



SOFTWARE TECHNOLOGY
EXCELLENCE PROGRAMME



TAKE THE FIRST STEP
TO SUCCESS

ThoughtWorks®



Congratulations

on taking an important step to
a rewarding career in the IT industry!

ThoughtWorks wants to revolutionise the world of IT, while advocating for positive social change. Along the way, we help our clients to build software that makes them more successful and that changes the industry. To do this, we need many amazing people. We hire at all levels, from freshers straight out of campus, to seasoned lateral hires who write books and speak at conferences. But regardless of your designation, our hiring model is focused on finding outstanding talent.

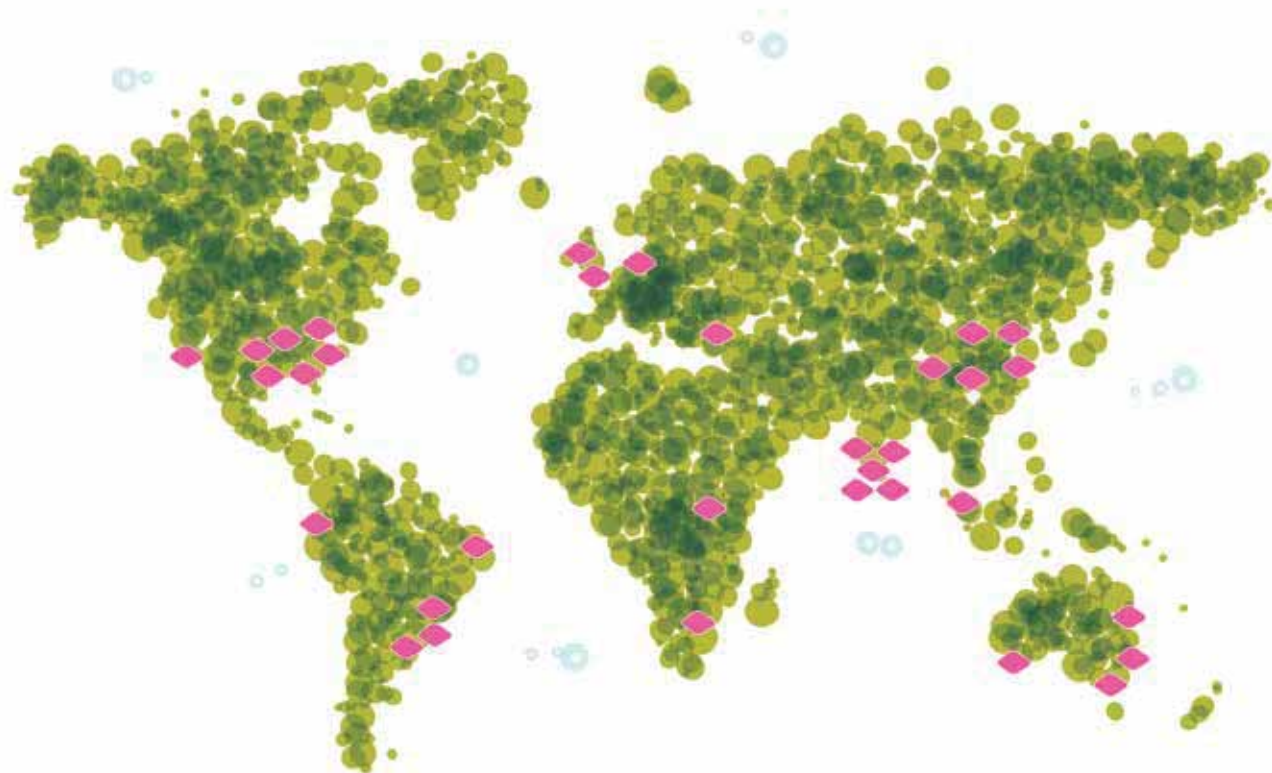
The ThoughtWorks Software Technology Excellence Programme (STEP) is one of our ways of adding to our global community of “ThoughtWorkers”. The programme follows a unique “work while you study” methodology that offers you the chance to learn theory, and apply it while you work. As a STEP intern, you’ll be doing this work alongside some of the brightest minds in the industry and learning from accomplished faculty from academia. Perhaps most importantly, the real world work you’ll do here will see you working closely with our clients, so you’ll get truly global exposure to technology and its business applications. I’m pretty confident that STEP will be a great starting point for your career, and ThoughtWorks will absorb all successful interns at the end of the programme.

Our first four batches have been received positively with thousands of applications flowing in from across the country. We are now very excited to be launching the fifth batch in 2017.

I want to wish you all the best for your selection process and I look forward to seeing you in Bangalore soon.

Roy Singham
Founder & Chairman

WELCOME TO



We've grown into a significant presence with over 40 offices and 4000 employees, in 14 countries spread across 6 continents. Our worldwide scope allows us to work onsite, offshore, in-between, and around the clock if needed

THOUGHTWORKS

ThoughtWorks is a global software company and a community of passionate, purpose-led individuals. We think disruptively to deliver technology to address our clients' toughest challenge, all while seeking to revolutionise the IT industry and create positive social

ThoughtWorks operates on a three-pillar business model:

- 1. Run a sustainable business***
- 2. Champion software excellence and revolutionise the IT industry***
- 3. Advocate passionately for social and economic justice***

These three pillars are the foundation of everything we do, and they inform every decision we make.

Since 1993 ThoughtWorks has grown from a small group of passionate people in Chicago to company of more than 4000 people spread across 40 offices in 14 countries: Australia, Brazil, Chile, China, Ecuador, Germany, India, Italy, Singapore, South Africa, Spain, Turkey, the United Kingdom and the United States. In India, we operate out of Bangalore, Coimbatore, Chennai, Gurgaon, Hyderabad and Pune with more than 1000 people. We are focused on helping our industry improve, and believe in sharing what we learn. We do this by writing books, blogging, running events, talking at conferences, and championing open source.

ThoughtWorks is very much what you make of it, and your experience will be shaped by the project you're on and the people you work with. ThoughtWorkers share the same cultural characteristics. We value honesty and transparency, and we promote diversity in all its forms. We passionately and actively strive to make both ThoughtWorks and our industry more reflective and inclusive of the society that we serve.

HOW DOES

STUDY! Explore over 20 subjects in software engineering, as well as courses in communication, language and personality development.

INTERNSHIP! Be based out of any of the ThoughtWorks offices in India for your internship. Work alongside global Thought Leaders and gain a strong practical exposure to software development. You will be paid a stipend of Rs. 12,000/- per month during year 1 and Rs. 15,000/- per month during year 2.

GET STARTED! Semester One starts on Monday, July 3, 2017 at the ThoughtWorks Bangalore Office.

GET HIRED! Upon completion, be absorbed by ThoughtWorks as a consultant with a minimum salary (CTC) of at least Rs. 6 Lakhs per annum.

GET A DEGREE! You'll be enrolled, at ThoughtWorks' cost, in a 3-year Bachelor's Programme in Computer Applications at a Government recognized University through the distance education mode. You'll get a recognized degree while you learn and work at ThoughtWorks.

STEP WORK?

STEP's intensive training strategy will not only help you to excel academically, but also groom you for a successful career as a consultant, by building up your business and collaboration skills.

ThoughtWorks STEP's method of teaching includes a mix of lectures, practical sessions, case studies and group discussions to support your academic learning, all delivered by experienced industry professionals and faculty from leading academic institutions. We'll make sure you're always on track with a continuous evaluation process to monitor your performance throughout the programme. Interns will study courses under three categories split into Core Courses, Professional Skills Lab and Communication Skills Lab.

CORE COURSES: You'll complete five core courses in software engineering each semester, totaling 20 core courses during the programme period.

PROFESSIONAL SKILLS LAB: You'll have workshops on team work, attitude, leadership, time management and client relationship management as part of the professional skills lab. These workshops will be spread across the programme period.

COMMUNICATION SKILLS LAB: You'll be trained in English language communication, presentation skills and business etiquette. You'll also learn about cross-cultural communication and inter-personal skills.

STEP is a unique 2-year 'work while you study' programme that offers you a chance to learn while you work

COURSE

We begin in ThoughtWorks Bangalore, so before you start learning, you'll need to make your own accommodation and travel arrangements. Then the whole class will start with an immersive induction module for nearly 8 months, made up of all day classroom sessions covering the fundamentals of software development, English communication skills and basic Mathematics.

Unlike other courses, the induction is a hands-on experience with lots of practical exercises and assignments to help you actually apply the concepts you've learnt. After you complete this module, you'll be assigned to any of the ThoughtWorks offices in India to continue your programme, where you'll get to work on cutting edge development projects.

You'll be exposed to the latest and greatest the industry has to offer, and this might include business critical projects across all domains, as well as a mix of mobile and web applications. Most of all, thought, you'll be working in a truly global workplace.

Once the first module is complete, you will move to different ThoughtWorks offices where you'll work alongside ThoughtWorks project teams putting your theoretical skills to practice. Over the remaining 16 months, you will work on projects for 12 months and will return to Bangalore for two more academic modules of two months duration each.

You'll need to meet the minimum performance criteria that ThoughtWorks sets for each module to progress in the programme. The criteria will consider both your academic and internship performance. ThoughtWorks reserves the right to suspend/terminate your participation in the internship if you do not meet the minimum performance criteria in each semester, or if you break the rules of the programme.

CONTENT

Module 1: Bangalore – 8 months – July 2017 to February 2018

CORE CLASSES	PROFESSIONAL SKILLS LAB	COMMUNICATION SKILLS LAB
<ul style="list-style-type: none"> • Basic Mathematics • Fundamentals of C Programming • Computer Architecture • Data structures and algorithms • Object Oriented Programming with Java • Web Application Development • Database Management Systems 	<ul style="list-style-type: none"> • Team Work 	<ul style="list-style-type: none"> • Effective business communication and presentation skills

Module 2: Projects and Classroom Training

MODULE	CORE COURSES	PROFESSIONAL SKILLS LAB	COMMUNICATION SKILLS LAB
Two MAR 2018 – AUG 2018	ON-THE-JOB MODULE - PROJECTS		
Three: Classroom Training SEP 2018 – OCT 2018	<ul style="list-style-type: none"> • HTML / CSS • Java • Agile Engineering Basics • Software Testing Strategy • Design Patterns 	<ul style="list-style-type: none"> • Structured Thinking Skills • Leadership competency workshop – Includes MBTI & Belbin Team Roles 	<ul style="list-style-type: none"> • Effective Project Documentation Skills
Four NOV 2018 – APR 2019	ON-THE-JOB MODULE - PROJECTS		
Five: Classroom Training MAY 2019 – JUNE 2019	<ul style="list-style-type: none"> • Scripting Languages • Agile Project Management • High Performance Systems • Enterprise Software Design • Javascript • Mobile Application Development • Emerging Areas: Cloud, Continuous Delivery, Parallel Processing • NoSQL • Functional Programming 	<ul style="list-style-type: none"> • Client Relationship Management Skills 	<ul style="list-style-type: none"> • Cross-cultural Communication Skills • Etiquette & Grooming

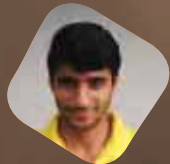
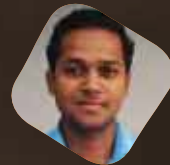
STEP

2015 STEP BATCH FEEDBACK



"It is a myth that practice makes perfect. The reality is that practice makes habit. Good Practices make good habits. STEP gave me good coding practices to follow." - Sagar Maurya

"Despite not possessing a computer science background, I loved the way STEP taught me to code. It's a golden opportunity for all diploma holders." - Nabeel Ahmed



"If you aspire to polish your skills, learn new technologies, help people, share ideas, get feedback, and receive feedback, Thoughtworks is the perfect place to work. And STEP is an opportunity for diploma graduates to enter such an environment." - Jitendra Sachdeva

"STEP is a platform for learning and exploring with fun. It is a place where we discovered ourselves in a new way." - Prasun Kumar Pal Chowdhury



"STEP is a garden where you come in as a seed and so many gardeners help you grow up into a more capable human being." - Simran Pal

"Step is an excellent opportunity to discover, enlighten and sharpen your talents. It is a place where you will be accepted the way you are." - Shruti Chakraborty



"STEP not only means learning about Software Technology . It also means learning about oneself." - Lalit Pandey

"Successful experiments are known as evolutions. STEP is one such experiment." - Abhishek Gupta



ELIGIBILITY CRITERIA

YOU WILL

Be in the final year of a 3-year Polytechnic Diploma

OR

Have completed a 3-year Polytechnic Diploma in 2015 or 2016

ADDITIONALLY

1. Candidates appearing for their final year examination before July 2017 may also apply
2. Candidates must be born on or before 30th June 1999

NOTE FOR FINAL YEAR STUDENTS

If you're in your final year of a 3-year Diploma, you'll need to submit proof of having appeared for your final semester / year exams latest by August 1, 2017. Your final Diploma Passing Certificate must be submitted before December 31, 2017 in order for you to continue in the programme.

LIFE AFTER STEP

After you successfully complete the programme, you'll be offered employment with ThoughtWorks as a consultant with a salary (CTC) of at least Rs. 6 lakhs per annum.

Now for the really cool stuff! We're out to build a community of experts, not just provide a one or two-year stepping stone for job-hoppers, so we have a different philosophy about career development. We recruit carefully (and sometimes slowly). Once you're a ThoughtWorker, we try and tailor a path that is uniquely right for you. If you have what it takes, we want you to follow your passion. Whether that means moving towards management, immersing yourself deeply in a technical specialty, becoming a cross-discipline general practitioner, or something else entirely of your own choosing.

Our consultants tell us that our flexible career paths and the chance to learn new things on live projects are the things that really set us apart from all of the other software companies out there. Add to this our unique culture and amazing people...well, we hope you'll truly enjoy becoming a ThoughtWorker.

IMPORTANT

TO APPLY

Go to: www.thoughtworks.com/STEP, click on "**Apply now**" button and enter your basic information.

Once you submit your basic information, you will receive an email with a link to submit your detailed application form. You can complete the detailed application form and submit it online. You do not have to send us any physical application forms or documents.

SELECTION PROCESS

All applicants will take an online aptitude test that will be scheduled in the first and second week of February 2017. The online aptitude test will be conducted at select cities across the country. The online aptitude test will comprise questions that will test your verbal ability, quantitative ability and logical reasoning ability.

If you clear this, you'll need to attend a group discussion (GD) and Personal Interview (PI) in a ThoughtWorks' office in Bangalore, Coimbatore, Chennai, Gurgaon, Hyderabad or Pune. You may be asked to take a telephonic interview to assess your communication skills before being invited for the GD & PI.

Candidates will have to meet their own travel expenses to appear for the Aptitude Test, GD & PI.

Selection will be based on your performance in the Diploma examination, aptitude test, telephonic interview and GD & PI process.

Successful interns will be informed by e-mail by the first week of April 2017. All selected candidates must confirm their registration by submitting attested photocopies of their academic certificates.

INFORMATION

APTITUDE TEST CENTERS:

Ahmedabad, Allahabad,
Aurangabad, Bangalore,
Baroda, Belgaum, Bhopal,
Bhubaneswar, Chandigarh,
Chennai, Cochin,
Coimbatore, Dehradun,
Delhi, Gangtok, Gurgaon,
Guwahati, Hyderabad,
Indore, Jaipur, Jamshedpur,
Kanpur, Kolhapur, Kolkata,
Kozhikode, Latur, Lucknow,
Mangalore, Mumbai,
Mysore, Nagpur, Panjim,
Patna, Pune, Raipur, Ranchi,
Rourkela, Trivandrum,
Vijayawada, Vishakapatnam

Last date for submission of online application forms
January 28, 2017

ThoughtWorks Online Aptitude Test
February 12 & 19, 2017

Telephonic Interviews
February 15 to 25, 2017

Group Discussion & Personal Interviews
March 1 to March 25, 2017

Final selection list announced
First week of April 2017

Commencement of programme
Monday, July 3, 2017



STEP BATCH
2015

To submit your application form,
log on to www.thoughtworks.com/STEP
For any other details, call the STEP Helpline at 089391-82320
Email: STEP@ThoughtWorks.com



BANGALORE

ACR Mansion
G + 3floors
147/F, 8th Main,
3rd Block
Koramangala,
Bangalore - 560034

COIMBATORE

KGiSL Campus,
365, Thudiyalur Road,
Saravanampatti,
Coimbatore - 641035

CHENNAI

Ascendas Tech Park
Zenith - 9th Floor
Tharamani Road
Tharamani
Chennai - 600 113

PUNE

6th Floor,
Binarius Building,
National Games Road,
Shastrinagar,
Yerawada
Pune - 411006

HYDERABAD

3rd Floor,
Apurupa Silpi,
Gachibowli,
Hyderabad - 500032

GURGAON

6th Floor, Tower B
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DLF Cyber City
Phase III
Gurgaon - 122002

ThoughtWorks®