



Soliton Technologies: An Experience

The Employee Value Proposition

OUR PURPOSE

Every engineer, working to their heart's content, moving humanity forward!

About us

Since 1998, Soliton has been the software engineering partner for test and validation. Product engineering teams at semiconductor, medical device, automotive and industrial companies, from start-ups to the Fortune 500, rely on our 400+ engineers to build the software behind their product releases. Our engineers work inside customer teams and workflows, own outcomes end to end, and

Fewer than 1 in 100 applicants join a Soliton team, so every engineer works beside people chosen as carefully as they were. Soliton has been recognised among India's Top 100 Great Mid-Sized Workplaces three years in a row.

Where we work

Our engineers build the software that test and validation teams at semiconductor, medical device, automotive and industrial companies rely on to release products.

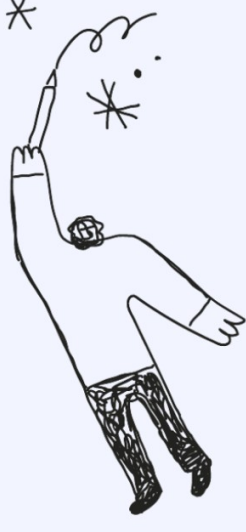
Semiconductor	Post-silicon validation frameworks, protocol validation for I2C and I3C, test data analytics and lab operations software
Medical devices	Verification and validation automation for regulated products
Industrial	Test, measurement and control automation for manufacturers and instrument makers

Five service lines

- Test, measurement and control automation
- Workflow automation and data engineering
- Generative AI in engineering workflows
- Forward deployed engineering
- Embedded product software

What our engineers have built

- GenVI, a Soliton product that opens LabVIEW to AI coding tools by translating graphical code into a form they can read and work with. It began as an open-source experiment by our own engineers.
- Validation software proven across more than 500 chip revisions
- Reusable IP that cut post-silicon validation bring-up from months to weeks
- A protocol validation suite that brought a customer's validation cycle down from 4 hours to 36 minutes
- Intelligent Test Recommender, an AI-driven tool that picks the right regression tests for each code change, published as a joint whitepaper with a global semiconductor company
- A verification and validation automation framework for medical device makers
- Open-source contributions used across the global test and measurement community



Why engineers choose Soliton, and stay.

Over the career span



- You choose your track: technology architecture, customer-facing engineering or project management, with room to move between them.
- Promotion is based on merit, not tenure.
- You speak directly with customer stakeholders from your first year, so you learn the domain, not just the codebase.
- Build something new inside Soliton. Our Ventures team was set up as a career track for engineers who run with wild ideas, and GenVI, which opens LabVIEW to AI, began as an engineer's open-source experiment.
- Grow into leadership through Future Builder, Future Guardian and Diksha, our programmes for leads ready to take on bigger roles.

In a year



- High trust environment with a high tolerance for failure
- Lots of exposure to technology, project management and market-facing topics in a short time
- Time to ramp up, unlearn and learn
- Autonomous, empowered employees and teams, who engage and collaborate with customers and other teams
- Team members are encouraged to take additional responsibilities
- Managers who are genuinely interested in team members' career growth
- Mentors who make time for you. In our tech mentoring programme, you set the agenda and the pace.
- A buddy from day one and Thriving@Soliton help new joiners find their feet, so they have the confidence to take on opportunities early and grow into their potential.

A day at Soliton



- Freedom to express yourself
- Transparent communication
- Continuous learning environment
- Freedom to ideate and innovate
- Great mentors and colleagues whom you can lean on
- Nice people, no politics
- Flat hierarchy

Soliton in numbers

400+
hand-picked engineers

Under
10%
attrition

95%
of revenue from
customers who come
back

25+
years in test and
validation

Technologies our engineers work with

Test and measurement

LabVIEW TestStand SystemLink DIAdem

LLMs and AI frameworks

Claude OpenAI Gemini LLaMA
Amazon Bedrock Hugging Face LangChain
LlamaIndex Semantic Kernel

Backend and databases

Python C# Node.js Blazor PostgreSQL
SQL Server MongoDB InfluxDB

Frameworks and plotting

TypeScript React Angular ASP.NET Electron
Kafka RabbitMQ Plotly D3

Testing and DevOps

Playwright Selenium Karma Jenkins GitHub
Docker Kubernetes Terraform JFrog Azure

UI and frontend

HTML CSS JavaScript Sass Tailwind
Bootstrap Figma Sketch

The values we live by



RESPECT

We treat everybody with respect.
We speak our minds, respectfully,
trusting others to understand us.



INTEGRITY

We speak the truth.
We own up to our mistakes.
We deliver on our commitments, and
do our utmost to exceed them.



EXCELLENCE

We believe small things matter, and
leave our mark of excellence on
everything we do.
We make excellence a habit, building
routines that keep improving what
matters.



INNOVATION

We make our voices heard, because
innovation is the difference each of
us makes.
We are lifelong learners. Purposeful
learning beats natural talent.
We are bold: we pick up tough
challenges and believe we can
succeed.

High performance AI-native teams

Soliton is scaling AI across the whole company, building it into every engineer's skills rather than leaving it to a specialist team.

- Every engineer's AI expertise is assessed and raised, and every delivery team works to an agentic software development baseline.
- More than 100 of our engineers, and counting, are working towards the Claude Certified Architect credential.
- Soliton is a Select tier partner in Anthropic's Claude Partner Network, Services Track.
- Engineers work alongside global engineering teams, owning outcomes end to end.
- Teams carry expertise across every phase of a project, from requirements to release.
- Engineers take on a higher level of responsibility and ownership early.
- Agile practices keep teams responsive to changing customer priorities.



We measure and ensure

- Customer delight: work that delivers value to the customer and makes the engagement enjoyable
- Team delight: work that adds value to the team members and energises them
- Stakeholder delight: work that delivers profits and long-term value for Soliton



Your growth is how Soliton grows.

As a services company, we can take on harder work only when our engineers are ready for it, so developing you is not a perk. It is how the business works.



Growth opportunities

- An entrepreneurial outlook. Engineers who take on more are given more, and the effort is rewarded.
- A clear path to lead. Five years at Soliton is typically enough for an engineer to grow into a lead role.
- Room to become a subject matter expert, with backing to speak at global conferences, publish technical papers and blogs, and present webinars to industry audiences.
- Three career tracks: technology architecture, customer-facing engineering and project management.
- Internal job rotation across domains and service lines
- Global assignments



Compensation and benefits

- Increments that recognise performance and ability, with promotions based on merit
- Flexi-benefits, an allowance that grows with tenure, to spend on learning, child care, family outings or setting up an office at home
- Company-sponsored training and certifications, including Claude certification
- Regular rewards and recognition programmes



Employee wellness

- Insurance cover, medical allowances and additional support for health and wellbeing
- Maternity and paternity leave
- Allowances for team building



People first policies and practices

- Equal pay at every level, regardless of gender, religion or beliefs. Pay follows performance and contribution, and benefits grow with tenure.
- Project and tech leads run their projects as its CEO and CTO.
- Mentoring on your terms. In the tech mentoring programme, mentees set the agenda and the pace.
- A direct line to leadership. We run multiple townhalls where business progress and frictions are fully transparent.
- Sabbatical for higher education

- No surprises at appraisal. Under UPLIFT, you set goals with your lead, review them every two weeks and meet a skip-level manager each quarter. They are measured on outcomes, not hours.
- A buddy from your first day, to help you find your way around the company.
- Two weeks together every quarter, when teams gather in the office for workshops, mentoring and outings.
- A welcoming attitude towards people returning after a career break
- An open approach to defining and implementing company policies



Let's get you started!

See our open roles and apply, or write to our recruitment team with any question about working here.

Apply now

Email careers@solitontech.com