

**Centre for Smart Governance (CSG)**  
**Hiring of Technical Resources**

No.: CSG/001/HRD/2021-22

Date: 06.07.2021

Centre for Smart Governance (CSG), Government of Karnataka invites applications from eligible candidates in the areas of IT / ICT for the positions listed below:

S. No.	Position / Resource types	No. of Resources
1.	HR Manager	1
2.	Senior Software Engineer	7
3.	Software Engineer	42
<b>Total</b>		<b>50</b>

Qualification, Experience and Job Description for each position is detailed below:

**Position no. 1: Human Resource Manager**

**Minimum Qualification:** MBA (HR)

**Experience:** Minimum 12 years of experience of which should have worked in IT firms as HR Manager for atleast 3 years.

- Experience in hiring, transferring, promoting, and terminating employees.
- Well versed in policies, procedures, laws, and standards related to employment.
- Should have proficiency in using MS Office.
- Should have good communication skills.
- Preferably proficient with Kannada Language - Speak, Read and Write

S. No.	Job Description
1.	Developing and implementing HR strategies and initiatives
2.	Bridging management and employee relations by addressing demands, grievances or other issues.
3.	Managing the recruitment and selection process
4.	Support current and future business needs through the development, engagement, motivation and preservation of human capital
5.	Developing and administering human resources plans and procedures that relate to company personnel
6.	Planning, organizing, and controlling the activities and actions of the HR department.
7.	Implementing and revising compensation program
8.	Creating and revising job descriptions
9.	Conducting annual salary surveys
10.	Developing, analyzing, and updating the salary budget
11.	Developing, analyzing and updating the evaluation program
12.	Developing, revising, and recommending personnel policies and procedures
13.	Overseeing recruitment efforts for all personnel, including writing and placing job ads
14.	Conducting new employee orientations and employee relations counseling
15.	Overseeing exit interviews
16.	Maintaining department records and reports
17.	Participating in administrative staff meetings
18.	Maintaining CSG directory and other organizational charts
19.	Recommending new policies, approaches and procedures

S. No.	Job Description
20.	Any other work assigned by Director CSG.

**Position no.5: Senior Software Engineer (C# or Java)**

**Minimum Qualification:** BE/B.Tech/MCA/M.Sc. Computer Science

**Experience:** Minimum 5 years of relevant experience

- Should possess good hands-on experience in application development, maintenance and support using .Net./C# with visual studio.
- Good knowledge on jquery, java script, bootstrap and MS SQL server
- Java developer should have worked with at least 1 maven/gradle project
- Experience with SSRS reports
- Should have good knowledge of MVC architecture or similar architecture used for software development.
- Work with the team and contribute to software design and other documents.
- Should have experience in writing SQL queries, database scripts / stored procedures, etc.
- Should have experience in team handling.
- Should have worked with cross-functional teams for business analysis activities to gather and document reporting and dashboard requirements and use those requirements to design, develop, test and implement reports and dashboards created from potentially multiple data sources.
- .Net Certified Programmer preferred.
- **Knowledge of Kannada Language - Speak, Read and Write preferred**

S. No.	Job Description
1.	Work closely with Business Analyst and Project Manager to understand the software application requirements.
2.	Design and develop the software application on MVC or similar architecture. Follow coding standards. Perform unit testing.
3.	Support the Project Manager in sizing the hardware and network requirements.
4.	Setup the development environment and manage it.
5.	Carryout activities related to managing the version and release of the software application.
6.	Perform code review activities.
7.	Work closely with Database Designer to design the database for the software application. Wherever necessary should write the database scripts / stored procedures.
8.	Guide the team members.
9.	Should build and deploy the software application on the identified servers along with related components.
10.	Work closely with the Testing team and ensure the software application is bug free.
11.	Prepare necessary documentations
12.	Any other work assigned by Director CSG.

**Position no. 6: Software Engineer(C# or Java)**

**Minimum Qualification:** BE/B.Tech/MCA/ M.Sc. Computer Science

**Experience:** Minimum 3 years of relevant experience

- Should possess good hands-on experience in application development, maintenance and support using .Net/C# or Java
- Good knowledge on jquery, java script, bootstrap and MS SQL server
- Should have good knowledge of MVC architecture or similar architecture used for development.
- Responsible for design, development, implementation and support of enterprise reports through SQL Queries.
- Should have experience in writing SQL queries involving multiple tables / views
- Responsible for providing training and assistance to users for using the application and generation of ad-hoc queries.
- **Knowledge of Kannada Language - Speak, Read and Write preferred**

S. No.	Job Description
1.	Work closely with Business Analyst and Senior Software Engineer to understand the software application requirements.
2.	Develop the software application on MVC or similar architecture. Follow coding standards. Perform unit testing.
3.	Support in managing the version and release of the software application.
4.	Should support in build and deploy the software application on the identified servers along with related components.
5.	Work closely with the Testing team and ensure the software application is bug free.
6.	Prepare necessary documentations.
7.	Any other work assigned by Director CSG.

**Note:**

- 1. All positions listed above are on contract basis for a duration of 3 years extendable based on satisfactory performance. Decision of CSG shall be final in this regard.**
2. Interested candidates shall apply within the date mentioned in the advertisement. Candidates should submit their detailed Curriculum Vitae (CV) in PDF or Word document format only, through e-Mail to [careerscsg@karnataka.gov.in](mailto:careerscsg@karnataka.gov.in).
3. The CV should provide complete details of the candidate such as; name, date of birth, gender, address for communication, mobile number, e-Mail address, qualification, detailed work experience highlighting the roles & responsibilities, current salary, expected salary, notice period etc.
4. CSG shall evaluate the CVs received and shall call eligible candidates for a face-to-face interview. For some positions, CSG may conduct a written test and then short list the candidates for interview. The selection of candidates shall be based on their performance in the interview. Decision of CSG shall be final in this regard.
5. Candidates should bring a photo id card and 2 copies of their CV while coming for the interview.
6. Results of the selection process shall be intimated to the selected candidates through email. The selected candidates have to give their acceptance through mail within the stipulated date for considering them to the position.
7. All positions are at Bengaluru.
8. Salary shall be negotiable.

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