

# Verify any candidate. See the rubric. See the work.

Arzon Careers — Arzon Global Internship Programme

## Why this exists

A recruiter glancing at a candidate certificate needs a 30-second answer: is this signal or noise? This pack is the recruiter-facing proof surface — what the grade band means in JD-task terms, how the ID is verified, and how to request candidate-specific artifacts.

## Grade band → JD-task outcome

Band	What this candidate can do on Day 1
A	Ships an end-to-end JD task to production quality with peer review. Independent on ambiguous briefs.
B+	Ships a JD task with light supervision. Catches own errors. Ready for 60–90 day ramp.
B	Executes a well-scoped JD task. Needs daily standup support for ambiguous work.

Per-track rubric (PV / MC / CDM / SAS / RA / MW) is published at [arzoncareers.in/recruiters](https://arzoncareers.in/recruiters).

## How verification works

Every certificate carries a unique AG-{TRACK}-{YEAR}-{SEQ} ID + QR code resolving to [arzoncareers.in/verify](https://arzoncareers.in/verify). Every ID generation, recruiter rubric view, and artifact unlock is logged to a public, de-identified audit trail per candidate.

## Requesting candidate-specific artifacts

Track-level de-identified samples are public. Up to 3 individual deliverables (capstone, mid-term, day-30 task) are released per request through a time-bound signed link, after recording recruiter intent and candidate consent. Use the artifact-request lane on the candidate portfolio page.

## Next steps for your hiring team

1. Verify any ID at [arzoncareers.in/verify](https://arzoncareers.in/verify).
2. Open the per-candidate portfolio at [arzoncareers.in/recruiters/candidate/{ID}](https://arzoncareers.in/recruiters/candidate/{ID}).
3. Request shortlists by emailing [hire@arzoncareers.in](mailto:hire@arzoncareers.in) — no recruiter fees; placements go on the public ledger.