Onix Internship cum PPO Program.

Eligibility

- B. E / B. Tech - Computer Science / IT (Batch 2026 passing out)
- Academic Percentile – Class 10th to Graduation – 70% Throughout.

Skills

- SQL

- Python

Selection Process

- Online Aptitude Technical Assessment – 90 minutes
- Onix Presentation
- Coding Test in Person
- Two Levels of Evaluations in Person
- Leadership & HR round in Person

Selection Guidelines

1. The Coding test will be conducted online from Onix office.
2. Interviews will be conducted in person at Onix Office.
3. Selected Candidates will be eligible for a full-time internship program for a duration of around 6 months to 1 year at Onix, Pune office.

An internship will be given to final year appearing students who have successfully completed third year and have been selected at DM from engineering colleges directly.

1. Internships are voluntary for students selected by DM from engineering colleges.

2. The student will fill up an online form for Internship giving their consent.

3. In case of such consideration thereof, you shall be required to sign a **training agreement** with the Company, and inter alia provide a commitment to work during internship and on successful completion of internship, you will be converted to full time employment with a **service agreement** for 2 years.

4. The Internship duration will be until he pass out his final year exam, during this period the Intern will be considered as a full-time contractor.

5. During Internship, the intern will be given on the job training and then assigned to live projects.

6.   Training will be in the Onix office on weekdays for a full 8 hours.

7.   As an Intern, the student will be eligible for a stipend of 25000 per month.

8.   During Paid Internship, if an Intern voluntarily discontinues internship for any reason, he or she will be liable to pay back the cost including **training costs, course fees, certification cost, recruitment & induction cost, stipend,** and benefits incurred by Onix based on the calculation below: -

> **a.   Example: If an intern has completed 3 months and wants to voluntarily quit, the intern is liable to pay back twice the amount paid by Onix so far.**
> **b.   Calculation for reference: For three months 25000 x 3 months = 75000 x 2 = INR 1,50,000/**

c.   The above agreement will be shared with you in advance before you start the internship.
d.   The internship Letter will be issued only after continuation of services as a full-time employee as per the employment agreement signed on the date of joining.

9.   During Training & On Live Project – The Assignments, Test Scores, Work Performance including Behavior will be assessed & recorded by the respective department heads and managers for records and fitment to finalize grade and compensation based on Final Rating of A, B & C

10.   On Successful Internship completion, the individual will be considered for permanent employment as an Associate Engineer on submission of his final year marksheet in original for validation and a photocopy self-attested for submission.

11.   Permanent Employment will be further classified in the following categories and pay structure.
> **1.   Associate Engineer on a salary of INR 4,50,000/- per annum.**

12.   In case the intern fails to complete his / her final year of engineering exam for whatever reason, he can continue as an intern till he clears his backlog and produces the marksheet / degree.

13.   Exam Leaves - Interns will be allowed to take leaves for the exams and practicals, the same has to be communicated directly by college authorities in advance to Onix Human Resources.

14.   The College authorities need to communicate the date of examination results for us to award full time employment to Interns.

On Successful Completion of Internship, Conversion to Full Time Employment:

- **Commitment and signing of service agreement for 2 years.**
- In case the employee voluntary, discontinues and breaks the service agreement for whatsoever reason, he or she will be liable to payback the cost including training costs, course fees, certification cost, recruitment & induction cost, stipend, and benefits incurred by Onix based as per below

  - Before 12 months : INR 2,00,000/-
  - Between 13 to 18 Months : INR 1,25,000/-
  - Between 19 to 24 Months : INR   75,000/-
  - After 24 Months : _____NIL_____