



It is not the answer that enlightens but the question.

– Eugene Jonesco

So, here is our list of enlightening questions to answer every query of yours and rest all your doubts. Feel free to browse through the content to locate your query. Save your time

Table of Contents

| | |
|--|-----|
| About my work at Qapitol | 2 |
| My learning and development at Qapitol | 3-4 |
| Culture at Qapitol | 5-6 |

ABOUT MY WORK AT QAPITOL

What kind of work will I get to do in Qapitol?

Exactly the kind of work that will make you jump out of your bed every morning. Now, moving on to the specifics! If it's quality engineering, it's happening at Qapitol. From defining test automation strategy to core execution. Anything ranging from building manual test scripts and suites to developing complex test automation solutions, you get to experience it all as long as you have the drive.

What are the soft skills required for this job/position?

For any role at Qapitol, soft skills matter as much as technical skills. A true Qapio must be a great communicator, an awesome teamplayer, adaptable, agile and be an eager learner. Not to forget, we at Qapitol also have an inherent element of fun to be able to find a quirk in almost everything.

Am I required to work from a client location/office?

You may be required to work in a client location/office depending on the nature of work and contractual obligations with the client.

I want to have a permanent work from home role /position. Is that possible?

All our projects and work are largely executed out of our office premises to meet contractual and technical necessities. So our first preference is working from an office. Having said that, requests for permanent work from home can be considered on an individual basis.

“What kind of benefits do you offer to the employees?”

Our benefits reflect our Total Rewards Philosophy and are designed to attract and retain best talent. Apart from competitive salary, we offer benefits that include Insurance covers (Group Medical Cover for 5 Lacs for Self & Spouse and Kids and Accidental Cover for 5 lacs), flexi basket of allowance for salary structuring and a liberal leave policy that ensures work life balance.

MY LEARNING AND DEVELOPMENT AT QAPITOL

What kind of training programs do you offer?

We are glad you asked this. It shows your eagerness to learn. We have multiple training programs, depending on the employee's growth aspirations and/or the project needs. These programs range from basics of testing to development of complex testing solutions.

What is my career path in Qapitol?

Qapitol provides you opportunities to grow within the organization, you can start as an individual contributor and move up the ranks to be an SME in your domain of testing and/or to a managerial position which requires you to manage one or more projects and teams. Primarily, your career path as a Qapio depends on your willingness to learn and grow.

What does my future team look like ?

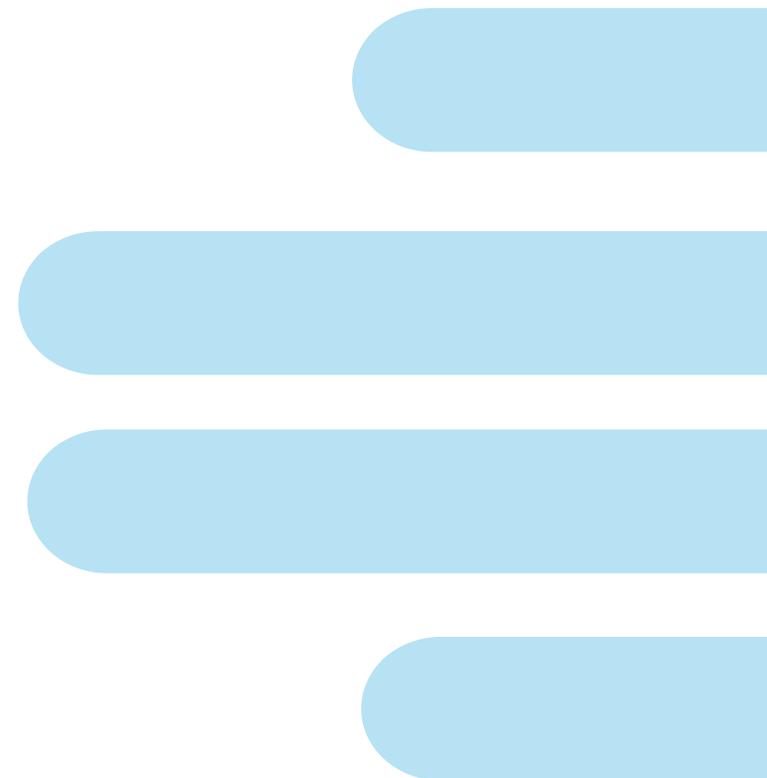
Your future team at Qapitol would consist of some very talented and creative people working together, bumping up against each other, making some noise on and off while they all put together their energies to build solutions that help our clients succeed in their endeavours. Technically, a typical team consists of a Senior Delivery Manager, a Test Manager, a Test Lead, a Test Architect and Test Engineers (manual and automation). On a need basis a Subject Matter Expert will also work with the team.

What do you do for the personal and/or professional growth of your employees?

As a Great Place to Work certified company, we are committed to creating a conducive work environment where you can learn, grow and excel in your career as a Testing professional.

At Qapitol, we offer you challenging work assignments and opportunities to work on the frontiers of software testing. Our clients are defining and disrupting the markets, and therefore you will get opportunities to do work which will help you build and hone your software testing skills. Besides cutting edge work, you get best-in-class training in the area of Mobile & Web Testing, API's and Test Automation. In addition, you also get exposure to working in an agile team environment, where you can hone your interpersonal, communication and problem solving skills.

Once the employees are part of the organization, through our L&D program we also focus on continuous training and skill enhancement to stay client relevant. Hence cross- skilling, reskilling and upskilling is a continuous approach.



CULTURE AT QAPITOL

What does a typical working day look like at Qapitol?

A typical work day at Qapitol starts with a daily stand up with your project lead or delivery manager to understand progress, challenges from the previous work day and the plan for the current day. It would involve you working on the testing requirements of the project and executing planned tasks for the day. The day may also include participation in project related meetings, any participation in training programs. In short, mostly the days would be about planning, executing, brainstorming, learning and having fun while doing them all.

What do you think is the best thing about working at Qapitol?

You asked for one and we can give you 10. There are several things we are quite proud of, and in particular, the work environment at Qapitol, is something that we are all thrilled about. But we think what will excite you the most are opportunities to work on cutting edge technologies, to learn and grow as a Software Testing Professional with deep skills in automation.

How are you different from other Testing Services Companies? What is your main USP compared to the competition ?

Fundamentally Qapitol is a new age testing company catering to the digital ecosystem. We specialize in Automation, which enables accelerated growth and time to market via faster product release for our clients who are leading unicorns. Our understanding of the testing requirements of the unicorns, and digital native companies, strength in the area of automation and our proprietary unified test automation framework has helped us carve a niche of our own. How's that for a workplace that inspires you to bring out the best in you.

What is the work culture at Qapitol?

We let our certificates do the talking for us! Qapitol is a Great Place To Work certified company, a testimony to the kind of culture we have built here. We are a people-centric organisation, where our leaders are progressive, proactive and passionate about nurturing people. We have an open and participatory culture, where employees have unhindered access to the leadership and are free to share their ideas, opinions and views without inhibition.

Our leadership and ethos are driven by our Corporate Values ASPIRE –



Overall, employees receive a fair, relevant and motivating employee value proposition (EVP) outlining what they can expect from the company. Qapitol's EVP states that it seeks to build a progressive employee centric technology work-force that specialises in **Testing**, where we focus on hiring the best-fit talent and groom and nurture them as the best-in-class Testing Professionals through our **Talent First Focus**. We want to build a team which is emotionally connected to the larger purpose of the organisation, thrives on **Togetherness**, functions with utmost **Trust & Transparency**, encourages to **Take Risks** and benefits from our holistic **Total Rewards programs**.

Qapitol is the leading Quality Engineering services provider doing cutting edge work for top technology giants across India, US, Middle East and UK and disrupting the test automation space with faster releases and superior user experiences.

Feel free to write to us

careers@qapitol.com

in case you have a query that we missed out addressing above.