

## Frequently Asked Questions on the Sattva Hiring Process

In this document you will find information on:

- **Application Process**
- **Recruitment Process**
- **Internships**
- **Short term work and Partnerships**
- **Other info on Working at Sattva**

### Application Process

**1. Can I apply for multiple positions at Sattva in parallel?**

You can apply for multiple roles that are open, but you will only be taken through the hiring process for the role for which you are short-listed according to your profile and team requirements. If, during the hiring process, the team finds your candidacy more suitable for another role, we will then realign the process with you accordingly.

**2. I don't have prior consulting experience. Can I still apply for a role at Sattva?**

While having a consulting background is seen as a plus, we are very open to accepting applications from diverse backgrounds at junior to mid level positions. However, this may vary for some senior level requirements.

**3. I don't have prior impact sector experience. Can I still apply for a role at Sattva?**

Most definitely. If you are someone who shares a commitment to creating scalable solutions for sustainable impact, are passionate about solving critical societal problems, and most importantly, are open to learning, we would love for you to apply.

**4. How do I know which team / role I should apply to at Sattva?**

**Team:** Do go through our website to understand what each team does at Sattva. You can then apply based on your interests and your profile.

**Role:** You can decide which role interests you best based on the job description. Please note that we have certain experience requirements across roles (mentioned in the job description).

**5. Someone reached out to me and asked me to pay a certain amount to be part of the hiring process at Sattva. Does Sattva need me to pay to apply to Sattva?**

Not at all. Your selection for a role at Sattva depends on your suitability for the role and your interest to work in the social sector. If someone reaches out to you with any monetary requests, please flag that to our team immediately so that we can address this. You may write to [careers@sattva.co.in](mailto:careers@sattva.co.in).

**6. What is the reapplication period at Sattva?**

As per organisational policy, we have a 6 month cool-off period before a candidate can reapply to Sattva. However, if you came across as a strong candidate during the hiring process and missed out only because another candidate was found more suitable, we may reach out to you if similar roles open up.

**7. If I get rejected for a role, can I apply to some other role in Sattva?**

We would advise you to re-apply after completing the 6 months cool off period. However, if the requirements of the new role are different from the previous role and match your profile, we may be able to consider after gathering sufficient feedback from the hiring team.

**8. How will I know which designation I qualify for within Sattva?**

The eligibility criteria is listed in all our job descriptions that are posted on our website. Please refer to the years of work experience, along with the other requirements and apply accordingly. Typically, the years of work experience required for each role at Sattva is as follows, though the hiring team makes the final decision based on the strengths displayed by the candidate during the hiring process:

Role	Years of Work Experience
Analyst	0-2 years
Associate	2-4 years
Consultant	4-6 years
Senior Consultant	6-8 years
Engagement Manager	8-11 years
Sr Engagement Manager	11-14 years
Associate Principal	14-16 years
Principal	16+ years

**9. Does Sattva hire trans-gender people or people who have a gender-fluid identity?**

We cultivate a supportive and inclusive work environment for all our employees and reinforce diversity in our workplace. All applications regardless of race, religion, caste, color, place of origin, gender, sexuality, disability and age will be welcome and will be evaluated fairly, and according to the requirements of the role.

**10. What are the non- negotiables for Sattva?**

Exceptional problem-solving skills, empathy and aligning with our mission of alleviating poverty in our lifetime are some of the non-negotiables to join Sattva. Since we work in an ambiguous environment with a diverse set of stakeholders, we prefer to hire resilient people with high learning orientation.

## Recruitment Process:

**1. I have submitted my application for a role at Sattva, but I haven't heard back yet. How long do I need to wait to hear back?**

If you are shortlisted for the role, you will hear from our team within 7-10 working days from the last date to apply. If you do not hear back, it's probably because your profile



has not been short-listed for currently open positions. We may, however, reach out to you in the future if any positions open up that are suitable for your profile.

## 2. How long does the hiring process at Sattva typically take?

Our hiring process takes 30-45 days to complete depending on the level of role you are applying for.

## 3. What does a typical hiring process look like at junior/ mid/ senior level? What are the rounds involved?

Our typical hiring process consists of the following rounds:

**Profile evaluation + Screening call > Case Study > Technical Evaluation > Behavioral Evaluation > Leadership discussion**

While these are the standard rounds, it might vary based on the role you have applied for. Rest assured, our recruitment team will update you regarding the process at each step.

### Internships:

#### 1. I am currently a student and would like to intern at Sattva. How can I do that?

You can fill the [internship form](#) available on our website. If you are short-listed, our team will reach out to you as per our open internship positions.

#### 2. Does Sattva pay a stipend during internships?

Yes, we do pay a stipend according to market standards. Our team will be able to provide further details on this, once they contact you to take your application forward.

### Short Term Work and Partnerships:

#### 1. I am an independent consultant and would like to work with Sattva. How can I do that?

You can add your details in the [short term application form](#) and our recruitment team will reach out to you for any available positions.



### **3. I am part of my college's placement cell and would like to explore a recruitment partnership at Sattva. How can I do that?**

We would love to have the opportunity to collaborate with you and broaden our talent pool. You can write to us with your invitation at [careers@sattva.co.in](mailto:careers@sattva.co.in) and our concerned team will reach out to you with the next steps.

### **Working at Sattva:**

#### **1. What percentage of my profile will be spent on travelling?**

The percentage of time spent traveling depends on the role and team you are part of. Of course, all our travel is on hold currently due to the pandemic.

#### **2. Does Sattva have a relocation policy?**

Yes, we provide a one-time reimbursement of up to 20,000 INR upon submission of bills.

#### **3. What are the benefits/ perks offered at Sattva?**

Along with flexible work timings, Sattva offers a variety of leave options, health insurance (including for parents, spouse and children) and an Employee Assistance Programme.

#### **4. Once I join Sattva in a specific role is it possible for me to move between teams within Sattva?**

Yes, it is possible once you have spent at least a year in your current team.

#### **5. What are the pay ranges at Sattva?**

The pay ranges at Sattva vary, based on the roles. You can discuss this when the recruiter reaches out to you.

If you'd like any clarifications and/or more information, do write to us: [careers@sattva.co.in](mailto:careers@sattva.co.in)

Thank you.

[sattva.co.in/careers](http://sattva.co.in/careers)