

Publication – The Financial Express

Date – 20 June 2011

Column: This Way Up

Article topic: : In today's dynamic circumstances, what are the skill sets and other qualities Saviance Technologies is looking for in young graduates.

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This way up We provide global career opportunities to our employees

WE at Saviance Technologies believe in providing world-class software products, IT consulting and outsourcing services to our clients to enable them to win and grow by using our talent and experience in business services, intuitive strategies and with focused execution. Today's business environment is dynamic and is witnessing changes by the hour. To harness this dynamism for the benefit of business, there is a need to constantly adapt and learn. The growth of IT and ITeS has been phenomenal and has exceeded all expectations. In spite of competition from other countries, India has been able to hold its position as one of the most sought after destination. It is heartening to note that more and more professional services are being sourced out of India, and these services are truly based on knowledge and capabilities.

As a dynamic and growing organisation, in order to encourage commitment and energise employees towards fulfilling the company's mission, we abide by our Guiding Principles, which essentially are:

- **Think big:** Have the courage to think and dream big.
- **Integrity:** All actions can stand public scrutiny.
- **Self-confidence:** Take personal responsibility for actions and decisions and work with conviction.
- **Respect, trust and teamwork:** Treat everyone with dignity and courtesy. Have faith in each other and surround yourself with the best people. Have an overpowering desire to get things done.
- **Quality and excellence:** Have an obsessive commitment to quality. Strive relentlessly for improvement.
- **Empathy and innovation:** Listen and understand. Go beyond the commonplace and routine.
- **Play to win:** Reach the depth of your own potential and utilise it to its fullest.

Today, organisations need people with diverse skillsets to work across verticals and functions. Organisations like ours also need people who understand business domains in-depth and can relate to business verticals at the same level as their clients. Organisations thus scout for both multi-skilled and domain intensive professionals with the aptitude to learn and grow.

Having said this, the need for defining skills and their efficiency levels is dependent on a large part to the nature of any organisation's business. At Saviance Technologies, we understand the need and requirements of the industry as we provide business consulting, IT solutions, software products & application development services to various clients. To crack the interview, the basic academic qualification required by the candidate is a bachelor's degree from a reputable institute in IT & IT-related fields (computer science and electronics) or a business degree with the core concentration in information system management.



ROHIT MAHAJAN

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Apart from technical expertise, they should be inclined to acquire domain and functional knowledge, have significant analytical skills and understand business dependencies. The growth of an individual is dependent on one's willingness to learn, work hard and explore new avenues while taking risk in measured doses. A course in Six Sigma, Industry Standard Certifications from Microsoft, IBM or Oracle, other than regular academic qualifications, help a candidate have an edge over others while appearing for the interview.

Along with technical knowledge, we are also on the lookout for candidates who display leadership qualities early on in their lives. It has been seen that people who indulge in extracurricular activities beyond the monotonous educational lifecycle tend to be leaders at the later stage in their lives. Broadly we are looking at hiring people who have been in top 10-20% of their class and have understanding of business etiquettes and social skills.

Another crucial requirement is 'attitude'. Attitude can act as barrier of communication at the time of hiring. People should have a positive outlook towards the company and its people. Saviance Technologies is a people company and an essential facet we look at in people is to exhibit great teamwork, which makes things happen more than anything else in most organisations. Hence, we look for individuals who can work in cross-functional teams as team players.

Saviance Technologies believes in providing a platform that helps developing talent which can contribute to the overall growth of the company. We also aim at providing global career opportunities to candidates with extraordinary potential.

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