



Campus Recruitment Programme for Y-2020

Who we are?

We are team Kovair with the parent company Kovair Software Inc., a Silicon Valley based software product company specializing in the domain of adapters/connectors for ALM/SDLC tools and Integrated Application Lifecycle Management (ALM) solutions. Its India office is Kovair Software Pvt. Ltd. (KSPL) at Kolkata and Bangalore cities.

For more information about the company, product and business, visit www.kovair.com

What we are hiring?

We are hiring software engineers for Kovair Software Pvt. Ltd. (KSPL), in India.

Who we are hiring?

We intend to hire from the BE/B.Tech with major in Computer Science & Engineering or Information Technology or Electronics Engineering or MCA pass-out batch of 2020.

Eligibility criteria

All candidates who have scored at least 60% in both secondary and higher secondary exam are eligible to apply online.

What you can expect

We don't hire to fill a seat. We hire few in number who will be an important part of the system. You will not just work in one process, being unaware about the others, but have broader work, you should have a knack for learning new technologies as and when required. You may have the opportunity to be creative in work.

What we would expect

You be reasonably sound in technical ability, have a reasonably well communication skill in English Language, both written and verbal and the ability to do team-work. All these capabilities of the employee may make a difference in getting the scope for his/her career growth curve in the organization.

Job Description

Job Location- The base location is at KSPL Kolkata. However, if there is requirement you can be transferred to a different city at any point of time.

Job role- Is that of a software engineer in the various technical functions available within the organization. At present, we operate the technical teams under Software Development, Quality Assurance and Support, and Solutions and Services.

Your initial responsibility will be to successfully complete the training that will be imparted to you by company's technical team in the required technology and product knowledge. Thereafter, you will be engaged in the production work.

For initial two years of your joining, you should be prepared to get engaged in any of the above mentioned functional teams and rotate through each functional process until you and the management can identify your efficiency and interest level for your dedicated allotment to particular team, going forward.

Position- Software Engineer- Trainee through the training and probation period and you will be confirmed in service as Software Engineer after successfully completing the training/probation.

Duration of probation period- Six months from your date of joining the company.

Confirmation of service- During your probation period, you will be evaluated on your training score, performance on-the-job training, team-work, discipline and attendance. Based on your satisfactory performance, you will be confirmed in service at the end of your probation period.

Training- The company will provide you the technical, product and process training that will be required for you to carry out the job successfully. We will start an online training on technical topics, earlier than your joining date, and then after you join, we will carry the rest of your training during the probation period.

During the early online training, if any candidate is identified with continuous poor performance or irregularity in attending the sessions or showing negligence to do the given study work and projects, then the person may not be considered further to join the company.

Cost to Company (CTC)- The annual CTC for the trainee would be Rs. 2LPA. The CTC will be revised at the end of the probation and on service confirmation to Rs.3LPA.

The future CTC revisions will be based on the annual performance review, done during March-April every year.

Required service continuity declaration- On joining, you will be required to give a declaration to continue your service with the company for 24 months.

Pre-selection procedure for the campus placement

Step 1: To apply online, complete the online registration within the date as per instructed by Kovair to your placement officer.

Registration link: <http://recruit.kovair.com/recruitment/CandidateRegistrationForm.aspx>

Use Google Chrome browser only.

Step 2: Activate your account. You will get self-explanatory instructions for activation of your account after you submit for registration.

Check point for registration- Choose your college name correctly from the drop-down list while filling up the registration form, ensure you click the submit button after filling up the form and activate it by clicking the activation link that you will receive in your email account.

Step 3: Within a few days of registration, the short-listed candidates will receive an email from Kovair at their registered email id for an invitation call for the selection test at a suitable campus venue to be held by Kovair, with the date and time.

Step 4: Attend the campus placement for the selection test, by carrying along with you the hardcopy of your call letter, your original college identity card and your updated resume.

Selection test in the campus placement

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
GD	Selection round	Speech on the given topic. Max time 2-3 mins per candidate or group discussion	ALM and Integrated ALM	https://www.kovair.com/What-are-ALM-and-Integrated-ALM.pdf	Communication skill, team work capability

Programming test	Selection round	MCQ and textual questions	Logical and programming questions		Programming logic
1st round interview	Selection round	Face to face or skype at the campus venue	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	Face to face or skype at the campus venue	Overall capability for the job role		Job related key skills

Final selection of candidates

We may furnish the final selection list of candidates soon after the end of the selection procedure.

For contact:

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Visit www.kovair.com for company information