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Short listing of top candidates for Swiftr.com (7 pages)

03/04/2010

JOB DESCRIPTION

JOB OVERVIEW	
Internship title	Software Trainee Engineer
Work Experience	None
Position type	Full time (10-12 weeks)
Location	Mumbai, India
Employer	Swiftr
Reporting to	
Job Summary	Functional testing of web applications
KNOWLEDGE/SKILLS/ATTITUDE	
Knowledge	Proficient in Java Knowledge of HTML (web UX/UI design) Proficient in MySql or PHP Knowledge of functional testing
Skills	Strong analytical skills Strong problem solving abilities Strong grasping ability
Attitude	Creative approach towards problem solving Enthusiasm towards work Strong technical bent of mind
TASK/DUTIES/RESPONSIBILITIES	
Task	Automate different Quikr functional tests.
Duties	Build stress test framework. Build stress tests to simulate an environment of hundred of thousands of transactions and derive performance models from such simulations.
Responsibilities	Responsible for functional testing of web applications.
Qualifications	Bachelor's Degree in any stream(completion of at least 3 years towards Bachelor's) Java certification preferred
General Comments	

Competency Map

As per job description	Competency Required
Automate different Quikr functional tests.	Strong technical bent of mind, Strong functional knowledge
Build stress test framework.	Strong analytical skills, Strong grasping/learning ability
Build stress tests to simulate an environment of hundred of thousands of transactions and derive performance models from such simulations.	Creative approach towards problem solving, Strong grasping ability
Responsible for functional testing of web applications	Strong functional knowledge

Competency Matrix

	Strong technical bent of mind	Strong analytical skills	Strong grasping/learning ability	Creative approach towards problem solving	Strong functional knowledge
Automate different Quikr functional tests application.	√				√
Build stress test framework.		√	√		
Build stress tests to simulate an environment of hundred of thousands of transactions and derive performance models from such simulations.			√	√	
Responsible for functional testing of web applications.					√

Short listing steps:

STEP 1: SHORT LISTING THROUGH RESUME

Mandatory Criteria:

- Pursuing bachelor's degree with at least 3 years of completion towards it.
- Specific knowledge as mentioned in job description.
- No gaps in education.
- No overlap of years of education/experience.

Preferred Criteria:

- Appropriate certifications.
- Consistent performance in education.

STEP 2: SHORT LISTING THROUGH PERSONAL INTERVIEW

The process: A number of questions will be asked based on the past experience of the person to assess the above competencies as mentioned in the competency matrix.

Below is the rough framework of sample questions through which the competencies will be assessed. The questions are just rough and can be re-drafted as per requirement:

Hypothetical/Real time	Question	Type of question	Competency assessed
Real time	In MySql, what table type is required for foreign keys to work?	Knowledge based	Functional Knowledge
Real time	What platforms is the JDK software available on?	Knowledge based	Functional Knowledge
Real time	What is the TDS protocol?	Knowledge based	Functional Knowledge, Strong technical bent of mind
Real time	Could you narrate an incident from your past where you faced a grave	Behavior based	Creative approach towards problem solving

	problem but were able to cope with it successfully		
Real time	Tell me about the college software projects that you have done and what you learned from them	Knowledge based	Strong grasping /learning ability
Hypothetical	If you were to start research on making a new java based mobile application, what would be your first step?	Knowledge/Behavior based	Creative approach towards problem solving, Strong technical bent of mind

STEP 3: The following was documented after personal interview for each candidate:

Question no.	Competency assessed	Quality of response	Frequency of display of the competency
1	Strong grasping /learning ability	Good/average/poor	twice
2			
3			
4			
5			
6			
7			

The final short listing will be done on the basis of the above assessment sheet. The top 5 candidates displaying right competency in maximum frequencies will be shortlisted.

FINAL ASSESSMENT AND SHORTLISTING OF 8 CANDIDATES:

Note: Candidates Names and Phone number have been encrypted for the sample copy

S.NO	Name	College	Qualifications	Educational Record	Functional Knowledge
				30%	40%
1	ζαρυν Βανσαλ	ΗΒΤΙ Κανπυρ	B.Tech	90	80
2	Ρισηαβη Μεητα	ζθΤΙ, Μυμβαι	B.Tech	90	80
3	Νικηιλ θαιν	ΝΣΙΤ, Δεληι	B.E	80	75
4	Ρανφιτη Κυμαρ Παλτη	ΙΤ Κηαραγπυρ		80	80
5	Καρτεεκα Γοσυ κονδα	NIT, Ωαραναγαλ	B.E	80	75
6	Ανιμεση Αδιτυα	IT-BHY	B.Tech	75	75
7	ΠαλαΚ Σετηι	Μαηακαλ Ινστιτυτε οφ τεχηνολογη, Υφφαιν	B.Tech	75	90
8	Ραφιτω Κυλκαρπι	BITΣ, Πιλανι	M.Sc	80	70

	Communication / confidence (as gathered from telephonic interview)	Enthusiasm towards the project (as gathered from telephonic interview)	Concerns	Overall Score (out Of 100)	Phone No.
	10%	20%			
1	80	95	Exams in May	27+32+8+19=86	91-94560xxxxx
2	80	95	No concerns	27+32+8+18=85	91-96645xxxxx
3	80	90	Exams in May to first week of	24+32+6+18=80	91-986814xxxxx

June					
4	60	90	Accommodation in Mumbai	$24+30+8+18=80$	91-97755 xxxxx
5	100	95	No concerns	$24+30+10+19=83$	91-98858 xxxxx
6	90	90	No Concerns	$22.5+30+8+19=79.5$	91-98898 xxxxx
7	80	80	Accommodation in Mumbai	$22.5+36+8+16=82.5$	91-99267 xxxxx
8	80	75	Accommodation in Mumbai	$24+28+8+15=75$	91-995067 xxxxx

Final Candidates in order of points given:

1. ζαρυν Βανσαλ
2. Ρισηαβη Μεητα
3. Καρτεεκα Γοσυκονδα
4. ΠαλαΚ Σετηι
5. Νικηιλ θαιν
6. Ρανφιτη Κυμαρ Παλτηι
7. Ανιμεση Αδιτψα
8. Ραφιτω Κυλκαρνι