

Increff Hiring Manifest

All of us aspire for career growth and professional satisfaction. To achieve that it is very important to be associated with like minded people. Hence, every company has some core philosophy and policies around working. Here is a brief about how we think,act and achieve. If you feel you aligned with these points then INCREFF is a great place for you !

Thinking and acting for long term

We believe in thinking long term and trying to make right decisions. Sometimes these required creating mechanisms (automated or via documentation) to enable making and tracking those right decisions.

How do we achieve it ?

- Through lots of documentation.
- Through lots of debates and discussions and meetings

We do not believe in chasing short term goals.

Hiring achievers / problem-solvers and not milestone seekers

Often people will say in our interviews that I want to leave XYZ company for ABC reasons. See our Co-Founders article on [Why do you want to leave patterns](#). If you are leaving for any of the reasons given in this article then you will be unhappy anywhere you go. This is because you are thinking only about problems and not solving them, while a job exists to solve problems in the first place !!

We want to hire people who focus on achieving big goals For e.g. a) I envisioned, created and ran a product from scratch, or b) I helped implement the entire documentation strategy for the company c) I automated the entire client onboarding process. These are not easy tasks and can involve convincing multiple stakeholders , collecting hundreds of requirements and requiring lots of patience to execute. Such tasks can sometimes take 2-3 years to plan and execute. So it requires people to see these problems as opportunities to contribute for a long term.

If you believe in winning marathons by solving 100's of problems then INCREFF is the right place for you. If you believe in winning sprints (i.e. quick wins) then INCREFF is not the right place for you.

Creating sustainable growth

Many startups / companies will chase multi-billion dollar dreams by raising and burning lots of cash. Eventually they run out of money and have to fire people. We are not one of them. We aim to grow sustainably. Our idea of companies growth is about 50% revenue growth per year and about 10-15% salary growth for employees per year. If you want to associate yourselves with nice people who are experts in their domains, and want to have sustainable growth, then INCREFF is an amazing place. If you are someone looking for faster but unsustainable growth, then INCREFF is not the right place for you.

Making sense of employee's contribution

Every individual has a different perception about how they have performed and how others around them have performed. These are subjective matters, and having a right feedback and review system is very critical for this. To accomplish this INCREFF has created its own 360 degree review system called **Achieve**, where your manager has 40% weightage and peers and juniors have 30% each. To give timely feedback, we conduct reviews every 3 months.

Having a well rounded compensation strategy

Giving a lot of salaries does not guarantee that employees are eating well or spending that money on their learning. It does not also mean that employees are investing that money well for wealth creation. Hence we believe in providing a compensation structure which can provide for long term growth and is at the same time meaningful. Hence our compensation is comprised of:

- Your base salary
- Food benefits
- Medical insurance benefits
- Sports benefits
- Learning benefits
- ESOP benefits for creating wealth (ESOPs given every 1st quarter of calendar year)

Also we give 6 month salary increments to all employees, which puts a lot more cash in their hands. Thus our base salaries will not be crazily high. **We simply do not believe in throwing an unsustainable amount of money at people.** Please read this article by our Co-Founder on [Building a financially happy career](#)

Other aspects of how we work?

- **Fear not failure** : At a fast pace, few failures are expected and we like people who have sportsmanship and take failures in a positive way. We like people with patience when things are not going our way.
- **Being organized**: We want our documents, systems and code to be well organized and well documented
- **Helping each other**: We can achieve a lot more by helping / unblocking others
- **Respecting time**: There are various examples of these
 - Starting/ joining meetings on time.
 - Leave meetings if you have nothing to contribute Just inform the organizer and leave.
 - Give realistic timelines for tasks and then commit to them.
 - Let other people know upfront about delays
- **Ownership driven**:
 - Employees take ownership for their deliverables
 - Micro management - a strict NO

- We encourage having a work life balance and discourage working till late night. But employees are expected to put in more hours when really needed (be it holidays or weekends or late evenings).
- **Work hard and party harder:** Dedicated team budgets for quarterly parties and sports events.
- **Not liking the role?**
 - All said and done, you may still not like your role. Employees are free to move to different roles across INCREFF.
 - But an internal interview process will be conducted to find role fitment .
- **Transparent and Open culture**
 - You can have an 1:1 with all the seniors members in the company (including co-founders) and dedicated Calender of senior members is blocked for this purpose
 - Bi-Weekly Chai Pe Charcha (all hands meeting) with Co-Founders