



Annexure I

1. System Architect (Learning & Education Content Portal Web and App Development)

Qualifications:

- **Education:** Any Graduate.
- **Experience:** 7-9 Demonstrable experience as a System Architect, with a substantial portfolio in web and mobile application development.
- Specific experience in architecting, developing, and managing edtech portals and applications is essential.
- Proficiency in modern architectural paradigms and frameworks, microservices, API design, and cloud-based technologies.
- Well-versed in multiple programming languages and database technologies.
- Strong analytical, problem-solving, and decision-making capabilities.
- Outstanding communication and leadership skills, with a proven track record of steering technical teams towards success.
- A thorough understanding of the education industry and digital learning platforms is highly favorable.
- A commitment to continuous learning and staying abreast of the latest industry trends and technologies.

Key Responsibilities:

- Architect and meticulously design robust, scalable, and secure web and mobile platforms for the delivery of educational content.
- Lead the formulation and execution of the technical strategy for our learning platforms, ensuring they align with our broader business objectives.
- Engage collaboratively with cross-functional teams, including Product Managers, Developers, and Designers, to define system requirements and realize high-caliber solutions.
- Assess and adopt cutting-edge technologies and frameworks to enhance performance and the overall user experience.
- Uphold industry standards and best practices in system architecture and security diligently.
- Drive initiatives aimed at continuous improvement, keeping pace with emerging trends and technologies within the education technology sector.
- Offer technical leadership and mentorship to the development team, nurturing a culture steeped in excellence and innovation.



- Monitor system performance meticulously, anticipate potential bottlenecks, and devise proactive solutions to ensure uninterrupted operation and high user satisfaction.
- Document and maintain a robust framework for architectural standards and guidelines.

2. Mobile Developer

Qualifications:

Education: Bachelor's degree in Computer Science, Engineering, or a related field.

Experience:

Experience: Demonstrable experience of 5-7 years as a Mobile Developer with a strong portfolio of mobile applications developed for both Android and iOS platforms.

- Proficient in Java and Kotlin for Android development, as well as Swift and Objective-C for iOS development.
- Experience with cross-platform mobile development frameworks such as React Native or Flutter.
- Knowledge of emerging technologies such as augmented reality (AR) and virtual reality (VR).
- Previous experience with mobile security best practices.
- Solid understanding of mobile app architecture, design patterns, and best practices.
- Experience with third-party libraries, APIs, and web services integration.
- Knowledge of version control systems such as Git.
- Familiarity with continuous integration and delivery pipelines.
- Strong problem-solving skills and attention to detail.
- Excellent communication and collaboration skills.

Key Responsibilities:

- Collaborate with cross-functional teams to define, design, and ship new features for both Android and iOS applications.
- Develop and maintain high-performance, reusable, and reliable code for mobile applications.
- Ensure the best possible performance, quality, and responsiveness of applications.
- Work closely with UI/UX designers to implement and enhance user interfaces.
- Identify and fix bottlenecks and bugs, ensuring the application's robustness and stability.



- Stay up-to-date with the latest industry trends, technologies, and best practices in mobile development.
- Participate in code reviews to maintain code quality and ensure the team's adherence to coding standards.
- Collaborate with product managers and stakeholders to understand requirements and translate them into technical solutions.
- Ability to work independently and as part of a team in a fast-paced environment.

3. Full Stack Web Developer

Education: Bachelor's degree in computer science, Engineering, or a related field.

Experience: Proven experience as a Full Stack Web Developer with a strong portfolio of web applications developed using React.js and Node.js.

- Knowledge of RESTful API design and implementation.
- Familiarity with containerization and orchestration tools such as Docker and Kubernetes.
- Previous experience with cloud platforms like AWS, Azure, or Google Cloud.
- Understanding of CI/CD pipelines and DevOps practices.
- Solid understanding of front-end technologies, including HTML5, CSS3, and JavaScript.
- Proficiency in React.js and its core principles, such as state management and component lifecycle.
- Experience with server-side development using Node.js and frameworks like Express.js.
- Familiarity with databases such as MongoDB or SQL.
- Knowledge of version control systems such as Git.
- Strong problem-solving skills and attention to detail.
- Excellent communication and collaboration skills.
- Ability to work independently and as part of a team in a fast-paced environment.

Key Responsibilities:

- Collaborate with cross-functional teams to design, develop, and maintain web applications using React.js for the front end and Node.js for the back end.
- Develop reusable and efficient front-end components using React.js, ensuring high

performance and responsiveness.

- Design and implement server-side logic and APIs using Node.js.
- Collaborate with UI/UX designers to translate wireframes and visual designs into high-quality code.
- Ensure the technical feasibility of UI/UX designs and optimize applications for maximum speed and scalability.
- Implement and maintain data storage solutions, including databases, and ensure data security and integrity.
- Participate in code reviews to maintain code quality and adherence to coding standards.

4. UI/UX Designer (Figma/Photoshop)

Education: Bachelor’s degree in Computer Science, graphic design, Interaction Design, or a related field.

Experience: Proven experience of 3-7 years as a UI/UX Designer with a strong portfolio showcasing diverse design projects.

- Experience with other design tools and prototyping software.
- Familiarity with design systems and component-based design.
- Knowledge of animation and motion design principles.
- Understanding of accessibility and inclusive design practices.
- Previous experience designing for both web and mobile platforms.
- Proficiency in design tools such as Figma or Photoshop.
- Strong understanding of user-centered design principles and best practices.
- Experience creating wireframes, prototypes, and high-fidelity designs.
- Ability to effectively communicate design ideas and concepts.
- Knowledge of front-end development technologies and constraints.
- Excellent problem-solving skills and attention to detail.
- Ability to work independently and collaboratively in a fast-paced environment.

Responsibilities:

- Create wireframes, prototypes, and high-fidelity designs for portals, websites, and mobile applications.
- Use Figma or Photoshop to design and iterate on user interfaces, ensuring a



cohesive and visually pleasing design language.

- Conduct user research and gather feedback to inform design decisions and improvements.
- Collaborate with developers to ensure the feasibility and implementation of design concepts.
- Stay up-to-date with industry trends, design tools, and emerging technologies to continually improve design processes.
- Work closely with stakeholders to understand brand guidelines and incorporate them into the design process.
- Present design concepts and rationale to both internal teams and external stakeholders.

5. AR/VR Developer

Education: Any Graduate

Experience: 4+ years

- Minimum 4 years of professional experience in developing AR, VR, and MR applications.
- Extensive experience with Unity and Unreal Engine, and a strong portfolio showcasing previous AR and VR projects.
- In-depth knowledge of ARKit, ARCore, and HoloLens SDKs and their integration in mobile and wearable devices.
- Strong programming skills in C#, C++, or other relevant languages used in AR/VR development.
- Proven expertise in creating realistic and interactive virtual environments with a focus on performance optimization.
- Solid understanding of 3D graphics, computer vision, and spatial mapping technologies.
- Ability to work independently, lead projects, and meet tight deadlines

Key Responsibilities:

- Develop and design immersive AR, VR, and MR applications for various platforms and devices.
- Collaborate with cross-functional teams including designers, artists, and software engineers to create high-quality, interactive experiences.
- Lead the development of complex AR and VR projects from concept to deployment, ensuring a seamless user experience and optimal performance.
- Utilize Unity and Unreal Engine to create captivating virtual environments and interactive simulations.



- Implement ARKit, ARCore, and Realitykit SDKs to integrate AR functionalities into applications.
- Optimize applications for different hardware configurations to achieve optimal performance across devices.
- Stay updated with the latest trends and advancements in AR, VR, and MR technologies and share knowledge with the team.
- Troubleshoot and resolve technical issues related to AR, VR, and MR applications.
- Mentor and guide junior developers, providing technical expertise and promoting best practices.
- Collaborate with clients and stakeholders to understand project requirements and provide innovative solutions.

6. 2D Animator

Education: Any Graduate, preferably in Multimedia, Fine arts and graphics

Experience: 2-4 years

- Solid understanding of design principles and color theory.
- Proficiency in Adobe After Effects, including experience with extensions and plugins.
- Strong communication skills for effective collaboration.
- Access to a personal laptop or desktop computer.
- Ability to adhere to moodboards and visual guidelines to maintain design consistency.
- A thirst for learning and contributing fresh perspectives to the team.
- Successful completion of the teams overall vibe assessment.

Key Responsibilities

- Crafting seamless and sleek Motion Graphics and 2D animations using After Effects.
- Collaborating actively with video editors, content writers, and other relevant teams.
- Incorporating appropriate visual elements such as text, images, GIFs, and videos.
- Managing tasks within demanding timelines.

Video Production Skill Set

- Developing 3-4 minute animated videos featuring insights from Digital Marketing industry experts.
- Creating dynamic marketing videos enriched with visual effects, overlays, sound effects, and animations.
- Producing long-form content in the form of trend-focused Masterclasses.
- Generating innovative solutions for visual component.



7. Manual Testing Engineer

Education: Bachelor’s degree in Computer Science, Engineering, or a related field.

Experience: 2-3 years of Proven experience as a Manual Testing Engineer or similar role.

- ISTQB or other relevant certifications in software testing.
- Experience with testing web and mobile applications.
- Familiarity with agile development methodologies.
- Knowledge of basic scripting languages for test automation (e.g., Python, JavaScript).
- Previous experience with performance testing.
- Solid understanding of software development life cycle (SDLC) and testing methodologies.
- Ability to create, execute, and maintain detailed test cases.
- Attention to detail and a commitment to delivering high-quality software.
- Excellent communication and collaboration skills.
- Familiarity with bug tracking and test management tools.

Key Responsibilities

- Create detailed, comprehensive, and well-structured test plans and test cases.
- Execute manual test cases to identify software defects and inconsistencies.
- Document and prioritize defects, providing detailed information to assist developers in the debugging process.
- Conduct regression testing after bug fixes and software enhancements.
- Participate in requirement analysis to ensure testability of features.
- Work closely with development teams to understand the software architecture and design for effective test coverage.
- Perform exploratory testing to uncover unexpected issues and provide valuable insights.
- Communicate test progress, test results, and other relevant information to project stakeholders.
- Collaborate with automation engineers to transition manual test cases into automated tests when applicable.

8. Automation Test Engineer

- **Education:** Bachelor’s degree in computer science, Software Engineering, or a related field.

Experience: 2+ years of experience in automation testing.

- Experience with scripting languages such as Python, Java, or JavaScript.
- Experience with test automation frameworks such as Selenium, Appium, or Cypress.
- Strong programming skills, with proficiency in languages such as Java, Python, or JavaScript.
- Solid understanding of software development life cycle (SDLC) and testing methodologies.
- Familiarity with version control systems (e.g., Git) and CI/CD tools.
- Analytical mindset with excellent problem-solving skills.

Key Responsibilities

- Design and implement automated test scripts for functional, regression, and performance testing using industry-standard tools and frameworks.
- Execute automated test suites and analyze test results to identify software defects and performance issues.
- Integrate automated tests into the continuous integration/continuous deployment (CI/CD) pipeline.
- Maintain and update automated test scripts to accommodate changes in software functionality.
- Collaborate with manual testing engineers to ensure comprehensive test coverage.
- Work closely with developers to understand the codebase and contribute to testability improvements.
- Participate in code reviews to ensure high-quality test automation code.
- Document and communicate automation progress, issues, and results to project stakeholders.

9. Database Designer

Education: Bachelor’s degree in computer science, Engineering, or a related field.

Experience: Proven experience of 3-7 years as a Database Designer with a focus on both RDBMS and NoSQL databases.



- Solid understanding of database design principles, normalization, and denormalization.
- Proficiency in designing and implementing database schemas for SQL, MySQL, Oracle, and MongoDB.
- Strong SQL query optimization skills and experience with performance tuning.
- Familiarity with NoSQL data modeling and optimization for MongoDB or similar NoSQL databases.
- Knowledge of database security best practices.
- Experience with database backup and recovery procedures.
- Familiarity with cloud-based database solutions (e.g., AWS RDS, Azure Cosmos DB).
- Knowledge of ETL processes and tools.
- Understanding of big data technologies and concepts.

Key Responsibilities

- Collaborate with software developers, system architects, and other stakeholders to understand data requirements and application functionalities.
- Design and implement relational database schemas for systems using RDBMS such as SQL, MySQL, and Oracle.
- Develop and maintain efficient SQL queries, stored procedures, and triggers to ensure data integrity and optimal performance.
- Design, implement, and optimize NoSQL database schemas for systems using MongoDB or similar NoSQL databases.
- Collaborate with development teams to ensure effective utilization of database technologies in applications.
- Perform database tuning, optimization, and monitoring to ensure high performance and scalability.
- Implement and maintain database security protocols and access controls

10. DevOps Engineer

Education: Any Graduate

Experience: Proven experience of 5-7 years as a DevOps Engineer, System Administrator, or similar role in managing on-premises VM-based servers.



- Strong experience with virtualization technologies (e.g., VMware, Hyper-V).
- Proficient with CI/CD tools (e.g., Jenkins, GitLab CI) and configuration management tools (e.g., Ansible, Puppet, Chef).
- Solid understanding of networking protocols and services (DNS, HTTP/HTTPS, SSH, FTP).
- Experience with monitoring tools (e.g., Nagios, Zabbix) and log management (e.g., ELK stack).
- Knowledge of scripting languages (e.g., Bash, Python) for automation.
- Excellent troubleshooting and problem-solving skills.
- Strong communication and collaboration skills to work effectively with cross-functional teams.
- Ability to document procedures, configurations, and guidelines effectively and clearly

Key Responsibilities:

- Design, implement and manage on-premises virtualized environments for hosting web and application portals.
- Work closely with development teams to integrate their products into production systems seamlessly and securely.
- Automate deployment, monitoring, management, and incident response for our on-premises infrastructure.
- Implement and manage CI/CD pipelines for efficient and reliable deployment of applications.
- Monitor performance and ensure system availability and reliability.
- Ensure security best practices are followed and implement security measures to safeguard information against potential threats.
- Troubleshoot and resolve issues related to the infrastructure and application deployment.
- Document system configurations, operational procedures, and infrastructure inventories.
- Stay current with new technologies and best practices in DevOps, virtualization, and system administration

11. Educational Scriptwriter

Qualifications: Any Graduate, preferably in Fine Arts, Literature or Mass Communication.

Experience: 2-3 years in either theatre or any show

Soft Skills: Fluent in both Hindi and English

- Proven experience as a scriptwriter or similar role.
- Strong portfolio showcasing a variety of scriptwriting projects.
- Excellent storytelling and creative writing skills.
- In-depth knowledge of different writing styles and formats.



- Ability to work collaboratively and take direction effectively.
- Strong research skills and attention to detail.

Key Responsibilities:

- **Script Development:**
 - Conceptualize, write, and edit scripts for various media projects.
 - Collaborate with the creative team to develop and refine ideas that align with project goals.
- **Research:**
 - Conduct thorough research to gather relevant information for script development.
 - Ensure accuracy and authenticity in script content, especially in projects requiring factual information.
- **Storytelling and Creativity:**
 - Develop creative and compelling narratives that resonate with the target audience.
 - Infuse creativity and innovation into scripts while maintaining brand consistency.
- **Collaboration:**
 - Work closely with the creative team, directors, and other stakeholders to ensure a cohesive and effective final product.
 - Incorporate feedback and revisions into scripts in a timely and efficient manner.
- **Adaptability:**
 - Adapt writing style to suit different projects, genres, and tones.
 - Stay updated on industry trends and incorporate fresh ideas into scriptwriting.

12. Lead Architect AR/VR

Education: Bachelor's or Master's degree in Computer Science, Engineering, or a related field.

Experience: Proven experience as a Lead Architect in AR/VR development with a strong portfolio of successful projects.

- In-depth knowledge of AR/VR technologies, including spatial computing, computer vision, and 3D graphics.
- Hands-on experience with AR/VR development frameworks and platforms, such as Unity3D, Unreal Engine, or ARKit/ARCore.
- Strong understanding of hardware considerations for AR/VR, including sensors, cameras, and display technologies.



- Experience with cross-platform development and optimization for various AR/VR devices.
- Demonstrated ability to lead and inspire a technical team in a collaborative environment.
- Excellent problem-solving and analytical skills, with the ability to navigate complex technical challenges.
- Effective communication skills to convey complex technical concepts to both technical and non-technical stakeholders.

Key Responsibilities:

- Lead the design and development of AR/VR applications, ensuring the integration of spatial computing, computer vision, and interactive user experiences.
- Provide technical leadership and guidance to the development team, promoting best practices and innovative solutions in AR/VR development.
- Define and implement scalable and modular architecture for AR/VR applications, considering performance, scalability, and maintainability.
- Stay abreast of emerging technologies, trends, and advancements in AR/VR, and assess their applicability to our projects.
- Collaborate with UX/UI designers to create intuitive and engaging user interfaces for AR/VR applications.
- Work closely with hardware teams to optimize AR/VR applications for specific devices and platforms.
- Conduct technical research and experiments to validate and implement new AR/VR technologies.
- Drive the development of prototypes and proof-of-concept projects to demonstrate the feasibility of new AR/VR concepts.
- Mentor and coach team members, fostering a culture of learning and continuous improvement.

13. Special Education Teachers

Education: M.Ed. in Special Education (Mental Retardation) or B.Ed. in Special Education (Mental Retardation)

Experience: Minimum 5 years in special education, Psychology, preferably in curriculum development or instructional design.

Knowledge: Deep understanding of the educational needs of students with intellectual disabilities

Skills: Strong interpersonal and communication skills, proficiency in instructional technology tools, ability to analyze and interpret data, and curriculum design



- **Soft Skills:**

- Superior written and oral communication skills.
- Empathy and in-depth knowledge of children with special needs.
- Adaptive and creative thinking.
- Strong teamwork and collaborative abilities.

Key Responsibilities

Curriculum Design: Develop and adapt curriculum frameworks tailored to meet the diverse needs and abilities of intellectually disabled students, ensuring alignment with educational standards and individualized education plans (IEPs).

Task Analysis: Conduct comprehensive task analysis to break down learning objectives into manageable steps, identifying specific skills, prerequisites, and potential barriers for intellectually disabled students.

Content Validation: Review, assess, and validate instructional materials, resources, and teaching strategies to ensure they are appropriate, accessible, and effective for intellectually disabled learners, considering different learning styles and abilities.

Modification and Adaptation: Modify and adapt existing curriculum materials and instructional content to accommodate individual learning profiles, using alternative formats, assistive technology, and multisensory approaches as needed.

Progress Monitoring Tools: Develop and implement tools and assessments to monitor students' progress and skill acquisition, regularly evaluating the effectiveness of teaching methods and making adjustments based on data analysis.

Collaborative Review and Improvement: Collaborate with other educators, specialists, and stakeholders to review curriculum effectiveness, exchange best practices, and continuously improve teaching strategies and content to better address the needs of intellectually disabled students.

Documentation and Reporting: Maintain detailed records of curriculum modifications, task analyses, content validation processes, and student progress, ensuring accurate documentation to inform future adjustments and support accountability.

14. Immersive Curriculum Architect

Education: Bachelor's or Master's degree in Education, Instructional Design, or a related field.

Experience: Proven experience of 7-9 years as an Instructional Designer or Curriculum Architect with a focus on immersive technologies.

- Strong understanding of educational pedagogy, curriculum development, and instructional design principles.
- Experience with VR/AR development tools and platforms.



- Knowledge of learning management systems (LMS) and educational technology integration.
- Understanding of 3D modeling and animation for immersive content creation.
- Familiarity with industry standards for educational technology and immersive learning.
- Previous experience in designing curriculum for STEM (Science, Technology, Engineering, and Mathematics) subjects.
- Familiarity with virtual reality (VR), augmented reality (AR), and other immersive technologies.
- Experience designing interactive and gamified learning experiences.
- Excellent project management skills to coordinate the development of immersive curriculum modules.
- Effective communication skills to collaborate with diverse stakeholders, including educators, technologists, and subject matter experts.
- Passion for exploring and implementing innovative approaches to education.
- Ability to adapt and iterate on curriculum design based on feedback and evaluation.

Key Responsibilities

- Collaborate with educators, subject matter experts, and technology specialists to understand learning objectives and curriculum requirements.
- Design immersive learning experiences using VR, AR, and other emerging technologies to enhance educational content.
- Develop detailed curriculum plans, instructional materials, and assessments for immersive learning modules.
- Integrate interactive and gamified elements into the curriculum to enhance learner engagement.
- Stay abreast of the latest trends and advancements in immersive technologies and educational pedagogy.
- Collaborate with developers and multimedia designers to bring curriculum concepts to life through interactive simulations and experiences.
- Conduct usability testing and gather feedback to iteratively improve immersive learning modules.
- Provide guidance and training to educators on the effective use of immersive technologies in the classroom.
- Ensure alignment of immersive curriculum with educational standards and objectives.
- Stay informed about accessibility considerations and inclusive design principles in