



NestorBird

Your Digital Transformation Partner

SUPER10 — 2026

Assessment & Selection Schedule

A 29-Day, 5-Stage Selection Process
to identify 10 exceptional graduates for NestorBird's Career Launch Program

APPLICATIONS OPEN	APPLICATIONS CLOSE	RESULTS ANNOUNCED
Wednesday, 7 April 2026	Saturday, 18 April 2026	Wednesday, 13 May 2026

Program Start Date: Monday, 18 May 2026

Cohort Size: 10 Candidates | Location: Mohali | Duration: 90 Days

For queries: info@nestorbird.com

About SUPER10

SUPER10 is NestorBird's flagship Career Launch Program — a 90-day intensive that transforms recent graduates into client-ready professionals in SaaS sales, pre-sales, and business analysis. We select exactly 10 candidates from across India through a rigorous, transparent, 5-stage assessment process.

This document provides the complete assessment schedule, stage-by-stage details, and everything candidates need to know to prepare and participate.

Who Should Apply

- **Eligibility:** Final-year students or 2024/2025/2026 graduates from any discipline.
- **No experience required:** We select for mindset, not resume.
- **What we look for:** Curiosity, communication clarity, commercial instinct, comfort with technology, and the composure to sit across from a client.

Complete Assessment Timeline

The entire selection process runs over 29 days. Every stage has a fixed date. No extensions.

	Stage	Date(s)	Format	Result By
—	Applications Open	Tues, 7 April 2026	Online	—
—	Applications Close	Sat, 18 April 2026, 11:59 PM IST		
1	Smart Application Review	21 – 22 April 2026	Internal	22 April (eve)
2	Rapid-Fire Assessment	Fri, 24 April 2026	Online, 45 min	27 April
3	Case Challenge	27 April (brief sent) → 29 April (due)	Take-home, 48 hrs	1 May
4	Live Pressure Round	5 – 7 May 2026	Video call, 30 min	8 May
5	Founder's Table	11 – 12 May 2026	In-person / VC, 20 min	13 May
★	SUPER10 Announced	Wed, 13 May 2026	Email + Call	—
	Program Begins	Mon, 18 May 2026	On-site	

Stage-by-Stage Details

Below is everything you need to know about each stage — what it involves, how to prepare, and how you will be evaluated.

Stage 1 — Smart Application

Window	7 April – 18 April 2026 (11 days)
Format	Online application form
Time Required	30–45 minutes (no time limit — submit anytime before deadline)
Results Announced	22 April 2026 by 8:00 PM IST (via email)

What You Will Be Asked

Beyond basic details (name, college, graduation year), the application includes three short-answer questions and one optional video submission:

Question	Prompt	Limit
Q1: The Pitch	You have 60 seconds in a lift with a business owner who runs 4 retail stores. They manage everything on paper and WhatsApp. Convince them to give you a 15-minute meeting next week.	150 words max
Q2: The Unfamiliar	Pick one NestorBird product: GETPOS, SWANITY, or VERIXOR. Spend 10 minutes researching it online. Write a 3-line summary: what it does, who it's for, and one reason a customer might not buy it.	100 words max
Q3: The Why	Why do you want to build a career at a SaaS startup instead of joining a larger or more traditional employer?	100 words max
Optional: Video	Record a 60-second selfie video introducing yourself as if you're meeting a client for the first time. Phone recording, no editing required. Strongly recommended.	60 seconds

How to Prepare

- **Research our products:** Visit www.nestorbird.com and explore GETPOS, SWANITY, and VERIXOR before you write.
- **Write in your own voice:** We can tell the difference between your thinking and AI-generated text. Use AI as a tool, not a ghost-writer.
- **Respect the word limits:** Conciseness is a skill we value. Going over by 50%+ is an automatic rejection.

Stage 2 — Rapid-Fire Assessment

Date	Friday, 24 April 2026
Time Slot	10:00 AM – 10:45 AM IST (single fixed window, all candidates simultaneously)
Format	Online timed test — 45 minutes, 4 sections, auto-proctored
Results Announced	27 April 2026 by 6:00 PM IST (via email)

Test Sections

Sec.	Section Name	Time	What It Covers
A	Situational Judgement	15 min	10 scenario-based MCQs. Real workplace and client situations. No textbook answers — we assess your commercial judgement.
B	Logical Reasoning	10 min	8 questions: pattern recognition, chart interpretation, and business-sense estimation. Not a math test.
C	Written Clarity Sprint	12 min	Rewrite a jargon-heavy paragraph in plain language + draft a short client email responding to a complaint.
D	Tool Fluency	8 min	5 quick tasks: interpret a spreadsheet, choose the right AI prompt, spot a project bottleneck, pick the correct CRM action.

How to Prepare

- **You cannot study for this test:** It assesses how you think, not what you know.
- **Stable internet is essential:** The 45-minute timer does not pause. Use a laptop, not a phone.
- **Section C matters most:** Communication carries the highest weight. Write clearly and concisely.

Stage 3 — The Case Challenge

Brief Sent	Monday, 27 April 2026 at 10:00 AM IST
Submission Deadline	Wednesday, 29 April 2026 at 10:00 AM IST (exactly 48 hours)
Format	Take-home assignment. Submit as a single PDF via email.
Results Announced	1 May 2026 by 8:00 PM IST (via email)

What You Will Receive

A 1-page fictional client scenario describing a real-world business with messy, fragmented operations. The scenario will include details about the business type, size, current pain points, team, budget constraints, and the decision-maker's personality.

What You Must Submit (4 Deliverables)

#	Deliverable	What We Expect
1	Product Recommendation	Which NestorBird product fits this client? Why? What features are relevant? What would you not recommend? (1 page max)
2	Mini Scope of Work	What will be implemented, in what order, key assumptions, out-of-scope items, and acceptance criteria. Structured, not a paragraph dump. (1–2 pages)
3	Effort Estimate + Timeline	Break work into phases with rough time estimates. Show reasoning and assumptions. (1 page max)
4	Client Email	Write the follow-up email you would send to the client after your first discovery call, summarising your understanding and proposing next steps.

How to Prepare

- **Study our products deeply:** The recommendation must reference real features. Surface-level answers will not pass.
- **Structure matters:** A well-organised 3-page submission beats a rambling 6-page one.
- **The client email is the highest-weighted deliverable:** Get the tone right — professional but human.
- **Important:** You will be asked to defend this submission live in Stage 4. Do your own work.

Stage 4 — Live Pressure Round

Dates	Monday, 5 May – Wednesday, 7 May 2026
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Your Slot	You will receive a specific 30-minute time slot by email on 4 May. Slots available 10 AM – 6 PM IST.
Format	Live video call with 2 NestorBird senior team members. 30 minutes. Camera ON required.
Results Announced	8 May 2026 by 8:00 PM IST (via email)

What Will Happen (30 Minutes)

Minutes	Activity	Details
0 – 5	Case Defence	Present your Stage 3 submission verbally in 5 minutes. No slides, no screen-share. Pure explanation.
5 – 15	Cross-Examination	The panel will challenge your assumptions, estimates, and decisions. Expect tough questions. Stay composed, defend what you believe, and concede where you should.
15 – 22	Surprise Role-Play	A panellist will play a difficult client. You won't know the scenario in advance. It will test your negotiation instincts and how you handle conflict professionally.
22 – 30	Curiosity Probe	You'll be asked about an unfamiliar concept. We don't expect you to know the answer — we want to see how you think about things you've never encountered.

How to Prepare

- **Know your Stage 3 submission cold:** If you can't explain every number and every decision without notes, you are not ready.
- **Practice handling pushback:** Ask a friend to play devil's advocate on your case submission.
- **You cannot prepare for the surprise role-play:** That is the point. Stay calm and be yourself.
- **Professional setup:** Quiet room, good lighting, stable internet, camera on. Dress as you would for a client meeting.

Stage 5 — The Founder’s Table

Dates	Monday, 11 May – Wednesday, 13 May 2026
Your Slot	20-minute slot scheduled individually. Communicated by email/call on 26 April.
Format	In-person at NestorBird office (preferred) or high-quality video call. Conversation with NestorBird founder/leadership.
Final Selection	Wednesday, 13 May 2026 — SUPER10 cohort announced by phone call + email

What This Stage Is About

This is not another performance test. By this point, you have already proven your skills. The Founder’s Table is a conversation about who you are, what drives you, and whether NestorBird is the right place for you to build the next chapter of your career.

Expect questions around three themes:

- **Character** — How you handle failure, how you talk about others, what you take responsibility for.
- **Conviction** — Why SUPER10, why now, what you are willing to invest to succeed.
- **Trajectory** — Where you see yourself in 18 months (not 5 years). What kind of professional you want to become.

How to Prepare

Be yourself. There is no preparation that substitutes for authenticity. Reflect on your journey, your choices, and what genuinely excites you about this opportunity.

What Happens After Selection

If You Are Selected	<ul style="list-style-type: none"> • Welcome call from NestorBird leadership within 24 hours of announcement. • Offer letter issued within 48 hours. • Program starts 18 May 2026 — 90-day intensive Career Launch Program. • Months 1–3: Training period (no stipend — NestorBird invests ₹1,50,000 equivalent in training resources). • Months 4–6: Stipend of ₹15,000/month for qualified candidates. • Month 7+: Full-time salary of ₹25,000/month. Role placement in Sales or Production.
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If You Are Not Selected	<ul style="list-style-type: none"> You will be personally informed — not ghosted. Candidates eliminated after Stage 3 or later receive personalised feedback. Your application remains on file for future SUPER10 cohorts. You keep every skill you built during the process — the case challenge alone is a portfolio piece.
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Important Rules & Policies

Rule	Details
Deadlines are absolute	Late submissions at any stage result in automatic disqualification. No extensions, no exceptions.
Original work only	You may use AI tools to assist your thinking, but your submissions must be in your own voice and reflect your own analysis. Copy-pasted AI outputs will be flagged and rejected.
One application per person	Duplicate or multiple applications will be disqualified.
Communication channel	All official communication will come from @nestorbird.com email addresses only. Do not respond to messages from any other domain.
Rescheduling (Stage 4 & 5)	One reschedule request is permitted for Stages 4 and 5, provided it is made at least 24 hours before the scheduled slot. After that, the slot is forfeited.
Confidentiality	Case challenge briefs and test content are confidential. Sharing them publicly (social media, forums, WhatsApp groups) will result in immediate disqualification.
Equal opportunity	NestorBird evaluates candidates solely on demonstrated ability and potential. College name, marks percentage, gender, and background play no role in the assessment.

Quick Reference: Your 29-Day Calendar

Print this or save it to your phone. Every date matters.

Date	What Happens	Your Action
7 Apr (Tue)	Applications open	Apply early

18 Apr (Sat)	Applications close at 11:59 PM IST	Final deadline
22 Apr (Wed)	Stage 1 results announced (8 PM)	Check email
24 Apr (Fri)	Stage 2: Online test, 10:00 – 10:45 AM IST	Be online at 9:50 AM
27 Apr (Mon)	Stage 2 results announced (6 PM)	Check email
27 Apr (Mon)	Stage 3: Case brief sent at 10:00 AM IST	Start immediately
29 Apr (Wed)	Stage 3: Submission deadline at 10:00 AM IST	Submit by 9:30 AM
1 May/4 May (Fri)	Stage 3 results + Stage 4 slot communicated (8 PM)	Confirm your slot
5–7 May (Tue–Thu)	Stage 4: Live video calls (30 min each)	Attend your slot
8 May (Fri)	Stage 4 results + Stage 5 slot communicated (8 PM)	Confirm your slot
11–13 Apr (Mon–Wed)	Stage 5: Founder’s Table (20 min each)	Attend your slot
13 May (Wed)	SUPER10 cohort announced	Welcome aboard!
18 May (Mon)	Program begins	Day 1

Contact & Support

Application queries	info@nestorbird.com
Technical issues	If you face technical problems during Stage 2 (online test), email info@nestorbird.com within 15 minutes of the issue with a screenshot.
Scheduling (Stage 4 & 5)	Reply to the scheduling email directly. Do not create a new email thread.
Website	www.nestorbird.com

SUPER10 is not a hiring drive. It is a selection process for 10 people who want to earn a career, not wait for one.

To apply click link below

[Application for Business Analyst / Pre-Sales Trainee – Fill out form](#)

Applications close: 18 April 2026, 11:59 PM IST