



TAKE THE FIRST STEP  
**TO SUCCESS**

ThoughtWorks®





**REBECCA PARSONS**

Chief Technology  
Officer

# Congratulations

on taking an important step to a rewarding career in the fast-paced world of IT!

Technology plays an ever-increasing role in business, society and even our personal lives. ThoughtWorks strives to revolutionise the world of IT, while advocating for positive social change. We do this by helping our clients to build software that makes them more successful and by contributing tools, articles, books and conference talks to change the industry and how we write software. To do this, we need many amazing people. We hire at all levels, from freshers straight out of campus, to seasoned lateral hires. But regardless of your designation, our hiring model is focused on finding and nurturing 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 am 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 six batches have been received positively with thousands of applications flowing in from across the country. We are now very excited to be launching the seventh batch in 2019.

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

# WELCOME TO 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 change.

ThoughtWorks operates on a three-pillar business model



*Run a sustainable  
business*



*Champion software  
excellence and  
revolutionise the IT industry*

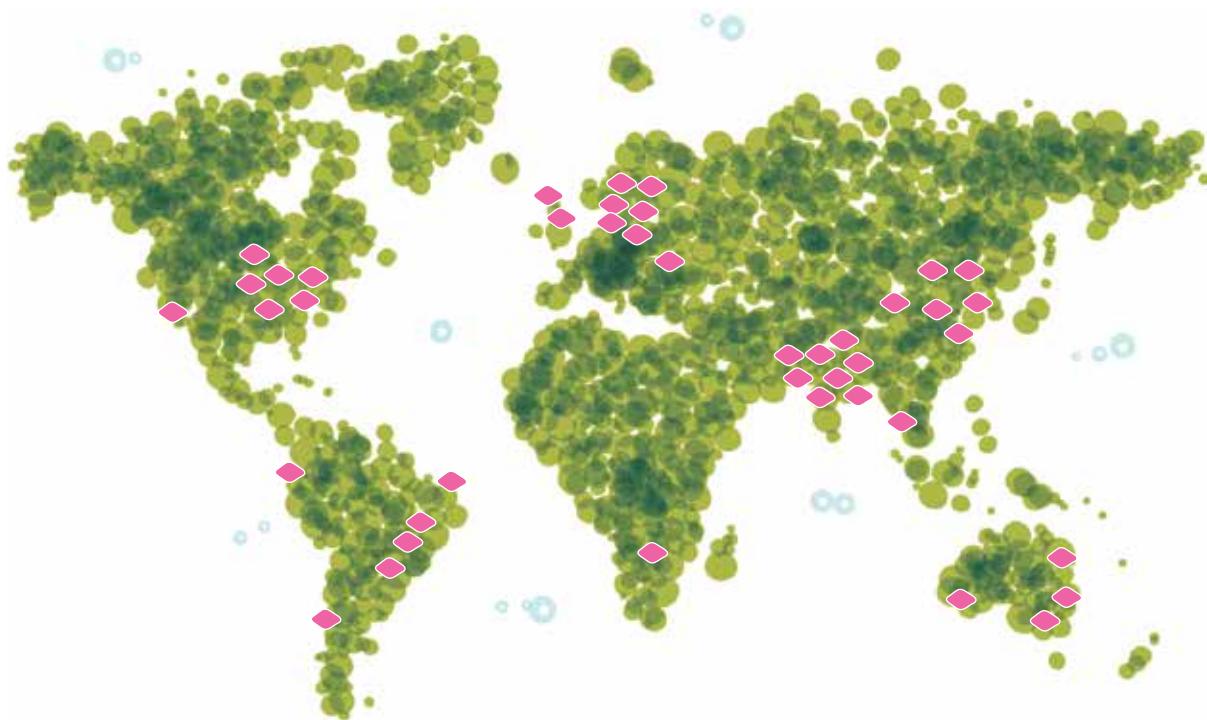


*Advocate passionately  
for social and  
economic justice*

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 5000 people spread across 40 offices in 14 countries: Australia, Brazil, Canada, Chile, China, Ecuador, Germany, India, Italy, Singapore, Spain, Thailand, the United Kingdom and the United States. In India, we operate out of Bengaluru, Chennai, Coimbatore, Gurgaon, Hyderabad and Pune with more than 1,250 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.

# AT A GLANCE



*We've grown into a significant presence with over 40 offices and 5000 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.*

# ABOUT THE PROGRAMME

**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 ₹ 12,000 per month in the first 12 months and ₹ 15,000 per month in the next 8 months.

**GET STARTED!** Module One starts on Monday, July 1, 2019 at the ThoughtWorks Chennai Office.

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

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

# HOW DOES 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 a total of 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.

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***STEP is a unique 20-month 'work while you study' programme that offers you a chance to learn while you work.***

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# COURSE CONTENT

We begin in ThoughtWorks Chennai, 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 2 months, made up of all day classroom sessions covering English communication skills, Basic Mathematics and personality development.

Once you finish the first 2 months in Chennai, you will move to Bengaluru for another 8 months to continue learning software development. Unlike other courses, the training is a hands-on experience with lots of practical exercises and assignments to help you actually apply the concepts you've learnt.

Once the first 10 months are complete, you will move to different ThoughtWorks offices where you'll work in ThoughtWorks project teams putting your theoretical skills to practice. During these 8 months , 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, though, you'll be working in a truly global workplace.

Finally, you will return to Bengaluru for one more academic module of two months duration to complete your wholesome learning experience.

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***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, or if you break the rules of the programme.***

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# STEP MODULES

**MODULE 1:** Chennai – 2 months – July 2019 to August 2019

CORE CLASSES	PROFESSIONAL SKILLS LAB	COMMUNICATION SKILLS LAB
<ul style="list-style-type: none"><li>• Basic Mathematics</li></ul>	<ul style="list-style-type: none"><li>• Outbound training on understanding self</li></ul>	<ul style="list-style-type: none"><li>• Spoken &amp; Written English</li></ul>

**MODULE 2:** Bengaluru – 8 months – September 2019 to April 2020

CORE CLASSES	PROFESSIONAL SKILLS LAB	COMMUNICATION SKILLS LAB
<ul style="list-style-type: none"><li>• Fundamentals of Programming</li><li>• Computer Architecture</li><li>• Data structures and algorithms</li><li>• Object Oriented Programming</li><li>• Web Application Development</li><li>• Database Management Systems</li><li>• Agile Engineering Basics</li></ul>	<ul style="list-style-type: none"><li>• Outbound training on team work</li></ul>	<ul style="list-style-type: none"><li>• Effective business communication and presentation skills</li></ul>

**MODULE 3:** Projects at different ThoughtWorks Offices – 8 months – May 2020 to December 2020

**MODULE 4:** Bengaluru – 2 months – January 2021 to February 2021

CORE CLASSES	PROFESSIONAL SKILLS LAB	COMMUNICATION SKILLS LAB
<ul style="list-style-type: none"><li>• Operating Systems</li><li>• Computer Networking</li><li>• Theory of Computation</li><li>• Introduction to DevOps</li><li>• Software Development Case Studies</li></ul>	<ul style="list-style-type: none"><li>• Leadership competency &amp; team skills – Belbin Team Roles Exercise</li></ul>	<ul style="list-style-type: none"><li>• Structured Thinking Skills</li></ul>

# 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 ₹ 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.

# 2018 STEP BATCH FEEDBACK



*"STEP is like a dream come true for me. It teaches us how to learn from each other and become better on a daily basis."*

AKANKSHA

*"In STEP, I realised my capabilities and learnt to enhance my skills. More importantly, I am learning a lot more about myself."*



DEEPIKA



*"The one thing that definitely changed in me at STEP is my way of learning. Here, learning is always fun and interesting."*

GAYATRI

*"STEP is the programme where we will meet lots of smart people who will work with us in building our career, both personally and professionally."*



NAKKA



*"STEP is awesome! Here, every day, we learn new things; explore how to work with a team in a very friendly environment."*

SUMAN



*"STEP is the tree which will nurture your life with all kind of nutrients. If you want to discover yourself, you are welcome to STEP."*

ANKON

*"The best thing I learnt in STEP is how to learn. It gave me the confidence that I can learn anything with right process and approach"*



DHEERAJ



*"STEP is all about realising your potential, working with teams and succeeding together."*

KEERTHY

*"STEP is the best start for diploma students. It is a journey of learning and exploring new things. Each day of this journey pushed me to do better than yesterday."*



SRUSHTI



*"STEP is not all about programming, it is about making someone a good human being."*

TUSHAR

# STEP ELIGIBILITY CRITERIA

## YOU WILL:

- Be in the final year of a 3-year Polytechnic Diploma  
OR
- Have completed a 3-year Polytechnic Diploma in 2017 or 2018

## ADDITIONALLY:

- Candidates appearing for their final year examination before July 2019 may also apply
- Candidates must be born on or before 1<sup>st</sup> July 2001

## 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, 2019. Your final Diploma Passing Certificate must be submitted before December 31, 2019 in order for you to continue in the programme.

# APPLICATION PROCESS

## TO APPLY:

- Go to [www.thoughtworks.com/STEP](http://www.thoughtworks.com/STEP) where you can enter your basic information and upload your resume.
- 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 between the last week of January and second week of February 2019. 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 Bengaluru, Chennai, Coimbatore, 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 second week of April 2019. All selected candidates must confirm their registration by submitting attested photocopies of their academic certificates.

# IMPORTANT INFORMATION

**LAST DATE FOR SUBMISSION OF ONLINE APPLICATION FORMS:** January 20, 2019

**THOUGHTWORKS ONLINE APTITUDE TEST:** January 27 & February 10, 2019

**TELEPHONIC INTERVIEWS:** February 1 to 20, 2019

**GROUP DISCUSSION & PERSONAL INTERVIEWS:** February 26 to March 31, 2019

**FINAL SELECTION LIST ANNOUNCED:** Second week of April 2019

**COMMENCEMENT OF PROGRAMME:** Monday, July 1, 2019

## **TENTATIVE LIST OF THOUGHTWORKS APTITUDE TEST CENTERS:**

Aurangabad, Bengaluru, Chennai, Cochin, Coimbatore, Dehradun, Delhi, Gurgaon, Hyderabad, Jaipur, Kakinada, Kanpur, Kolhapur, Kolkata, Kozhikode, Latur, Lucknow, Mumbai, Mysore, Nashik, Nagpur, Nanded, Nellore, Panjim, Pune, Rajahmundry, Solapur, Trivandrum, Vijayawada, Varanasi, Vishakapatnam

# STEP BATCH 2018



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To submit your application form,  
log on to [www.thoughtworks.com/STEP](http://www.thoughtworks.com/STEP)  
For any other details, call the STEP Helpline at 89391-82320  
Email: [STEP@ThoughtWorks.com](mailto:STEP@ThoughtWorks.com)

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**BANGALORE**

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

**CHENNAI**

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

**COIMBATORE**

1st Floor,  
KCT Tech Park,  
3 Athipalayam Road,  
Chinnavedampatti,  
Coimbatore - 641049

**GURGAON**

6th Floor, Tower B,  
Building No.14,  
DLF Cyber City,  
Phase III,  
Gurgaon - 122002

**HYDERABAD**

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

**PUNE**

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

# ThoughtWorks®