



Bridging Your Business To A Timeless Technological Future

UNLIMITED OPPORTUNITIES FOR THOSE WHO DON'T LIMIT THEMSELVES

Keeves Technologies Private Limited is a Kolkata-based deep tech innovator specializing in **Virtual & Augmented Reality (VR/AR), Generative and Predictive AI and Cutting-Edge Software Solutions.**

Founded by a team of four passionate technologists, the company has been at the forefront of immersive technology and advanced data science for over a decade. By fusing creativity with technical expertise, Keeves Technologies has developed transformative products that redefine user experiences and solve complex industry challenges.

Our collaborative culture fosters continuous learning, agile development, and a drive for excellence—making Keeves Technologies a dynamic workplace for aspiring tech professionals eager to shape the future.

We are hiring for the following positions:

- **Position 01: Software Engineer Trainee**, where the selected candidate will work in our Product Development department.
- **Position 02: Business Analyst**, where the selected candidate will work in our Design & Engineering department.
- **Position 03: Business Development Associate Trainee**, where the selected candidate will work in our Marketing and Research department.

(Depending on eligibility, candidates can apply for one or more positions. Based on interview and candidature, company will decided and offer respective position to the candidates)

Employment Type: Full time permanent position.

Payroll: Company Payroll

Number of vacancies: 30+

- Vacancies are separate position wise.
- Hiring strictly depends on the quality of the candidates fulfilling our recruitment parameters and fitting into the specific job roles.

Job location: Kolkata, India.

- Work From Office (WFO).
- Outstation candidates should be ready to relocate to Kolkata.

Educational Qualification:

- **For Position 01 & 02 (Software Engineer Trainee & Business Analyst):** MCA & B.E. / B.Tech (CS/IT and allied streams, Chemical, Mechanical, Civil, ECE, EIE, ETC, EEE)
- **For Position 03 (Business Development Associate Trainee):** MBA / PGDBM or B.E./B.Tech (All/Any streams eligible if they are interested for the Business Development role).

Please note that any candidate applying or selected are not supposed to pay any amount/fees (in any form) to the company or our recruitment partners or any parties concerned at any stage (before, during or after) the recruitment process or joining.

Recruitment event organized & coordinated by NextGen Ventures

Collaborations & Associations:



Batch / Year of passing out: 2025

Cut Off Criteria:

- 75% and above in Xth standard.
- 70% and above in XIIth standard.
- 65% and above in Engineering/Graduation &
- CGPA 7.2 & above in MCA or MBA.
- No Backlogs allowed at the time of appearing for the interview as well as at the time of joining.

Gender: Male/Female.

Notice Period: 60 Days.

Service agreement: 1 year (Candidates have to pay upto 2 months salary in case of violation of service agreement)

Joining: The selected candidates can decide and join in any of the options as mentioned below:

- **Option 01:** Selected candidates can join as "Intern" from Feb'25 onwards for a 4-6 months internship period. Leaves will be provided during final exams based on prior intimation and approval. On completion of internship, they will be converted to FTE.
- **Option 02:** Selected candidates can join as FTE post completion of their final semesters. (Tentatively in July/August'25). On joining, they have to undergo a 4-6 months training period.

CTC/Salary/Stipend:

- Candidates joining as Interns from Feb'25 onwards will get stipend of INR 15-25K during internship period. On completion of internship, CTC will be between INR 4.14 Lakhs p.a. – 6.48 Lakhs p.a.
- Candidates joining in July/August'25 after completion of course, the CTC will be between INR 4.14 Lakhs p.a. – 6.48 Lakhs p.a.

Monetary Benefits:

- 1. Stipend or Training Allowance**
 - A monthly or bi-weekly stipend to cover living expenses during the training/internship period.
 - Performance-linked increments can also be offered at the end of the training period to reward exceptional contributions.
- 2. Performance-Based Incentives**
 - Bonuses or financial rewards for achieving specific milestones or exceeding KPIs.
- 3. Travel Allowance**
 - Reimbursement or allowances for daily commute or out-of-station travel related to work.
- 4. Relocation Assistance**
 - Support for housing or relocation costs, if candidates are coming from out of town or relocating to join the program.

Keeves Technologies Private Limited

India: ECSU-610, 6th Floor, Ecosuite Business Tower, Plot No II, D/22, AA II, New Town, West Bengal 700157
Canada - Toronto: Toronto, Ontario M1S0G3, CA
Singapore: BLK 65, Tampines Ave 1,, #01-04, Tropica, Singapore, Singapore 529778, SG

Non-Monetary Benefits:

1. Comprehensive Mentorship & Training

- Access to in-depth onboarding programs, live projects, and expert guidance from industry veterans.
- Opportunities for cross-functional exposure to broaden skill sets.

2. Certification Courses & Learning Resources

- Sponsorship of online courses, workshops, or certifications related to job functions (e.g., VR/AR, AI/ML, business analytics).
- Subscriptions to premium learning platforms.

3. Flexible Work Arrangements

- Hybrid or flexible working hours, depending on project and role requirements.

4. Employee Wellness Programs

- Gym memberships, wellness stipends, or access to mental health resources.
- On-site facilities like yoga sessions, meditation breaks, or game rooms (if available).

5. Networking & Industry Exposure

- Participation in tech meetups, conferences, or hackathons to expand professional networks.
- Regular opportunities to present work to leadership for feedback and visibility.

6. Team Building Activities

- Social events like team outings, company-sponsored dinners, game nights, or off-site retreats.

7. Employee Discounts & Perks

- Discounts on company products or services, or affiliated brand partnerships (e.g., hardware, software tools).

8. Letter of Recommendation & Future Opportunities

- Personalized letters of recommendation for high-performing interns/trainees.
- Priority consideration for full-time positions or promotions post-probation.

9. Recognition & Awards

- 'Star of the Month' or 'Innovation Champion' awards with symbolic or small monetary gifts.
- Public acknowledgment during town halls or team meetings to boost morale.

10. Career Counselling & Roadmap

- One-on-one sessions with mentors or career coaches to help shape long-term career paths.
- Goal-setting and performance feedback cycles to accelerate professional growth.

Job profile & responsibilities:

Software Engineer Trainee:

Job Profile:

As a Software Engineer Trainee, you will contribute to the design, development, and optimization of cutting-edge software solutions in VR/AR, Generative & Predictive AI, and related deep-tech projects. Working under the guidance of senior engineers, you will gain hands-on experience in modern software development life cycles, tools, and best practices.

Key Responsibilities:

1. Coding & Development

- Write clean, efficient, and maintainable code in languages like C++, Python, Java or various other languages.
- Collaborate with cross-functional teams to develop software modules for VR/AR applications, AI-driven systems, or web-based solutions.

2. Research & Prototyping

- Explore emerging technologies and frameworks relevant to immersive experiences and advanced AI/ML.
- Develop proof-of-concept prototypes to validate new ideas and features.

3. Testing & Quality Assurance

- Implement unit tests, integration tests, and performance benchmarks to ensure product quality.
- Detect, document, and fix bugs in collaboration with senior developers.

4. Collaboration & Learning

- Participate in agile sprint planning, daily stand-ups, and code reviews.

- Keep abreast of industry trends and best practices for continuous personal and professional growth.

5. Documentation & Reporting

- Maintain clear documentation of code, features, and workflows.
- Provide regular progress updates to project leads and stakeholders.

Business Analyst:

Job Profile:

A Business Analyst at our deep-tech startup bridges the gap between technology, product strategy, and user needs. You will gather, analyze, and interpret data, then work closely with product, engineering, and sales teams to inform strategic decisions and optimize business outcomes.

Key Responsibilities

1. Requirement Gathering

- Collaborate with stakeholders to collect detailed business, user, and system requirements.
- Translate technical requirements into clear, actionable documents for the engineering team.

2. Data Analysis & Insights

- Perform quantitative and qualitative analyses on market trends, product performance, and user behavior.
- Identify patterns, draw meaningful insights, and recommend data-driven solutions.

3. Process Improvement

- Evaluate existing workflows and business processes for optimization and scalability.
- Suggest process enhancements that align with the startup's rapid growth and resource constraints.

4. Strategic Road mapping

- Assist in defining product and feature roadmaps, ensuring alignment with overarching business goals.
- Coordinate with cross-functional teams to prioritize projects based on impact and feasibility.

5. Documentation & Communication

- Prepare clear and concise reports, dashboards, and presentations.
- Communicate findings and recommendations to both technical and non-technical stakeholders.

Business Development Associate Trainee:

Job Profile:

As a Business Development Associate Trainee, you will help drive new partnerships, market expansion, and revenue growth. You'll work alongside sales, marketing, and product teams to identify business opportunities, pitch solutions, and cultivate strong client relationships in the immersive tech and AI sectors.

Key Responsibilities:

1. Market Research & Lead Generation

- Conduct market intelligence studies to identify new prospects in VR/AR, AI, and deep-tech domains.
- Develop and maintain a pipeline of qualified leads through networking and online research.

2. Client Outreach & Relationship Building

- Initiate contact with potential clients, partners, and investors.
- Nurture relationships by understanding client needs and presenting tailored solutions that highlight our startup's capabilities.

3. Sales & Negotiation

- Participate in sales presentations and product demos to prospective clients.
- Assist in drafting proposals, negotiating terms, and closing deals under guidance from senior team members.

4. Collaboration with Product Teams

- Work closely with technical and product teams to align client requirements with product roadmaps.
- Provide market feedback and user insights to shape feature development and enhancements.

5. Metrics Tracking & Reporting

- Track key performance metrics (KPIs) such as leads generated, conversion rates, and revenue growth.
- Compile regular reports for senior management, highlighting trends and proposing actionable strategies.

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