

Eligibility criteria

1. Please note that these referrals are open for female candidates only.
2. Should be a 2020/2021 passout
3. Educational Qualification: MCA/ B.tech (CSE/IT/ECE) / M.Sc (CSE/IT)
4. Should have less than 1 year of professional experience

Compensation

The CTC offered for grads is 8.33 LPA and is non-negotiable.

Selection process

The selection process for grads will consist of 4 rounds:

1. Online test (Hackerrank)
2. Code Pairing
3. Technical Interview
4. Leadership and Social Change Interview (LD,SCI)

ThoughtWorks is a global software consultancy with an aim to create a positive impact on the world through technology. Our community of technologists thinks disruptively to deliver pragmatic solutions for our clients' most complex challenges. We are curious minds who come together as collaborative and inclusive teams to push boundaries, free to be ourselves and make our mark in tech.

Our developers have been contributing code to major organizations and open source projects for over 25 years. They've also been writing books, speaking at conferences and helping push software development forward, changing companies and even industries along the way. We passionately believe that software quality is driven by open communication, review and collaboration. That's why we're such vehement supporters of open source and have made significant contributions to open source tools for testing, continuous delivery (GoCD), continuous integration (CruiseControl), machine learning and healthcare.

As consultants, we **work with our clients** to ensure we're evolving their technology and empowering adaptive mindsets to meet their business goals. You could influence the digital strategy of a retail giant, build a bold new mobile application for a bank or redesign platforms using event sourcing and

intelligent data pipelines. You will learn to use the latest Lean and Agile thinking, create pragmatic solutions to solve mission-critical problems and challenge yourself every day.

Woven between all of the stages of the development process is the work of a Quality Analyst: the technologist who sees building solutions like a kaleidoscope of possibilities for things to break. By collaborating with each team member—Developer, Business Analyst, Designer, etc.—they ensure quality is thoughtfully examined in both processes and technology. QAs also aspire to be more than testers; they're team motivators and strive to encourage all teammates to weave quality into their mindsets and code.

You'll spend time on the following:

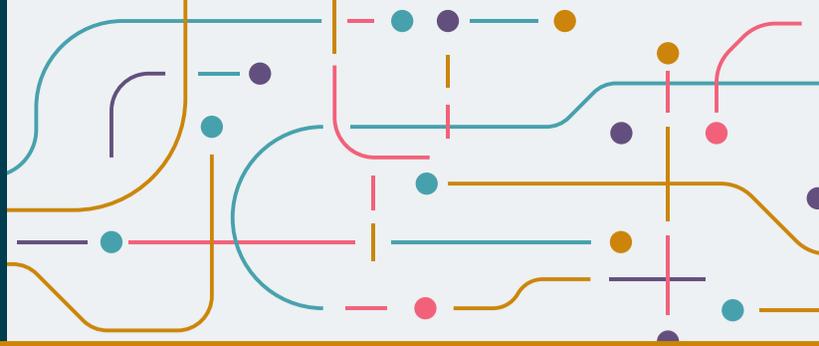
- You will proactively seek out ways to avoid common software-testing problems such as test case duplication, flaky tests, and maintainability
- You will pair with devs to read and analyze code and provide feedback about tests
- You will provide input for and champion system testability

- Advocate QA expertise to the broader tech community outside of ThoughtWorks, speaking at conferences and acting as a mentor for more junior-level QAs
- Strive for quality to be built and aspire to shift quality to the left
- Apply theoretical knowledge to practice and willingly offer improvements on code, tests, testability and suggest tools and frameworks to use
- You will examine end-to-end processes in addition to backend testing, ensuring quality is embedded throughout
- You will produce and implement test strategies during the software development process
- Drive the creation of a reliable automated testing suite with strong reporting capabilities that ensures simple, effective analysis of failures for your team to use
- Champion high-functioning teams and enable transitions where necessary
- Extend your passion for quality assurance practices to enabling the client, helping coach a client's team to adopt a testing mindset

Here's what we're looking for:

- You have worked as a Quality Analyst (2+ years) as part of a wider development team, pairing with Devs and ideally Business Analysts, Infrastructure Engineers, and Designers

- You have experience with Agile, code management, deployment strategies and different types of nonfunctional testing
- Solid understanding of best practices such as TDD, BDD, CI/CD and the Practical Test Pyramid
- You have experience with API automation, are comfortable in databases, and love to write simple code in order to test applications
- You are comfortable with different types and techniques in functional testing including exploratory, boundary value analysis and equivalence partitioning
- You have exposure to and experience in using defect tracking and management tools
- An understanding of how to perform better white box testing using code
- You know what a test strategy is and can produce one
- You can zoom out to the big picture and understand the impact of changes to the product
- You're resilient in ambiguous situations and can approach and tackle challenges from multiple perspectives
- You enjoy influencing others and always advocate for quality as a shared team responsibility, yet are open to change when needed
- An ability to assess strengths amongst your teammates and distribute quality-related tasks when needed



We are looking for Application Developers

Ready to revolutionize the technology industry? We are looking for change-makers. Opportunity creators. Status-quo shakers. Thoughtworkers.

Thoughtworks is a global technology consultancy that integrates strategy, design and engineering to drive digital innovation.

At Thoughtworks, you will work with a diverse community that's written more than 100 books on technology.

You will experience our passion for open source and work on cutting edge tech creating ethical solutions for companies around the world.

Our purpose is the answer to the question: why has Thoughtworks existed for 27 years? To create an extraordinary impact on the world through our culture and technology excellence.

We are looking for



A tech graduate passionate about computer science and technology



A coding boot camp graduate



'An explorer' who has discovered a passion for software development

You are a Thoughtworker if you:



Understand analysis, design, coding and object oriented programming concepts



Have a passion for learning and a desire to create meaningful solutions for business problems



Resilient in ambiguous situations and can approach challenges from multiple perspectives

At Neev, our entry level training programme – you will spend time:



Learning to write clean and iterative code using practices like TDD, SOLID principles, OO design, and pair programming



Use continuous delivery practices to improve software delivery speed



Work in collaborative, product-focused teams to build innovative customer experiences for a variety of clients



Learn, digest and subsequently apply the latest technology thinking from our tech radar to solve client problems



Tackle a variety of challenges for clients of all industries, while collaborating with new teammates from diverse backgrounds