



## Fresh Graduate Recruitment Programme for Y-2023

### Who we are?

Kovair Software is a Silicon Valley software products company specializing in the domain of Software Applications Development tools and solutions and supports global software development and management through Value Stream Management Platforms – VSMP. Kovair’s focus on integrating third-party best-of-breed ALM and various other tools and applications enables the creation of products in a synchronized tools environment through its Omnibus Integration Platform. Now with its recognition of DevOps and DevSecOps capabilities, it has a full offering of software development tools in multiple domains.

Kovair’s flagship products Omnibus Integration Platform, Kovair DevOps, Kovair ALM, PPM and QuickSync, are highly preferred solutions for some of the major corporations globally.

For more information about the company, product and business, visit [www.kovair.com](http://www.kovair.com)

### What are we hiring?

We are hiring Software Engineers for Kovair Software Pvt. Ltd. in India.

### Who are we hiring?

BE/B.Tech with major in Computer Science & Engineering or Information Technology or MCA or M.Sc in Computer Science or Information Technology batch of year 2023 pass out.

### Eligibility criteria

All candidates who have scored **55% or above in both secondary & higher secondary exam** and **also 55% or above equivalent CGPA score in B.Tech / MCA / M.Sc (till the last semester attended)** are eligible to register online.

### What you can expect

Once you join, you will receive our technology and product training, get a learning experience, a challenging work environment that will contribute to your career growth eventually. A good, friendly work environment is also what you can expect.

## **What we would expect**

You be reasonably sound in technical ability, have a reasonably well communication skill in English Language, both written and verbal, the right attitude to do teamwork and the eagerness to learn new things and take challenges

## Steps for you to follow in this college recruitment drive

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- ✓ Step 1: Online registration (mandatory). Follow your college Training & Placement Officer's instruction for this recruitment drive
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Registration link: <http://recruit.kovair.com/recruitment/CandidateRegistrationForm.aspx>

Prefer internet browser: **Google Chrome**

The **resume that you upload** during registration, must contain **your recent photograph** pasted on it.

Your **college should be correctly selected** by you from the drop-down list in the registration web form.

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- ✓ Step 2: After submitting your registration, account activation is required. (Refer your registered email inbox after registration). The **activated accounts** shall be considered for **selection process**.
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Step 3: After steps 1 & 2 (mentioned above), Kovair shall communicate to the qualified applicants over November- December 2022 with the **selection test schedule (date, time, venue)**.

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### Selection test details-

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Rounds	Round type	Details of the round	Topic	Reference	What we are trying to identify
Aptitude test	Selection round	MCQ	Technical, Logical reasoning, General Aptitude and English Language	Technical questions may consist of C/C++, OOPS, HTML/Javascript, SQL, Asp.net/ Java	General aptitude
Group discussion	Selection round	Group Discussion/Extempore			Communication skill
Programming test	Selection round	MCQ and textual questions	Logical and programming questions		Programming logic

1st round interview	Selection round		Basic programming knowledge C, C++ / Oops / SQL, Java/ Asp.Net or any other technical skill that you may have		Technical skill, conceptual skill
Final round interview	Selection round		Overall capability for the job role		Job related key skills

## **Selection & Joining**

- ✓ The selected candidates shall be offered for employment with Kovair Software Pvt. Ltd.
- ✓ The selected candidates shall have to appear at Kovair Kolkata office for completing the offer acceptance process, together with relevant testimonials of qualifications and proof of identity. For such proceedings the candidates shall be notified a date & time in a separate email after all selections, by the HR Team.
- ✓ Prior to joining, the candidates shall be required to attend and successfully complete the training that shall be arranged by Kovair.

## **Job Description**

- ✓ Job Position: Software Engineer- Trainee, during the probation period
- ✓ Probation period: Six months from the date of joining, subject to successful completion of the probation.
- ✓ Service confirmation: The successful completion of the probation period shall be subject to a successful performance only and then the service shall be confirmed.
- ✓ Starting compensation & benefits: On joining, the incumbent shall be under the Company's direct payroll.
- ✓ Compensation shall include structured components with statutory benefits.
- ✓ Annual Gross compensation [CTC- Cost to Company]- Rs.240,000/- per annum during the probation period, which shall get revised on service confirmation.
- ✓ On confirmation, the Annual Gross compensation, CTC- Rs.350,000/- per annum or above, subject to performance rating.
- ✓ After service confirmation, the incumbent shall be entitled to Company's regular appraisal cycle.
- ✓ All other benefits of paid leave entitlement, medical insurance, availing restricted holidays and others shall be subject to service confirmation.
- ✓ However, on joining, the incumbent shall be entitled to the Company's compulsory annual holidays.

✓ Responsibilities-

- On joining, attend and successfully complete all such trainings that shall be advised by the Management from time to time.
- The incumbents shall be entrusted with the jobs in either software development for Company's products & applications or software testing, or providing customer solutions on the products & applications or providing technical support or technical writing or contributing in sales & marketing.
- The working hours is generally 45 hours a week.
- Service Continuity declaration: Kovair may have the option to ask from the incumbent for a service continuity declaration as a term of the employment, for a maximum of two years from his/her date of joining.