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# Like troubleshooters, hackers are a good bet for recruiters

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STARTUPS view hackers as potential candidates for future recruitment. That they attempt to solve problems is a trait that makes them a good bet for recruiters.

Headstart Higher, the startup job search programme by HeadStart Network Foundation, recently played the matchmaker between startups and hackers and the results will be known shortly.

"Hackathons are an entry to the startup world. Some succeed in finding funding, employers or mentors to keep the idea ticking," said Ramesh Loganathan, president of Hyderabad Software Exporters' Association and managing director of Progress Software.

During the hackathon held last week, recruiters witnessed some ideas being

executed to a certain level by hackers.

For instance, Kadali Venkatesh and his team conceived of an idea to provide directions on sms to feature phone users. "About 60 per cent people still use a feature phone. Even in the smart phone user community, many do not have full-fledged data packages. So, users can send a sms (without data use) seeking directions and get directions on sms," said Venkatesh.

It will soon have a toll free number. "There are plans to offer service in regional languages as well. We are working on location based ad model," he said.

Take the case of Ch Krishna and team, who have worked an idea - Uniact - a platform that propel actionable things in a given location. In this, users will generate the content - for instance of a piled of garbage or an overflowing sewerage.



**HACK RIGHT:** The problem solving trait of hackers is a good bet for recruiters

The app will geo-tag the pictures and provide a ready reference for those interested.

In yet another instance, H Siddhartha and his team have evolved an 'intelligent train engine' system that will close unmanned railway gates automatically. "A transmitter will be fitted in the rail and a receiver at the gates. On receiving a signal from an approaching train, the gates will close. It will also have a driver alert system.

If the driver still does not act, it will stop the train," he said, adding that in real time distances vary, but programming remains the same.

"We look for problem solving skills. Hackers can work on a solution within two days. It tells us they are ready to solve problems fast, which is a key for success," said Ravi Korukonda, chief operating officer of Purple Talk, one of the recruiters.

PurpleTalk, which develops products and services across mobile, cloud and big data, has shortlisted 30 candidates in the speed-dating format. Most of them are in their third or final year of engineering. Select candidates will be given offer letters with salaries that match the industry.

They will be oriented on the company requirements during the waiting period, Korukonda said.

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