quickly.

Good to Have

- WordPress plugin and theme development proficiency.
- Familiarity with front-end technologies: Gutenberg, FSE, React.js, Vue.js, AngularJS.
- Knowledge of package managers like Composer.
- Experience with web servers such as Nginx, Apache.
- Understanding of unit testing frameworks.
- Adherence to coding standards and best practices.
- Experience in contributing to open-source.
- Basic knowledge of hardware (CPU, RAM, Motherboard, etc.) for a hosting server.

Next Steps

- Circulate the JAF and slide deck.
- Details about the Campus Program - careers.rtcamp.com/campus
- Ask students to register through this link - https://careers.rtcamp.com/job/associate-software-engineer/
- The shortlisting process will take anywhere from 15 to 30 business days.
- Interviews of the shortlisted students will be conducted over Zoom, and students will receive the interview schedule on their registered email. (used to sign up on careers.rtcamp.com/campus)

Important details

- Students from CS/CE/IT backgrounds are welcome to apply.
- To prepare thoroughly and gain a better understanding of the training program, students may go through the following course: https://learn.rtcamp.com/courses/wordpress-development/

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Student Eligibility:

- Solid understanding of computer fundamentals.
- Well-maintained GitHub profile with a codebase demonstrating your skills.
- Shortlisting will be based on **open-source contributions on GitHub**, specifically quality pull requests (PRs) to well-regarded projects.
- **What we'll consider:**
  PRs to:
    - WordPress
    - Frappe
    - React
    - PHP, JS, Python repos with 10K+ stars
    - **What we'll exclude:**
      ❌ First Contributions
      ❌ Repos with just README files or list-style content
      ❌ Non-code contributions
- **Note:** Low-quality or rejected PRs will be negatively ranked.

Program	Students available to join in Jan 2026
Vacancies	30
Eligible courses	Students from CSE/CE/IT backgrounds are welcome to apply.

Company Details:

Name of the Company	rtCamp Solutions Private Limited
Website	https://rtcamp.com
Company Profile	Enterprise-grade development for news, media, and e-commerce using WordPress
Contact Persons	Ms. Aishwarya Chavan Ms. Dimpal Khandelwal
Email	campus@rtcamp.com

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