

Compensation (INR Lakhs) for Data Analyst

	4 year degree	5 year degree	
Base Salary	13	14	Per annum
Rent Matching	1.3	1.4	10% of your salary or 50% of your monthly rent (whichever is lower). Conditions apply
Performance Bonus	1.625	1.75	Up to 15% of base. Dependent on individual and company performance.
Signing Bonus	1	1	One time. To be returned if you leave Fischer Jordan within the first 2 years
Retention Bonus	1	1	One time. To be paid after completing 2 years with Fischer Jordan
Revenue Share in Year 2	1.125	1.125	Estimated. Could vary based on actual company revenue and employee performance
Revenue Share in Year 3	2.25	2.25	Estimated. Could vary based on actual company revenue and employee performance
Total	21.3	22.5	

Compensation (INR Lakhs) for SW Developers

Component	Amount (INR lakhs)	Notes
Base	15	Per annum
Signing Bonus	1.0	One time. To be returned if you leave Fischer Jordan within the first 3 years
Rent Matching	1.50	10% of your salary or 50% of your monthly rent (Whichever is lower) ¹
Performance based bonus	2.25	Up to 15% of the base. Dependent on individual and company performance. Assumes 12.5% for purpose of calculation
Retention bonus	1.0	One time. To be paid after completing 3 years with Fischer Jordan
Revenue share in year 2	1.125	Estimated. Could vary based on actual company revenue and employee performance
Revenue share in year 3	2.25	Estimated. Could vary based on actual company revenue and employee performance
TOTAL	24.13	

Summer Internship-

Stipend –

Degree	3 Years	4 Years	5 Years
Stipend	INR 35000	INR 40000	INR 45000

Recruiting Process

- Resume screening
- 3 rounds of interviews via video conference
- We have no fixed quota/target for hiring

Location

Mumbai (Work from home if the situation does not permit)

Cut off CGPA- 7.5

Note – We require min 1-week prior notice/ intimation before the interview schedule and pre-placement talk

Interview Guidelines:

- Thoroughly review our website
- Quantitative and logical thinking
- Guesstimates/Brainteasers
- Cultural fit
- No need to review specific programming skills
- Technical assessment test

Interview Process-

Pre-placement talk -1 week before the Drive

Resumes for screening min 4 days before the Drive

Need in this format only (Ms-Excel)

Name

Email

Semester wise CGPA breakup

Program

Question to be added in our application (compulsory question which should be attached in the application form itself)

Why would you like to work with FJ

what are your career objectives for the first 5 years post your graduation

We prefer to start at 9am onwards and for round 2 and 3 the times will be as EST so those who are in the final round you to prepare them for the late night or early morning schedule.

Total Time for Interview Process - for Interns 1 day and for FTE 2 days (this may vary based on number of shortlist and panel availability but no beyond 4 days)

Interns Interview- 2 Rounds

Panel for Round1 – Technical Team

Panel for Round2 - Neet or Boaz

FTE Interview -3 Rounds

Panel for Round1 - Technical online assessment test

Panel for Round2 – Technical team

Panel for Round3- Neet

Panel for Round4- Boaz

Campus recruitment policy document

1. Shortlisted students from FJ should not allow sitting for any other companies interview process until we declare the final interview results
2. Once we made the offer for final placement/Interns, they should be out of the placement/Internship process
3. PPO results will be declared as per the timeline given by the placement team, Once they accept then they should be out of the process
4. We should get Day 0/1 slot (if we do not get the desired slot then we may withdraw our name from the process)

FischerJordan LLC

Team HR