

# **HIRE- TRAIN- DEPLOY**

- An initiative by TCG Digital supported by Emerge Finishing School as their hiring and training partner.

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### Introduction of the Organizations:

**Emerge Finishing School** has been a leading pre-placement training organization based in Hyderabad since 2010.

Emerge has:

1. 11+ Years of Experience of working with students
2. Strong PAN INDIA Presence
3. Worked with 50+ Premier Engineering & Management Colleges
4. Touched over 4.5+ Lakhs lives in last 11 years
5. Strong Alumni of 9,000+ Students

**TCG Digital** is the flagship Information technology arm of **The Chatterjee Group (TCG)**, a multi-billion-dollar conglomerate that focuses on Petrochemicals, Life Science, IT, Real Estate, and headquarter in New York, USA. We have our operations spanning across the USA, EMEA, India, and APAC. With a diversified portfolio of varied products and services, TCG Digital offers its own Advanced Analytics & AI platform combined with consulting services, powered by AI/ML.

**TCG Digital** accelerates enterprise digital transformation with hyper-contemporary technologies, advanced analytics, and data strategy to deliver **Velocity to Value**. Our strength lies in our flexible and scalable solutions that are customized to the unique needs of each of our customers. We have the following products and services.

**Products:** tcgmcube AI platform

**Services:** Cloud, Analytics, AI, Machine Learning, Mobility, IOT, Computer Vision, AppDev

**Sectors:** Aviation, Government, Life Sciences, Petrochemicals/Refineries, Insurance, Retail & Consumer

**Location:** Work from Home at present, subject to Client's work policy

**Presence:** India (Delhi, Mumbai, Kolkata), US (Chicago, New York, Somerset), Germany (Frankfurt), UAE (Dubai), Singapore

### Requirement & Process:

TCG is looking for fresh talent to be inducted in the teams.

Emerge Finishing School will source suitable candidates:

- Trainees (current semester /current batch)
- Fresher (pass-outs)
- Experienced candidates (1-2 years).

Emerge Finishing School will pre-screen them based on multiple criteria- to be conducted by **TCG using EmERGE Finishing School expertise, (like qualification, preliminary tests/apptitude tests, experience, any other as per TCG mandate) including JD and profile.**

This pre-screening is a standard procedure that is used during campus hiring.

Emerge Finishing School will conduct the first round of screening and shortlist suitable candidates, post which TCG Digital will identify a batch for training. The cost of training will be borne by TCG.

These candidates should be available for training immediately. Upon successful completion of training, TCG shall conduct assessments and roll out pre-placement offers to the successful candidates.

Trainings and evaluation are expected to be completed by end of January - 2022 and candidates are expected to be on boarded latest by 1<sup>st</sup> week of March, 2022.

#### **Pre-placement offers will be decided depending on point number 1a, 1b, 1c:**

**1a)** TCG will be investing time and resources on the training, hence the expectation is that, post final selections, the candidates would accept TCG offer and stay for a minimum of 1 year-1.5 years. **Point to note – no initial cost to be borne by college and student. However, post final selection, if a candidate chooses not to join and/or leave within stipulated time, the training cost will be recovered from the candidate.**

**1b)** The training sessions (40-60 hours) will be on specific technologies as **AWS, Java stack, Spark and Angular** to name a few, to build productive ready engineers with TCG in IT roles. These trainings will be delivered through a combination of synchronous live sessions, online sessions, asynchronous LMS sessions and practice exercises on platforms.

**1c)** TCG is open to various streams as **CSE, IT, EC, EE**, provided the students have covered programming, coding in their semesters. Also open to **MCA, BCA student, MSc (Data Science)**. We can look at batches of 10/20 for each of the training sessions, however we will need at least 50+ resumes in order to shortlist right set of candidates from your institution.

Upon the successful completion of the technical training and subsequent assessments, shortlisted candidates will be offered employment with TCG **as Technical Trainee and after six month they would be Software Engineer** mostly with development and testing domain with the organisation.

The CTC would be between **3.5 Lacs (PA) - 4.5 Lacs (PA)** based on the hiring criteria of the organisation and competency of the shortlisted candidates.

**There would no bond, however any employee leaving before one year of the employment will have to compensate the training cost borne by TCG.**