INFOSYS RECRUITMENT 2025: SPECIALIZED ROLES BREAKDOWN

Infosys has transitioned to a **Skill-Based Hiring** model, where your compensation is directly linked to your technical assessment performance and proficiency in "AI-First" technologies. This guide details the specialized roles and the path to becoming a high-value contributor.

1. Overview of the Tiered Compensation Model

The new model rewards expertise and deep technical aptitude, offering freshers a clear, merit-based path to high-tier roles. Your journey starts with excelling in the technical assessment.

2. Role-by-Role Deep Dive: Specialized Career Tracks

This table provides a breakdown of the three primary roles for freshers, detailing the CTC, core objectives, and required mastery level for each.

Role	Annual CTC	Core Objective	Key Skills to Master
A. Specialist Programmer – Level 3 (The Elite Track)	₹21,00,000 (21 LPA)	High-end product development, AI research, and architectural design.	Advanced Algorithms (Graph Theory, Dynamic Programming), System Design (HLD: Microservices, Scalability), AI Integration (LLMs, RAG, Fine-tuning), High Competitive Programming ranking.
B. Specialist Programmer – Level 1 & 2 (The Power Track)	₹11,00,000 – ₹16,00,000 (11 – 16 LPA)	Solving complex backend problems and developing high-performance applications.	Standard DSA (Trees, Heap, Recursion), Object-Oriented Design (LLD: Design Patterns, SOLID), Full-Stack Proficiency (Java/Spring Boot or Python/Django), Advanced Database Management (SQL, Query Optimization, ACID).
C. Digital Specialist Engineer (DSE)	₹6.25,000 – ₹7,00,000 (7 LPA)	Building user-facing digital applications and cloud-native solutions.	Foundational DSA (Arrays, Strings, Hashing, Linked Lists), Modern Web Tech (React.js, Angular, or Vue.js), DevOps Basics (Git, Docker, CI/CD), API Development (RESTful APIs).

3. The Selection Process (HackWithInfy / InfyTQ)

To enter any of these specialized tracks, you must undergo a single, high-stakes screening exam. Your score on this assessment is the sole determinant of the role you are offered.

The Two-Stage Process

1. **Coding Assessment:** A 3-hour exam with 3-4 coding questions.
2. **Technical Interview:** A rigorous 1-on-1 session focused on live coding challenges, detailed project discussions, and complex logic puzzles.

Performance Split for Role Eligibility

Assessment Performance	Role Eligibility	CTC Bracket
Solve 3+ Hard Questions	SP – L3 (Elite Track)	21 LPA
Solve 2 Medium-Hard Questions	SP – L1/L2 (Power Track)	11–16 LPA
Solve 1–1.5 Medium Questions	DSE	7 LPA

To prepare for this competitive selection process, use the resources provided below.

4. Recommended Preparation Roadmap (3-Month Plan)

This structured plan outlines key focus areas and recommended resources to maximize your performance in the assessment and secure a high-tier role.

Month	Focus Area	Resource
Month 1	Language Mastery (Java/C++/Py) & Basic DSA	LeetCode (Easy), GeeksForGeeks
Month 2	Advanced DSA & Competitive Coding	Codeforces, InterviewBit
Month 3	System Design & CS Core (OS, DBMS, CN)	Roadmap.sh, YouTube