Digital Technology Associate Program (DTAP)

Program for Recent Graduates

LTIMindtree is looking for tomorrow's technology leaders. Work with the best and be part of the next.

At LTIMindtree, we develop and deliver pioneering digital technology solutions to help more than 700+ clients succeed in a converging world. We solve for society by thinking big and thinking global. We are always learning, never standing still, and constantly using new ways of working.

We believe in a future that is dynamic, efficient, and productive, where everything possible is connected. Want to be part of that future?

Come join us.

DTAP is an exclusive, two-year program focused on developing talented individuals with passion and promise in digital technologies. Digital Technology Associates will grow skills in critical domains to serve our customers and internal initiatives, as well as become better prepared for what's next in a rapidly changing world.

Get practical experience across industries as you apply, sharpen, and expand your abilities, gain mentorship from all levels of the organization and form lasting relationships in a community that's committed to helping everyone succeed.

DTAP Features

▶ **Two-year development** program with a technical learning plan focusing on a primary discipline, plus supplemental training in several other disciplines.

▶ **Offering:** cross-skilling, placements for a variety of professional experiences, including Full-Stack development, Cloud, Data, Digital, and Product assignments.

▶ **Provides on-the-job training** through projects with business impact across one or more industry verticals, such as Banking, Insurance, Life Sciences, Manufacturing, and Media & Entertainment, Retail, Technology, Utilities.

▶ **Be a part of a strong peer** and cohort community, receive supportive mentorship and exposure to leaders.

▶ **Get a chance to work** at any of our LTIMindtree Delivery Centers or client offices across the US.

Candidate Requirements

▶ **You will have graduated within the last 12 months with an undergraduate STEM degree**, business degree with a technical minor, graduate degree with a technology focus, or completion of an accredited software development program.

▶ **You should demonstrate** a technical curiosity, leadership, self-motivation to learn, well-rounded extra-curricular experiences, and readiness to accomplish tasks in a challenging environment.

▶ **You will have a minimum cumulative** GPA of 3.0 and unrestricted work authorization in the US.

▶ **You should be flexible** to learn/work across different technologies, domains, locations.

▶ **You will have excellent** communication, interpersonal, analytical, and problem-solving skills.

What will you do?

▶ **You will deliver** customer solutions in a variety of roles, from concept to production, including Agile Coach, Business Analyst, Quality and Software Engineer and Product and Project Manager.

▶ **You will develop** technical and soft skills as you learn to understand functional and nonfunctional customer requirements to design, develop, configure, and maintain solutions.

▶ **You will ensure** solutions are produced to plan as you develop test cases, perform testing and bug fixing, and follow quality assurance processes, standards, and service-level agreements.

▶ **You will gain** and hone teamwork skills by integrating various components into a fully functional solution and releasing it to customers, per change management best practices.

▶ **You will leverage** LTIMindtree tools (Canvas, Mosaic, etc.), frameworks, processes, and IP to optimize solutions and increase customer value.

▶ **You will support** grassroots innovation by proactively bringing ideas to LTIMindtree's iSuggest framework.

What will DTAP do for you?

▶ **We will teach** and expose you to modern engineering practices and agile ways of working.

▶ **The program will** surround you with a strong peer and cohort community to build a sense of organizational belonging, supporting technical learning and your professional development.

▶ **The team will** provide you with active coaching from an assigned mentor and interaction with leaders from all levels of the organization.

▶ **We will equip** you with knowledge of cutting-edge technology and cross-industry best practices.

▶ **You will learn to** foster relationships with internal and external stakeholders (customers, management, project and support teams, vendors, etc.), creating opportunities for full employment and career development.

Why LTIMindtree?

- We have a unique heritage as a subsidiary of Larsen & Toubro Limited, a global conglomerate with **80+ years of experience** in businesses from heavy engineering to digital technologies.

- We are a technology consulting and digital solutions company recognized among the top **20 global IT services companies.**

- We boast **700+ clients** and strategic alliances with IBM, Microsoft, Google Cloud, AWS, Cisco, Oracle, SalesForce and Snowflake among others.

- We employ more than **84,000 people** in 30 countries and had revenue of **USD 4 billion** FY24.

- We were named as a certified **Great Place to Work** Company in the US in 2024, 2023, 2021, and 2020.

- **We solve** for a range of industries, including banking and financial services, insurance, oil and gas, utilities, healthcare, media and entertainment, industrial manufacturing, and more.

- **We offer excellent employee benefits,** including comprehensive health insurance (medical, dental, vision); Life Insurance coverage; 401(k) Retirement Savings Program; Health Savings Account and Flexible spending account; Employee Assistance Program for mental and emotional wellbeing; choice of wellness

Corporate Social Responsibility & Inclusivity Programs

▸ We advance the **UN's Sustainable Development Goals**, emphasizing Education, Empowerment, and Environment.

▸ We **collaborate with more than 700 NGO** partners to deliver technology-enabled learning solutions, focusing on women and people with disabilities.

▸ **We empower diverse communities with access to technology** and capital, improving youth employability and offering employee volunteer programs for STEM career mentorship.

▸ We support women pursuing STEM careers through **female-focused Hackathon programs** and "Women for Women" networks for professional and personal development.

▸ We provide our employees in the US Armed Forces with **military service leave pay.**

▸ **We partner with the Arbor Day Foundation** and others for tree plantation initiatives to restore the green cover.

As an LTIMindtree Digital Technology Associate, you will have the opportunity to work with domain clusters that impact your life every day and in countless ways. Our program offers the chance to be hands-on; we want our Associates to gain real world experience – designing, developing, and engaging in exciting and challenging work. At LTIMindtree, you will work with the boldest, brightest and best. These are our key beliefs: Driven by Purpose, Act with Compassion, Be Future Ready, Deliver Impact. To join us, apply at www.ltimindtree.com/us-careers/.

Make a Real Impact, Change the Converging World, and Become One of Tomorrow's Technology Leaders.

LTIMindtree is a global technology consulting and digital solutions company that enables enterprises across industries to reimagine business models, accelerate innovation, and maximize growth by harnessing digital technologies. As a digital transformation partner to more than 700 clients, LTIMindtree brings extensive domain and technology expertise to help drive superior competitive differentiation, customer experiences, and business outcomes in a converging world. Powered by 84,000+ talented and entrepreneurial professionals across more than 30 countries, LTIMindtree — a Larsen & Toubro Group company — combines the industry-acclaimed strengths of erstwhile Larsen and Toubro Infotech and Mindtree in solving the most complex business challenges and delivering transformation at scale. For more information, please visit **https://www.ltimindtree.com/.**