Proforma

Companies open to your department

Company :	Google India
Company Name :	Google India
Nature Of Business :	Technology
Designation :	Software Engineer
Tentative Job Location :	Bangalore/ Hyderabad

Description :

Software Engineer, University Graduate - Bangalore or Hyderabad

Company overview:

Google is not a conventional company, and we don't intend to become one. True, we share attributes with the world's most successful organizations — a focus on innovation and smart business practices comes to mind — but even as we continue to grow, we're committed to retaining a small-company feel. At Google, we know that every employee has something important to say, and that every employee is integral to our success. We provide individually-tailored compensation packages that can be comprised of competitive salary, bonus, and equity components, along with the opportunity to earn further financial bonuses and rewards. Googlers thrive in small, focused teams and high-energy environments, believe in the ability of technology to change the world, and are as passionate about their lives as they are about their work. For more information, visit www.google.com/careers.

The areas:

Engineering & Operations: Google is and always will be an engineering company. We hire people with a broad set of technical skills who are ready to tackle some of technology's greatest challenges and make an impact on millions, if not billions, of users. At Google, engineers not only revolutionize search, they routinely work on massive scalability and storage solutions, large-scale applications and entirely new platforms for developers around the world. From AdWords to Chrome, Android to YouTube, Social to Local, Google engineers are changing the world one technological achievement after another.

Engineering Productivity: As a software engineer in the Engineering Productivity organization, you'll use your software design, analysis and programming skills to create innovative automated test systems. This isn't a job in which you'll simply debug and run test cases; in fact that only scratches the surface. The test team undertakes a broad range of challenges on a daily basis, designing and building intelligent systems that can explore various use cases and scenarios for distributed computing infrastructure. Just imagine trying to design and build an automated testing system for something that's never been done before. There are no textbooks that can help you learn this, which is why we have some of the best and brightest engineers working in this group.

The role:

Google's software engineers develop the next-generation technologies that change how millions of users connect, explore, and interact with information and one another. Our ambitions reach far beyond just Search. Our products need to handle information at the the scale of the web. We're looking for ideas from every area of computer science, including information retrieval, artificial intelligence, natural language processing, distributed computing, large-scale system design, networking, security, data compression, and user interface design; the list goes on and is growing every day. As a software engineer, you work on a small team and can switch teams and projects as our fast-paced business grows and evolves. We need our engineers to be versatile and passionate to tackle new problems as we continue to push technology forward. As a key member of a small and versatile team, you design, test, deploy and maintain software solutions.

Responsibilities:

- Research, conceive and develop software applications to extend and improve on Google's product offering.
- Contribute to a wide variety of projects utilising natural language processing, artificial intelligence, data compression, machine learning and search technologies.
- Collaborate on scalability issues involving access to massive amounts of data and information.
- Solve all problems that come your way.

Minimum qualifications:

- BS/ MS or equivalent practical experience.
- Experience with Unix/Linux or Windows and/or Mac environments, distributed systems, machine learning, information retrieval and TCP/IP.
- Experience programming in C, C++, Java and/or Python.

Department	BT	BS	MT	DoubleMajor	dual	dualB	dualC	Mdes	MBA	Phd	MSc	MSR
AE	Y	-	Y	Y	Y	Y	Y	-	-	N	-	Y
BSBE	Y	-	Y	Y	Y	Y	Y	-	-	N	-	Y
CE	Y	-	Y	Y	Y	Y	Y	-	-	N	-	Y
CHE	Y	-	Y	Y	Y	Y	Y	-	-	N	-	Y
CSE	Y	-	Y	Y	Y	Y	Y	-	-	N	-	Y
EE	Y	-	Y	Y	Y	Y	Y	-	-	N	-	Y
ES	-	Y	Y	-	Y	-	Y	-	-	N	-	-
ME	Y	-	Y	Y	Y	Y	Y	-	-	N	-	Y
MSE	Y	-	Y	Y	Y	Y	Y	-	-	N	-	Y
PHY	-	Y	-	Y	Y	Y	Y	-	-	N	N	-

Eligibilty :

CHM	-	Y	-	Y	Y	Y	Y	-	-	N	N	-
MTH	-	Y	-	Y	Y	Y	Y	-	-	N	Y	-
ECO	-	Y	-	Y	Y	Y	Y	-	-	N	-	-
DES	-	-	-	-	-	-	Y	N	-	N	-	-
IME	-	-	Y	-	-	Y	Y	-	N	N	-	-
CGS	-	-	-	-	-	-	-	-	-	N	-	Y
HSS	-	-	-	-	-	-	-	-	-	N	-	-
EEM	-	-	Y	-	-	Y	-	-	-	N	-	-
MSP	-	-	Y	-	-	-	-	-	-	N	-	-
NET	-	-	Y	-	-	Y	-	-	-	N	-	-
PSE	-	-	Y	-	-	Y	-	-	-	N	-	Y
Stats	-	-	-	-	-	-	-	-	-	N	N	-

Software Engineer- B.Tech/ B.E.

CTC Breakup:

Rewards Component	Value (INR)	% of Base Salary*
Base Salary	1,680,000	100%
Target Bonus	252,000	15%
Value of new hire equity** (12 months' vesting)	919,517	55%
Benefits	158,765	9%
Sign-on bonus	150,000	9%
Total Rewards Estimate for the first 12 months	**3,160,282**	

Please note:

Values above are rounded to the nearest hundredth

Cost to Company :

*Base salary comprises basic salary and basket of allowances

**The above enlists equity for the first 12 months only and does not include equity for the next 3 years, which is over and above the CTC indicated above

Relocation Bonus (if applicable) & other benefits are over and above this

Software Engineer- M.Tech/ M.E.

CTC Breakup:

Rewards Component	Value (INR)	% of Base Salary*
Base Salary	1,800,000	100%
Target Bonus	270,000	15%
Value of new hire equity** (12 months' vesting)	919,517	51%
Benefits	167,153	9%
Sign-on bonus	150,000	9%
Total Rewards Estimate for the first 12 months	**3,306,670**	

Benefits:

Perks

Food: Google provides free onsite breakfast, lunch and dinner.

Massage: Googlers can sign up for subsidized chair and full body massage to relax and rejuvenate!

Wellness Center: On-site physicians and/or nurses are available in most offices in India to help with your immediate medical and wellness needs. We also organize periodic health checks for employees.

Onsite Gym: Google provides onsite gym facilities with instructors in most offices in India. In offices without an onsite gym, Google provides a monthly reimbursement of up to INR 2,000 per month spent on membership fees at the gym of your choice.

	Transport Service: Home pick-up & drop facilities are provided on a sharing basis.
	Additional Benefits
	Survivor Income Benefit For your Spouse: The lump sum benefit to the living spouse will be equal to 3 times your annual base salary.Â For your Children The benefit to the unmarried child(ren) will be a fixed lump sum amount calculated as INR 10,000 per month up to the age of 25 years. Should you have multiple children, the youngest child's details will be taken into account to calculate the lump sum, and this amount would be split equally among your children
	Internet Reimbursement:Â Reimbursed if your work requires using internet from home, based on business need and on actuals. The payout is capped at INR 3,500 per month.
Package Details :	Global Travel Insurance: Googleâ€™s global business travel assistance program is designed to keep Googlers safe when away from home on business or vacation. In addition, Googlers and their accompanying families (ie., partners and children) are covered for international personal travel, 365 days a year (beach trip anyone?).
	Education Programs: We want to support your growth, both personally and professionally, so Google reimburses a portion of your education-related expenses (up to a local cap). We'll reimburse 2/3 of the cost if the course is related to your current role, and 1/3 of the cost for personal interest courses, including cooking classes and music lessons! Googlers can also access up to 10 business days of paid leave per year for courses that assist with professional development.
	Vacation: You'll receive up to 20 days of vacation in a year (prorated upon hire). You're entitled to carry over a maximum of 30 days of vacation, subject to policy.
	Holiday: Google recognizes 12 public holidays per year in India.
	Time away: You are eligible to take 12 business days of sick leave per year to care for yourself or your family.
	Supporting Families: Google offers 26 continuous weeks of maternity leave, 12 weeks of baby bonding leave (for non birth parent including paternity leave/ adoption leave), all paid at 100% of Base Salary. After the arrival of your new baby, you are eligible for an INR 13,650 payment to assist with the cost of catering or help around the house.
	Other Peer Bonus Peers can thank you via our kudos program, or even nominate you for a peer bonus that includes a cash award.
	Spot Bonus: If you do something exceptional, managers can nominate you for a spot bonus.
	Other: Take advantage of Google's employee assistance program, free annual health screening, gift matching, and company-wide employee discounts.
Bond :	False
Medical Requirements :	
Resume Shortlist :	True
Resume Shortlist Criteria:	N/A
Aptitude Test:	False
Group Discussion:	False
Technical Test:	True
Technical Test Duration:	60 mins
Technical Interview:	True
Technical Interview Duration:	45 mins
Number of Techical Interview Rounds:	4

HR Interview:	True
HR Interview Duration:	45 mins