



Career opportunity as GET with DexGreen, a multinational design and manufacturing company, with expertise in telecommunications access network products.

We Collaborate, Innovate, Deliver and Support the development of industry leading telecommunications solutions.

Our first product, Dexbond, was pioneered 25 years ago. It has, to date, saved our client millions in engineer callouts and fault volume reduction.

Today, DexGreen develops tailor-made, innovative products to upgrade carrier networks across the world. We operate across the international telecoms market, serving clients like British Telecom (BT), NBN Australia and Deutsche Telekom.

DexGreen manufactures over 200 unique products and operates mobile applications, e-Learning packages, VR/AR training and field consultations.

We are hiring for the Graduate Engineer Trainee (GET) position, where the selected candidates will be inducted through the Internship program in our organization.

Brief job profile: Assembly of telecommunications products.

Employment Type: Full-time internship followed by full time permanent job opportunity.

Payroll: Under third party payroll / through Ranstard (www.ranstard.com) during internship, thereafter under company payroll.

To supplement the internship experience and further develop their professional and personal skills, we will be devising tailor-made intensive programs that comprise of:

- 1. Professional Development Programs:** To build skills critical to a successful career, such as communication, leadership, and teamwork. This will also include training on industry-specific tool and technologies.
- 2. Technical Certification Program:** We will guide and encourage them to enrol such certification programs such as Project Management, Supply Chain Management, CAD etc.
- 3. Personal Development Programs:** These programs help to develop personal skills such as emotional intelligence, stress management, anger management, time management etc
- 4. Mentorship Programs:** We will appoint mentors as invaluable career guidance and advice resources.
- 5. Sustainable Health Management Programs:** Programs on Nutrition, health, and exercise so that they could practice themselves and educate the people around them to lead a disciplined, healthy life.

Job location:

- Pune, Maharashtra.
- Outstation candidates should be ready to relocate to Pune.

Department:

- ✓ Process – Process Engineering,
- ✓ Production, and
- ✓ Quality Assurance

Reports To: Operational Process Engineering In Charge

Tentative duration of internship/training period: 1 year

Number of vacancies: Multiple.

However, please note that any hiring will strictly depend on the quality of the candidates fulfilling our recruitment parameters.

Educational Qualification: B.E. / B.Tech.

Stream or branch or specialization: Electrical - EE & EEE, Electronics - ECE & ETC, Mechanical, Production, Instrumentation - IE, EIE & AEIE, Automobile or related engineering disciplines.

Batch / Year of passing out: 2026 passing out batch.

Eligibility Criteria:

- Minimum passing marks in SSC/Xth Standard should be 75% and above.
- Minimum passing marks in HSC/XIIth Standard should be 50% and above.
- Minimum passing marks in Diploma Engineering (Polytechnic) should be 60% and above (First-class grade) - For Lateral Entry candidates.
- Minimum passing marks in Engineering should be 60% and above (First-class grade).
- Candidates with a maximum 2 subjects' backlogs are allowed.

Salary/Stipend during internship period: INR 2.38 LPA

Bond or security details or service agreement: Not applicable.

Joining:

- The selected candidates have to join the internship at Pune, Maharashtra on or before January 2026 (immediately on completion of their semester examination).
- The company will assist the candidates for stay locations/arrangements.
- Leaves will be provided during final exams based on prior intimation and approval.
- Colleges who will let their students join immediately should participate.
- The company will assist the candidates for stay locations/arrangements.

Important Advisory: Zero-Fee Recruitment Policy:

Please note that no candidate is required to pay any amount or fees at any stage of the recruitment process - before, during, or after selection or joining. This includes any form of payment to the company, our recruitment partners, or any third parties involved. We follow a transparent and merit-based hiring process, and any request for payment should be considered fraudulent. Candidates are advised to immediately report such incidents to our official communication channels.

This recruitment event is organized and coordinated by NextGen Ventures
(NextGen Recruitment Ventures Limited)



Program Overview: Graduate Engineer Trainee (GET)

The **Graduate Engineer Trainee (GET) Program** follows a "**Learning by Doing**" philosophy, ensuring that trainees gain real-world experience by being actively involved in day-to-day manufacturing and quality processes.

This program is designed to develop future engineers who can contribute to process improvements, production efficiency and quality excellence.

The training is structured around the **Gemba approach**, where trainees will spend most of their time on the shop floor, learning from the actual workplace, solving real problems, and engaging directly with machines, materials, and people.

Key Responsibilities

1. Process Engineering (Gemba Learning in Process Optimization)

- Work hands-on with the production team to understand **assembly processes for fiber optic connectors and passive components**.
- Participate in **Gemba walks** to observe bottlenecks and propose process improvements.
- Learn and apply **Lean Manufacturing, 5S, and Kaizen** principles through real-world applications.
- Assist in developing **Standard Operating Procedures (SOPs) and Work Instructions** based on shop-floor learning.
- Support **process automation and layout optimization** based on practical insights from the production floor.

2. Production (Hands-on Learning in Manufacturing Execution)

- Actively participate in **fiber optic connector assembly operations** to understand challenges and best practices.
- Engage in **hands-on troubleshooting** for process deviations and ensure adherence to SOPs.
- Learn by doing: Assist in **cycle time reduction, line balancing, and material flow improvements**.
- Work with operators and supervisors to **understand machine behavior, tool wear, and process variations**.
- Support implementation of **Kanban systems** for material flow and inventory management.

3. Quality Assurance (Practical Learning in Defect Prevention & Control)

- Spend time at **incoming inspection, in-process quality checkpoints, and final product testing** to understand defect patterns.
- Conduct **real-time quality inspections** and apply **root cause analysis (RCA) techniques** for problem-solving.
- Assist in deploying **Statistical Process Control (SPC), Failure Mode & Effects Analysis (FMEA), and 8D methodologies** on actual quality issues.

- Learn about customer-specific quality requirements through **practical exposure to audits and compliance checks**.
- Work on **zero-defect initiatives** through hands-on participation in **error-proofing (Poka-Yoke) projects**.

Key Learning Methodology – Gemba-Based Training

The program ensures that trainees:

- ❖ **Learn from the Workplace (Gemba Walks & Observations):** Direct exposure to live production challenges rather than classroom-based training.
- ❖ **Develop Solutions on the Shop Floor:** Encouraged to propose and implement real-time process and quality improvements.
- ❖ **Hands-on Exposure to Tools & Machines:** Understand assembly intricacies, material behaviors, and troubleshooting techniques by working closely with production teams.
- ❖ **Problem-Solving Through Data & Experience:** Apply Lean and Quality tools based on actual shop-floor observations, rather than theoretical analysis.
- ❖ **Collaborate with Experienced Team Members:** Continuous learning from skilled technicians, engineers, and supervisors.

Desired Skills & Competencies:

- **Curiosity & Proactiveness:** A strong interest in understanding and improving manufacturing processes.
- **Hands-on Problem-Solving:** Ability to analyze process issues and take initiative to fix them.
- **Communication & Teamwork:** Effectively collaborate with operators, technicians, and senior engineers.
- **Adaptability & Resilience:** Willing to learn from real-world challenges and persist through troubleshooting.
- **Detail Orientation:** Ensure precision in process execution and quality checks.
- **Passion for manufacturing, process improvement, and quality assurance.**

Program Outcome – "Industry-Ready Engineers"

By the end of the program, trainees will:

- ✓ Have **strong hands-on expertise** in fiber optic connector assembly and process improvement.
- ✓ Be capable of **solving real production challenges** using Lean, Quality, and Engineering tools.
- ✓ Understand **manufacturing from a Gemba-first perspective**, ensuring practical, floor-driven solutions.
- ✓ Be eligible for permanent roles in **Process Engineering, Production, or Quality Assurance** based on performance.

