

The Cisco logo, featuring the word "CISCO" in a bold, black, serif font, set against a bright yellow rectangular background.

COMMERCIAL AND INDUSTRIAL SECURITY CORPORATION.

COMPANY OVERVIEW:

- **Founded:** 1984
- **Headquarters:** San Jose, California, USA
- **Industry:** Networking, Cybersecurity, and Cloud Computing

- **Core Products and Services:** Routers, switches, cybersecurity solutions, collaboration tools, data center solutions, cloud services, and IoT (Internet of THINGS) SOLUTIONS.

COMMON JOB ROLES AT CISCO:

Cisco hires for a wide range of positions, including:

- **Software Engineer** (front-end, back-end, full-stack)
- **Network Engineer**
- **Cybersecurity Engineer**
- **Cloud Engineer**
- **Technical Support Engineer**
- **Sales Engineer**
- **Product Manager**
- **Data Scientist**

WORK CULTURE AND ENVIRONMENT:

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- **Work Hours:** Cisco promotes a healthy work-life balance and has a flexible work environment. Employees generally work a standard 40-hour workweek, with flexibility in remote working and hybrid models. However, deadlines or critical project phases can lead to extended hours.
- **Work-life balance:** Cisco is known for its employee-friendly policies, including paid time off, wellness programs, and parental leave.
- **Diversity & Inclusion:** Cisco prioritizes diversity and inclusion, providing an open and collaborative culture.

SALARY (PACKAGE INFORMATION):

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Cisco salaries vary significantly based on job role, experience, and location. Here's a breakdown for software engineers and technical roles:

SALARY RANGE FOR TECHNICAL ROLES:

1. Software Engineer (Entry-Level):

- **Lowest Salary:** Around ₹7-10 lakhs per annum (India) | \$70,000 - \$90,000 (USA)
- **Average Salary:** ₹15-20 lakhs per annum (India) | \$110,000 - \$130,000 (USA)
- **Highest Salary:** ₹30 lakhs or more (India) | \$150,000 - \$180,000+ (USA)

2. SENIOR SOFTWARE ENGINEER

- **Lowest Salary:** ₹15-20 lakhs per annum (India) | \$110,000 (USA)
- **Average Salary:** ₹25-35 lakhs per annum (India) | \$140,000 - \$160,000 (USA)
- **Highest Salary:** ₹50 lakhs or more (India) | \$180,000+ (USA)

3. CYBERSECURITY

ENGINEER:

- **Lowest Salary:** ₹10-12 lakhs per annum (India) | \$90,000 (USA)
- **Average Salary:** ₹18-22 lakhs per annum (India) | \$120,000 - \$140,000 (USA)
- **Highest Salary:** ₹40-50 lakhs (India) | \$160,000 - \$180,000 (USA)

4. NETWORK ENGINEER:

- **Lowest Salary:** ₹6-8 lakhs per annum (India) | \$70,000 (USA)

- **Average Salary:** ₹12-15 lakhs per annum (India) | \$100,000 (USA)
- **Highest Salary:** ₹25 lakhs or more (India) | \$130,000 - \$150,000 (USA)

5. TECHNICAL SUPPORT

ENGINEER

- **Lowest Salary:** ₹5-7 lakhs per annum (India) | \$60,000 - \$70,000 (USA)
- **Average Salary:** ₹10-15 lakhs per annum (India) | \$80,000 - \$100,000 (USA)

NOTE: SALARIES IN INDIA ARE

TYPICALLY LOWER THAN IN THE US,

BUT CISCO COMPENSATES WELL

COMPARED TO THE INDUSTRY
AVERAGE IN EACH REGION.

Bonuses and Stock Options:

- **Bonuses:** Cisco provides performance-based bonuses, typically between 10% to 20% of the base salary depending on the role and performance.
- **Stock Options:** Many employees are eligible for Restricted Stock Units (RSUs) or stock purchase plans, which increase total compensation significantly.

WHAT YOU WILL DO:

The responsibilities at Cisco will vary by role. Some common tasks include:

1. SOFTWARE ENGINEER:

- Developing and maintaining software products, including network automation tools, cloud services, and collaboration platforms.
- Working with technologies such as Python, Java, C++, and front-end tools (Angular, React).
- Collaborating with teams to design new features and solve complex problems.

2. NETWORK ENGINEER:

2. NETWORK ENGINEER:

- Designing, implementing, and troubleshooting complex network infrastructures.
- Working with Cisco routers, switches, and other networking devices.
- Ensuring security compliance and maintaining network reliability.

3. CYBERSECURITY ENGINEER:

3. CYBERSECURITY ENGINEER:

- Protecting Cisco's and clients' networks from security threats.
- Working on firewalls, intrusion detection systems (IDS), and penetration testing.
- Responding to security incidents and ensuring the integrity of the network.

4. CLOUD ENGINEER:

4. CLOUD ENGINEER:

- Designing and managing cloud infrastructure using Cisco's cloud solutions.
- Automating cloud operations and integrating with other platforms.

5. PRODUCT MANAGER:

5. PRODUCT MANAGER:

- Leading cross-functional teams to build and launch new products.
- Understanding market needs and driving product vision.

WORK EXPECTATIONS (TIME TO

COMPLETE TASKS):

- **Deadlines:** Deadlines depend on the project size and scope. Larger projects might take weeks or months, while smaller tasks could be completed in a day or two.
- **Collaboration:** Most roles at Cisco require cross-functional collaboration, with regular team meetings, code reviews, or security audits.
- **Training:** Cisco encourages continuous learning. Engineers often spend time on certifications (like CCNA, CCNP, or cloud certifications), and many employees dedicate a few hours a week for upskilling.

WORK PERKS:

- **Health and Wellness:** Comprehensive health insurance, fitness subsidies, and mental health programs.

- **Work-life Flexibility:** Remote work options, flexible work hours, and generous leave policies.
- **Career Development:** Cisco invests heavily in employee growth through internal programs, training, and certifications.

CHALLENGES:

- **High Expectations:** Cisco is a high-performance environment, and employees are often expected to meet tight deadlines and solve complex problems.
- **Workload Fluctuations:** The workload can vary; while there's flexibility, there may be busy periods leading up to project deadlines.

HOW TO GET HIRED AT CISCO:

1. **Strong Technical Skills:** Be proficient in relevant technologies and coding languages (Python, Java, C++, networking protocols).

2. **Networking Knowledge:** For network engineers and cybersecurity roles, Cisco certifications like **CCNA, CCNP, or CCIE** are a big plus.

3. **Problem-Solving Skills:** Cisco looks for candidates who are good at solving complex technical challenges.

4. **Culture Fit:** They value collaboration, innovation, and diversity, so highlighting teamwork and adaptability is key.

Cisco offers a rewarding career for those passionate about technology and innovation, with competitive pay and excellent work-life balance!