

Virtuos Talentare Initiative

Virtuos Springboard Employee Success Program

vdc.com



Welcome Note

Message From CEO

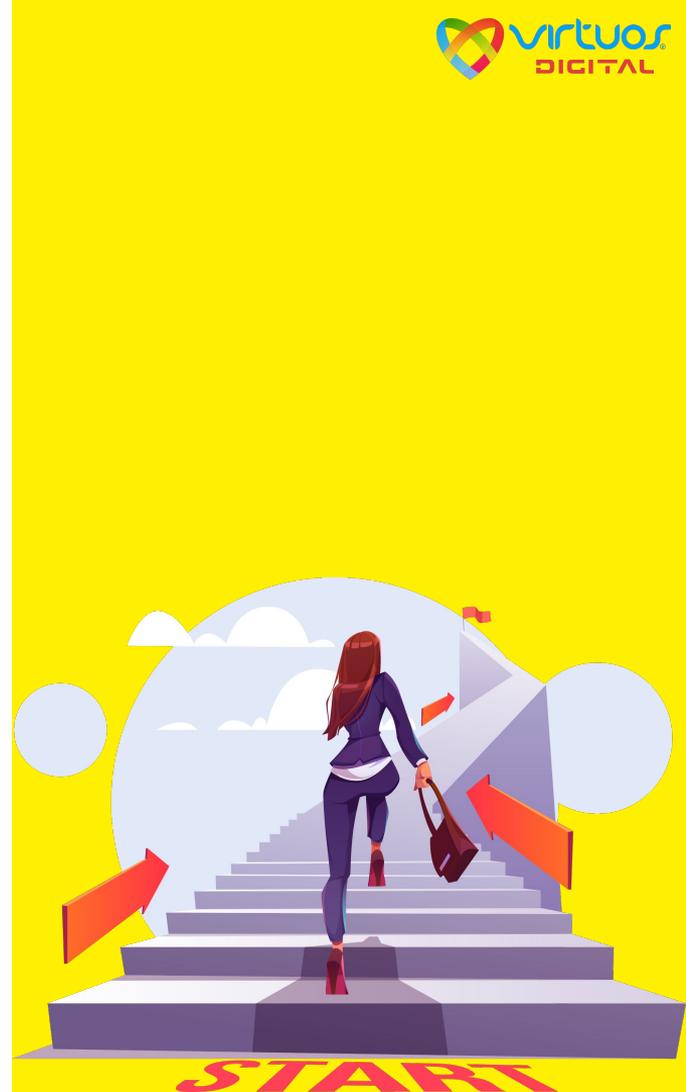
I invite you to discover how Virtuos Digital transforms careers by opening doors to limitless possibilities. Through our **ExperienceJob** philosophy, you sharpen your IQ, harness your EQ, and elevate both into Experience Quotient (XQ)—the ability to create lasting impact through exceptional experiences.

Virtuos Digital (vdc.com) is the flagship business of Virtuos, specializing in the ideation, design, architecture, and delivery of signature Experience Technologies for leading global brands.

Our vision is to be a trailblazer in AI and digital innovation, empowering organizations to deliver exceptional customer experiences and unlock transformative growth.

We play a vital role in helping high-growth enterprises implement and evolve advanced platforms across CRM, Customer Experience (CX), and Employee Experience (EX)—enabling them to better serve customers, engage employees, and strengthen their extended ecosystems.

The Experience Economy—which we profoundly call Xonomy—represents a \$5+ trillion global opportunity. At its core lie CRM and CX/EX technologies, the true engines of digital transformation. Virtuos Digital stands apart as the only organization that not only builds these transformative systems, but also empowers fresh minds through our Springboard program to explore, reimagine, and help shape the world of tomorrow.



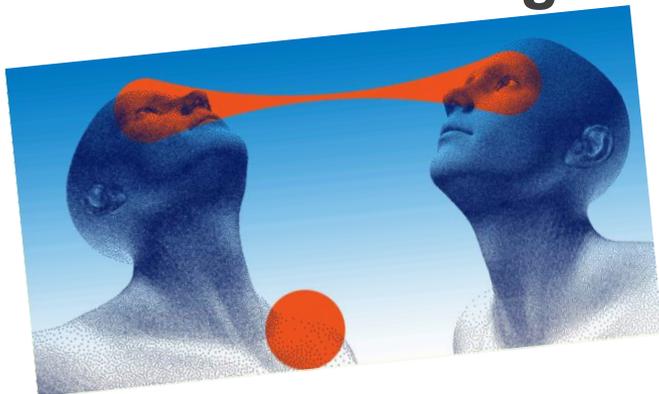
At Virtuos Digital, we are obsessed with new ideas, and always on the prowl for assembling the best talent obtainable, field by field, and putting them into direct, challenging roles managing time, space and processes.

Be a part of the vivid and compelling vision of big change, and join us as Springboard Member.

vdc.com/careers



About Virtuos Digital



Virtuos Digital (VDC) is a modern **Experience Technology company** that helps enterprises design, build, and scale intelligent digital platforms. We partner with ambitious organizations to transform how they engage customers, empower employees, and operate at speed.

At the intersection of **AI, CRM, CX, and EX**, Virtuos Digital delivers integrated solutions that turn strategy into execution and experiences into measurable growth. Working across a curated ecosystem of leading global platforms, we enable organizations to create connected, insight-driven experiences that adapt, learn, and evolve with their business.

For more information visit www.vdc.com

ORACLE

Why Choose Us

Virtuos Digital teams double-stretch customer and the team to achieve ambitious goals; actively span boundaries and act as powerful conduits of ideas.

Turning AI Ambition into Reality

CRM AND NO CODE EXPERIENCE TECHNOLOGIES

Where strategy, technology, and experience converge to drive digital transformation using AI First CRM, CX and EX Platforms.

Virtuos Accelerated Value Engg. Solutions

CUSTOMER PROJECTS & REAL-TIME EXPERIENCE

Strong exposure and directly working with customers and partners on Transformation Projects across industries.

Customer Experience Stack

CRITICAL SKILLS IN ENTERPRISE TECHNOLOGIES.

Honing young minds with future-ready skills in CRM, no-code platforms, and experience technologies.

Springboard Advantage: Building Talent That's Years Ahead

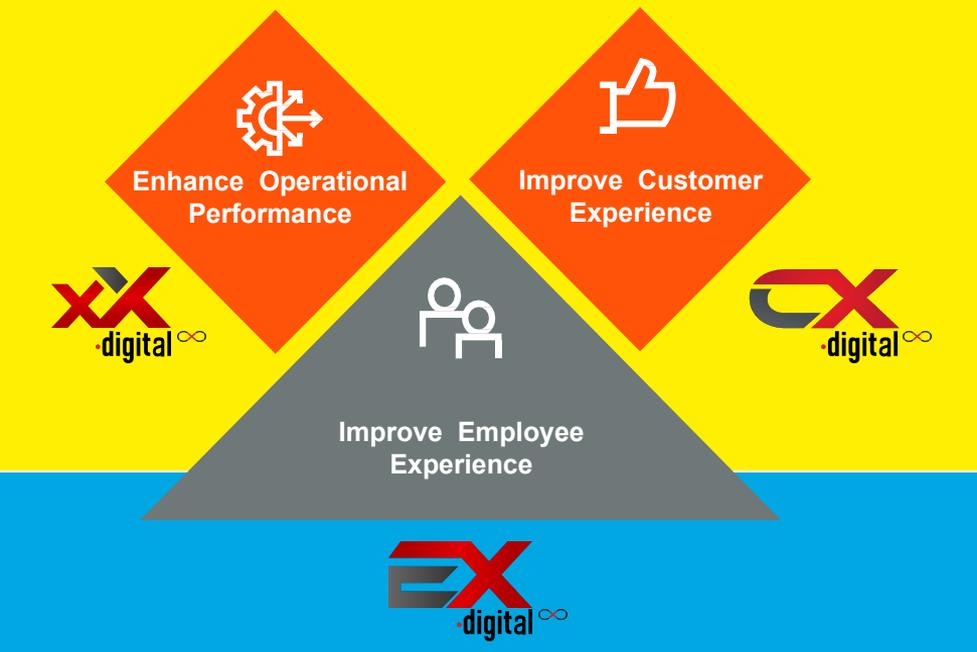
In just **2–3 years**, the average employee across large enterprises achieves only ~18% growth in skills and career readiness.

Through Virtuos Springboard, our talent emerges **7–8×** more capable, confident, and future-ready.

We don't treat freshers as *freshers*. We empower them early, immerse them in contemporary, AI-led technology stacks, and give them direct exposure to customers—challenging them to reimagine and build the future from day one.

Source: Primary research involving screening of over 1,000 candidates and structured interviews evaluating skills and career readiness among professionals with 2+ years' experience from India's top 10 IT services firms.





Our Services

Our products, transformation services and insights helped more than 500 leading brands across major industries.

- AI First CRM, Customer Experience to Workplace Digital Transformation across Industries
- AI Engineering & Professional Services for Customer and Employee Engagement Technologies
- AI Platforms and Ecosystems across diverse verticals
- Cutting edge partnerships with world leaders exposing to AI Models.
- Design and Development of AI & No Code Platform Engineering.










Skills Programs For Springboard

Over the past 17 years, Virtuos Digital has provided excellent Skill foundations for hundreds of its employees on cutting edge CRM, EX, CX and other Experience Stack and Platforms.

Virtuos Training and Certification courses are agile and scalable to align Springboard Teams on key AI CRM, EX, CX and Other Experience Technologies, No Code platforms and frameworks by discipline.

<https://www.virtuos.com/careers/training-development/>



Proud of Our Alumni

The Virtuos Springboard Alumni have been serving global customers and working at top-notch corporates and consulting companies.

Learning Methodology

Create a common foundation and hone the skills needed to excel in the CRM, No Code Platforms and CX success cycle imparting key Engineering, Design, and Implementation skills on various and specialized technologies.



SELF PACED & ONLINE

Self-paced, online lessons built for practical application to your real-world challenges.



COHORTS & PEERS

Timed, 60-day to 90-day cohorts that bring together peers from multiple technical backgrounds and domains.



CERTIFICATION

Virtuos certification as proof of your accomplishment and specialized skills to work on real-time customer projects



Why Springboard Program.

College degree programs simply cannot keep pace with how fast things are changing in the workforce. Many students are currently being prepared for jobs that no longer exist, and many don't have the *right* skills for the job they want. Skills gaps are prevalent and widening.

The way cohorts at Virtuos will solve the skills dilemma is through smart, iterative skills acquisition, sensibly and loosely guided by need. Freshers already have the foundation of a college degree, so building new skills does not have to take the path of heavy-duty, multi-year qualifications, which are often outmoded and cumbersome. Instead, those new to the workforce can access the near-infinite resources available to them online, as well as the technologies

- Identify the key soft skills (power skills) you have and need and design training programs.
- Teach core technical skills you have that are likely to stay in high demand
- Focus on skills that are portable and that will be critical regardless of what career paths you choose at Virtuos.



Springboard Jobs

Solution Engineer

Solution engineering along with functional configuration skills, coding and backend implementation
Strong logic. Analytical skills. IQ. Solution mindset.

Solution Developer

Deep Solution Engineering and programming, configuration skills, coding and frontend implementation
Strong logic. Analytical skills. IQ. Design mindset. Coding skills.

Solution Analyst

Software configuration, basic level coding with good logic and data management skills. Exceptional communication skills required.
Analytical skills. IQ. Comm skills. Logical mindset.

QA Systems Engineer

Strong acumen applying logic and analysis for code-level application or software testing and debugging skills
Logical mindset. IQ. Attention to detail. Accuracy

Job Descriptions

PRIMARY

- **Solution Design, Relative Coding (Including No Code Platforming) & Solution Development and QA**
- **Solution Architecture of platforms, applications, integrations or its components such as Market Apps; Accelerators and Add-ons for the Packaged Software Products.**
- **Implementation & Professional Services – Configurations, customizations, integrations, Re-development and associated services**

SECONDARY

- Consulting & Proof of Concepts (POC),
- Product Support and Maintenance,
- Helpdesk/DB/CRM/CX Administration,
- Business/System monitoring/audit,
- Quality Assurance; Training and Documentation

You will be responsible for providing Technical and/or Functional design and support to prospective clients customers and stakeholders while ensuring customer satisfaction with minimal supervision, through online/in-person pre-sales efforts that include custom configuration, solution design of applications, internet of things, AI tools, integrations, citizen no-code services, CRM, ERP, CX, Portals, Business Apps, Analytics, Collaboration/Project Management Apps, demonstration of Features and Functionality and documentation of technical integrations.

Note: Company on the basis of its assessment from time to time, your fitment and suitability or due to company's project necessity may change the job description to any/all of the above to be your complete role. At any time, the role of the job will change due to dynamics in the marketplace and customer landscape.



Springboard Solution Engineering Framework for Growth

Entry Level

Description: Freshers from engineering colleges are inducted and trained in core competencies, company culture, and foundational skills.

Further: Team members who have completed the initial training phase and are contributing to projects under supervision.

Criteria for Elevation

- Successful completion of training program
- Demonstrated understanding of basic solution engineering concepts
- Positive performance reviews from mentors and trainers
- Getting to Project Implementation within six months of induction (including training) starting with CXDesk first
- Contributing to the billable projects and
- Demonstrated ability to work independently on basic to specific tasks

Framework for Elevation and Promotion

Training and Development

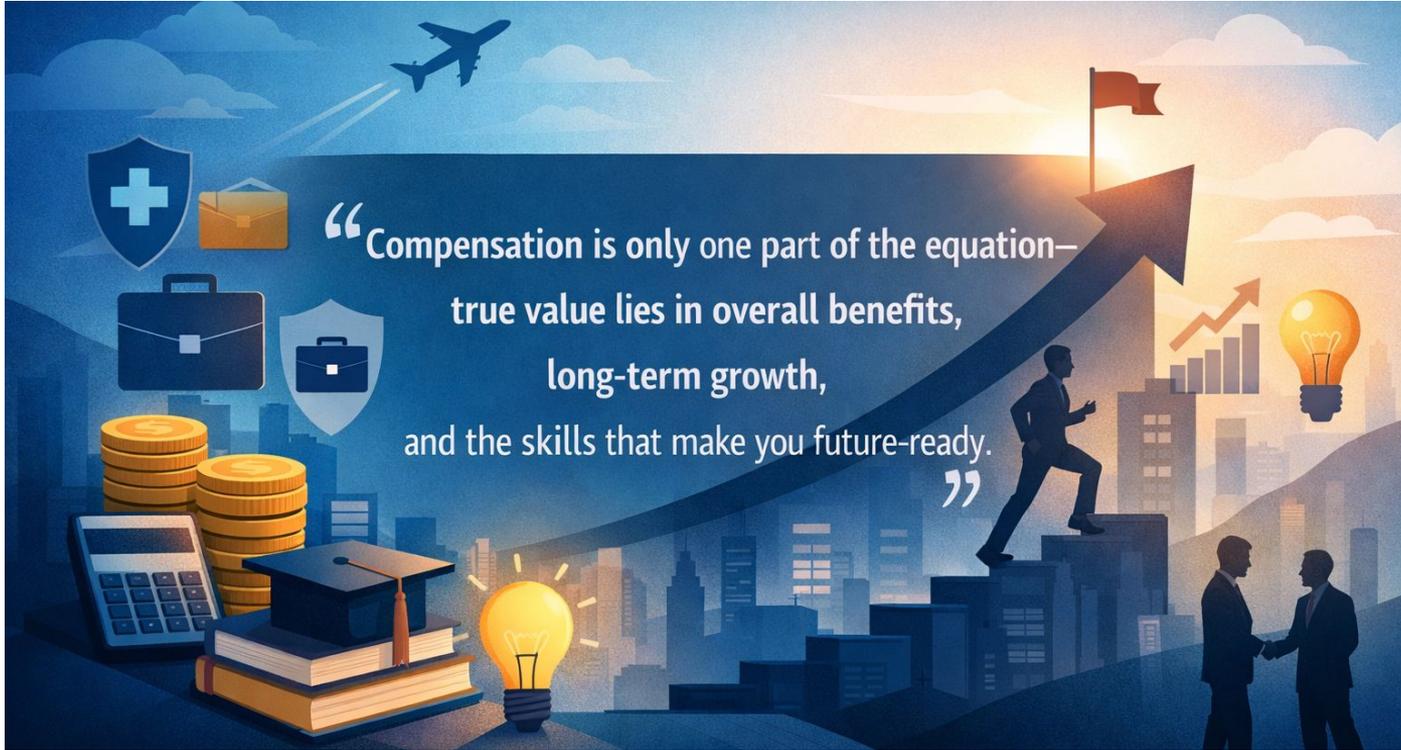
- **Onboarding:** Comprehensive training programs tailored to each level, including technical skills, soft skills, and company values.
- **Mentorship:** Each team member is paired with a mentor to guide their development and provide feedback on performance.
- **Continuous Learning:** Access to online courses, certifications, and workshops to encourage skill enhancement.

Performance Evaluation

- **Regular Assessments:** Quarterly performance reviews focusing on skill development, project contributions, and alignment with company goals.
- **Feedback Mechanisms:** 360-degree feedback from peers, mentors, and supervisors to ensure holistic development.
- **Performance Metrics:** Clear KPIs and objectives aligned with each role's responsibilities and expectations.

Promotion Process

1. **Review Panel:** A panel consisting of HR, managers, and senior leadership to assess readiness for promotion based on predefined criteria.
2. **Development Plan:** Personalized development plans for each team member outlining goals and areas for improvement.
3. **Celebration of Achievements:** Recognition of milestones and achievements through company events, newsletters, and awards.



“Compensation is only one part of the equation—
true value lies in overall benefits,
long-term growth,
and the skills that make you future-ready.”

What's Springboard Program

PART A Confirmation Period 0 to 7 Days	PART B Preliminary Period First 90 Days (Three Months)*	PART C Probation Period (Six months)* after Preliminary Period	PART D First Year of Working (Post Training & Probation Period)	PART E Entering the Second Year Year of Working (Completion of Part D)
Company has the option to withdraw the Employment offer.	Company has the option not to continue with the training if the employee's performance is consistently poor. (No costs to the Employee)	Employee gives an undertaking to serve the company for 18 Months to help company recover costs incurred during preliminary period (First 90 days)	Employee becomes confirmed employee (after appraisal) drawing revised pay, annual components, incentives and additional benefits.	Employee will be promoted (after appraisal) to join Springboard Pro program with additional responsibilities and new designation.
Employee has the option to terminate the appointment without notice or any cost.	Employee has the option not to continue with the employment by reimbursing all the costs incurred in the preliminary period	Employee needs to reimburse the costs incurred during preliminary period in case of resignation by giving standard notice period	Employee needs to reimburse the costs incurred during preliminary period in case of resignation by giving standard notice period	Employee can tender resignation by giving standard notice period following the policies of the company.

Springboard is our Annual Recruitment drive at leading Campuses for hiring Graduates in Engineering or Business Administration to take up a full-time job as Developer, Application Engineer, QA Engineer, Web/UX Developer, or Insight Sales Associate amongst several other positions.

Note: *The duration of training program or probation periods shall be subject to extension if the employee is not punctual with the attendance or job functions and/or if the employee's performance is consistently sub-standard.

Springboard Training Costs

COMMITMENT IS KEY

100%

In addition to the training costs, an employee is required to reimburse the Certification Costs (by the Partners such as Oracle, Salesforce, Microsoft, Creatio, Agiloft, amongst others) in the event of any failure in honouring commitments for whatever reasons.

Administrative and Platform Costs

All the costs of recruitment, office space, administrative costs, equipment wear & tear and other applications/e-learning used by the employee

Cohort Training Cost

The cost of hours incurred by the cohorts/tutors and other peer groups in training employees

Employee's Remuneration

Compensation received during the training period is considered the cost of training in addition to other training costs.

Opportunity Cost

The candidates and the company should commit 100% to prevent opportunity costs.

Springboard Advisors



Learn more

vdc.com/careers



Amarinder Singh

Senior Director Delivery

am.singh@vdc.com



Ayushi Chandra

*Sr. HR Associate and Your Key
Contact.*

ayushi.chandra@vdc.com



Gagan Bhatia

Program Manager

(post enrolment)
gagan.bhatia@vdc.com

Contact Details

Contacting us is easy and you can email us for any queries.



WE ARE LOCATED AT GRADE A+
PRESTIGIOUS BUILDING AT EMAAR
DIGITAL, GURUGRAM

Main Office

Virtuos Digital Ltd.
308-311 Emaar Digital Greens, Tower A,
Sector 61 Golf Course Ext. Road
Gurugram 122102 (Haryana)

Email

hr@vdc.com

Website

www.vdc.com

**Thanks for showing Interest
In Springboard Program**



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