

## Interview Preparation Guidelines



- Selection criteria is stringent. Initial round involves basic screening of the resume.
  - Do not expect conventional linear interview/ rounds.
- Unique process which includes long conversations, multiple series of discussions and presentations are hallmark of our interviews.
- Make sure you have read the Job advertisement, Roles and responsibilities of the job you applied, Eligibility criteria and Interview process clearly from our official career website. ([www.makelogics.com](http://www.makelogics.com))
  - Job descriptions are clearly defined under "Currently available job descriptions" section in the website.

Write a cover letter as per the format given below.

To,  
HR Manager, makeLogics

Dear Sir/ Madam,

I have read and understood Job advertisement, Roles and responsibilities of the job I have applied for, Eligibility criteria and Unique Interview process with long conversations, multiple series of discussions and presentations practiced by the company clearly.

I have also read and understood HR practices and policies document listed in [www.makelogics.com](http://www.makelogics.com) website.

Date:

Candidate Name and Signature

- Our official job advertisements are predominantly published in authorized mainstream job portals only.
- We are not responsible for other sources like Training Institutes/ Consultants or anyone who claims to assist you to get a job in our organisation.
- We do not entertain references in any form.
- makeLogics is the single window platform for recruitment for our organization. All job positions in our organization are filled from in house Internship/ OJT talent pool. We do not encourage lateral hiring.
- Candidates not qualified for Job or Internship may apply for **OJT – On The Job Training, an Income Sharing Agreement (ISA)** initiative by makeLogics.
- Selection criteria for OJT is flexible. (eg: Year of graduation, %)
- OJT is equivalent to Internship Program.

### 1. Relationship between Oligosoft Corp. and makeLogics

Oligosoft Corp is an IT solution provider. Our talent and technology is devoted to create superior products and services that contribute to a better world. makeLogics is an Internal division of Oligosoft Corp. Hired candidates are rigorously groomed in their domain. The main objective of makeLogics is to attract, cultivate and retain exceptional talent.

### 2. Clients

Oligosoft Corp has been widely acknowledged for its domain expertise in hardware and software design and development. The same is reflected by the success with its premium customers, which includes large government and public sector organizations and universities at global level.

At this moment, as you read this page, our software products are running in **Australia, UK, Saudi Arabia, Kuwait, UAE, Singapore and India.**

### 3. History and Promoters

Oligosoft Corp. was incorporated in the year 2010. The organization was founded by NRI Engineers with more than 25 years Industry experience. Cash rich company bootstrapped the startup without external funding or bank loans.



### 4. Recruitment statics/ Rejection rate

We receive 15,000+ resumes every year. We personally talk to 1,000+ candidates and select 3-4 candidates. Internship opportunities are provided through out the year to attract good quality talented candidates before their graduation. Real world work experience and research opportunities are the major advantages. If their performance is extraordinary, they will be offered **PPO (Pre Placement Offer)**.

Students from **Mauritius, Afghanistan, Nepal, UAE, Hong Kong, UK, Australia and South Korea** universities successfully completed internship in our organisation so far.

### 5. Major Reasons for Rejection

- Candidate's credentials does not meet our criteria.
- Characters, traits and abilities of candidate does not meet our expectation.
- Lack of passion to learn.
- Lack of ability to follow instructions.
- Lack of good language skills.

There are plenty of opportunities for the candidates in makeLogics. Candidates got rejected for a particular job profile can request for other job profiles, which best suits their caliber. They can also opt for OJT in the same domain.

## 6. Our Expectation

We look for good character, traits like integrity, honesty, responsibility, humility, perseverance, optimism, Politeness, self-discipline and abilities like multitasking, critically analyzing, problem solving and decision making. Candidates applying for technical profiles are expected to be endowed with language skills, superior levels of IQ, KQ and EQ, excellent knowledge of Basic Mathematics and Science.

## 7. Classification and Preferences for selection of candidates

Minimum 60% through out in class 10<sup>th</sup>, 12<sup>th</sup> and graduation is the eligibility criteria. Several factors like prior technical training or training exposure/ experience in their domain are also considered. A candidate who has experience (0-2 years) in different domain, applying for our technical profiles are considered as freshers. Based on performance in the interview rounds, the salary package will be decided. Nevertheless, the average salary package can be anywhere between 1,500 USD to 6,500 USD. **ESOP (Employee Stock Ownership Plan)** is also available.

## 8. Application/ Recruitment Process

- Visit our official website. Direct Online Application option available.
- If your qualifications and skill set meets our selection criteria, you will be contacted for an In-Person Interview/ Online.
- For outstation candidates, Online Test Schedule will be announced through the below pages. Our unique selection process eminently uses social media.



## 9. Culture

Diverse workforce, recognition and appreciation for outstanding performance are the key aspects of our work culture. We believe it is very important for the potential candidates **to be culturally fit, should understand and adapt to our core beliefs, attitude and behavior.**

Follow our social media pages/ profiles to learn about our work and work culture.

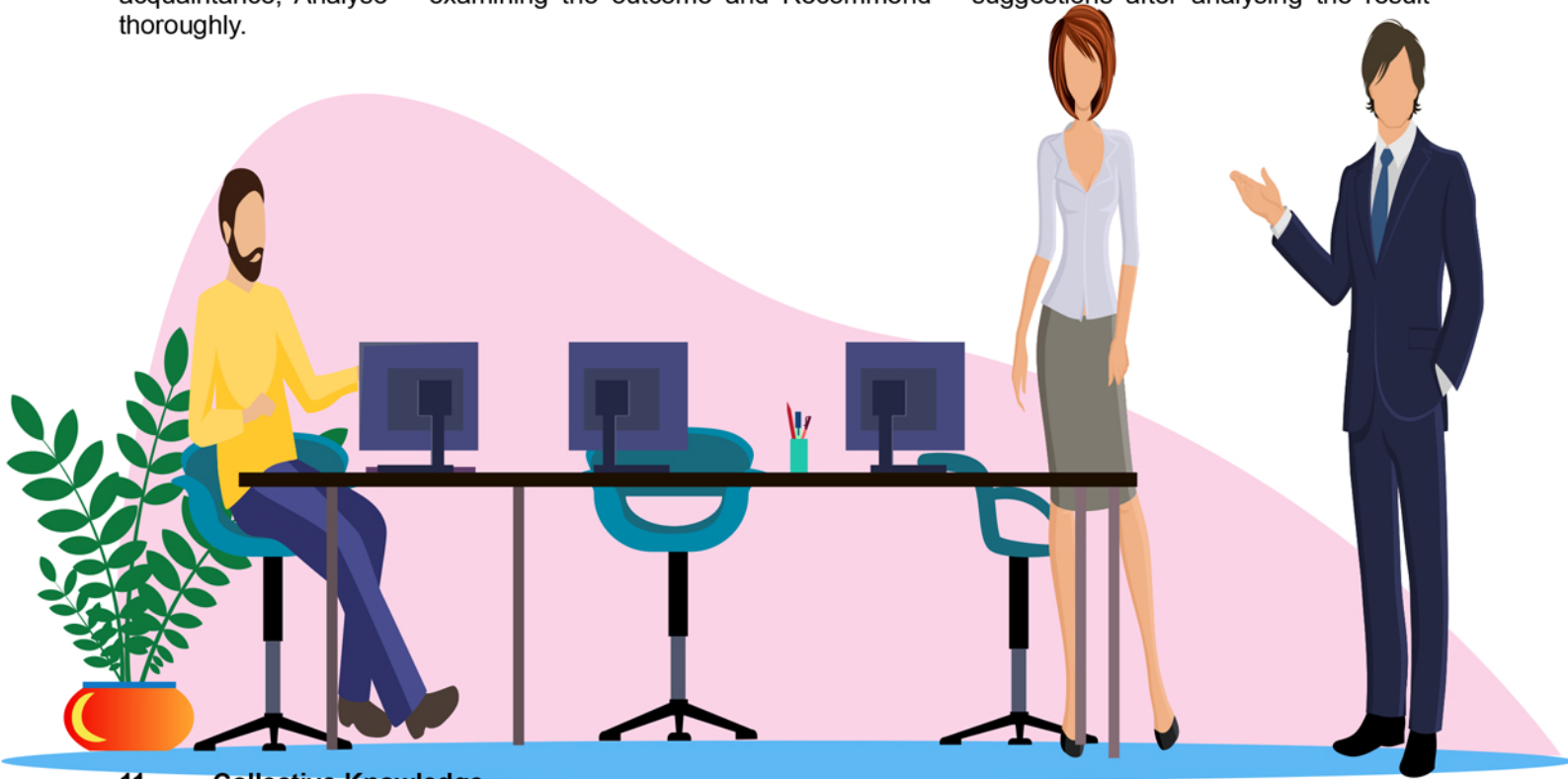
- LinkedIn: <https://www.linkedin.com/company/makelogics/>
- Instagram: @makelogics\_bangalore
- Facebook: <https://www.facebook.com/make.logics/>



We use social media to reach, screen candidates during the hiring process, our aim is more to get a sense of them as a person than to look for damaging information, Whether it's intentional or not, this [not having a public profile] may result in early elimination from the recruitment process. We are not looking for reasons not to hire candidates. We are looking for reasons to hire them. as an employer and recruiter, we are interested primarily with the candidate's active public social media presence.

#### 10. Concept of EPIR

**EPIR (Early stage Preparation for Industry Readiness)** is a unique approach for interns and trainees, which involves Unlearn – helps to break the walls of the restrained minds, Relearn – opening doors for knowledge and wisdom, Execute – applying the expertise acquired through relearning, Yield – outcome of executing the learnt acquaintance, Analyse – examining the outcome and Recommend – suggestions after analysing the result thoroughly.



#### 11. Collective Knowledge

Collective knowledge is the accumulated knowledge of our organization over years of experience. A treasure of data and selected candidates/ students will have an opportunity to explore and learn from professionals.

#### 12. Benefits

- Looking for our first generation team members.
- Gain knowledge and exposure while working under domain experts.
- Explore and develop your career path.
- Access to tacit knowledge that helps to enhance and refine your skills.
- Gives an opportunity to work with our core team.
- Stable career and Long term growth.
- Perks and benefits of working in a Product Research & Development environment.

#### 13. Induction and Norms

A formal induction program will be followed to welcome new employees. Policies, Rules and Regulations, Job roles, Duties and Responsibilities, various benefits provided by the company shall be explained to the candidates. This helps new employee to familiarize the work culture and work environment. If you are still reading this and not planning to skip the interview let us tell you, no preparation is possible for makeLogics interviews as our interviews are individual in nature and no two interviews will be same, modeled on Scandinavian school of thought long personal conversations enable us to select good character and we impart knowledge not the other way around. All the best!

#### For Enquiry

Kindly Call (During 10:00 AM to 3:00 PM, Monday to Friday Only)  
to fix Interview Time Slot/ Screening Interview or general Enquiry Call HR Ms.Kirti: +91 9036460066