

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. <http://www.makelogics.com/>
- Job descriptions are clearly defined under "Currently available job description" section in <http://www.makelogics.com/>
- Arrange the copies of mandatory documents (hard copy of resume, photocopy of 10th, 12th, graduation, post graduation mark sheets if any, degree certificate or provisional degree certificate, one government photo ID) and two passport size photos in order.
- Put your official signature on each of the copies of documents.

Write a cover letter as per the format given below.

To,
HR Manager, Oligosoft Corp.

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.

Date:

Candidate Name and Signature

- Our Official job advertisements are predominantly posted on authorized mainstream job portals only.
- We are not responsible for other sources like Training Institutes/ Consultants or anyone who claims to assist you.
- We do not entertain references in any form.
- 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 Bangalore is an Internal division of Oligosoft Corp, situated in Koramangala, heart of Bangalore. 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. Negative Reviews

Baseless allegations and anonymous rants are most likely from rejected candidates or competitors. We do not entertain request from training centers and private placement consultants to recruit their students. We do not entertain any form of reference. Many of the Placement consultants and training centers try to tarnish our reputation after we reject their recommendations.

5. How to Judge

Candidate may judge our company based on true information, kind of projects and technology we work, accomplishments we made over a decade, our work culture, interview process, etc. Refer our social media pages to get first hand information.

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

6. 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.

7. 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.

8. 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.

9. Classification and Preferences for selection of candidates

Minimum 60% through out in class 10th, 12th 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 1.2 LPA to 4.8 LPA. **ESOP (Employee Stock Ownership Plan)** is also available.

10. 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.
- For outstation candidates, Online Test Schedule will be announced through the below pages. Our unique selection process eminently uses social media.
 - LinkedIn: <https://www.linkedin.com/company/makelogics/>
 - Instagram: @makelogics_bangalore
 - Facebook: <https://www.facebook.com/make.logics/>

11. 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/>

12. 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.

13. 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.

14. 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.

15. 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 Oligosoft 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