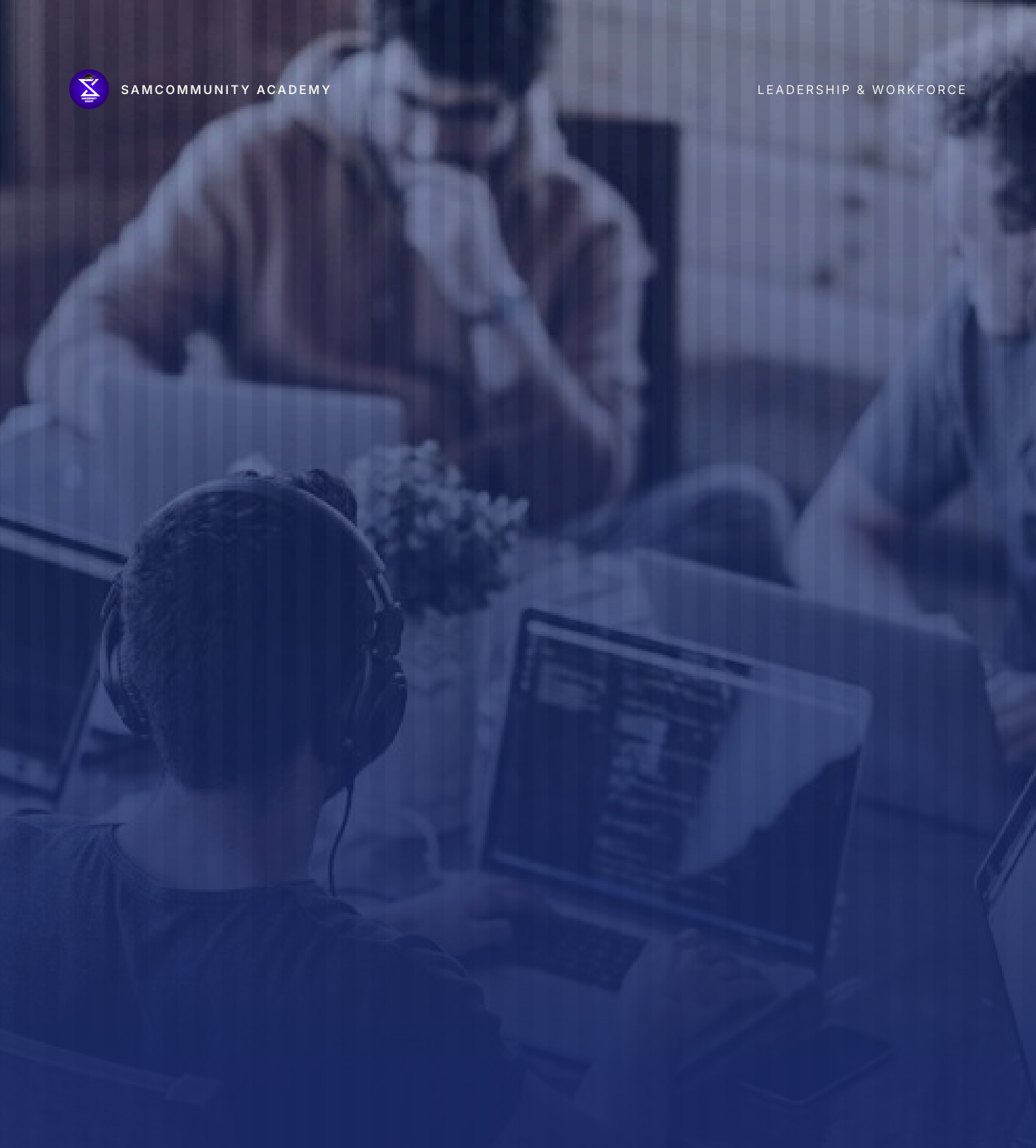


LEADERSHIP & WORKFORCE DEVELOPMENT · INTERMEDIATE

Lateral Hire Upskilling Program

Get new hires productive, fast.

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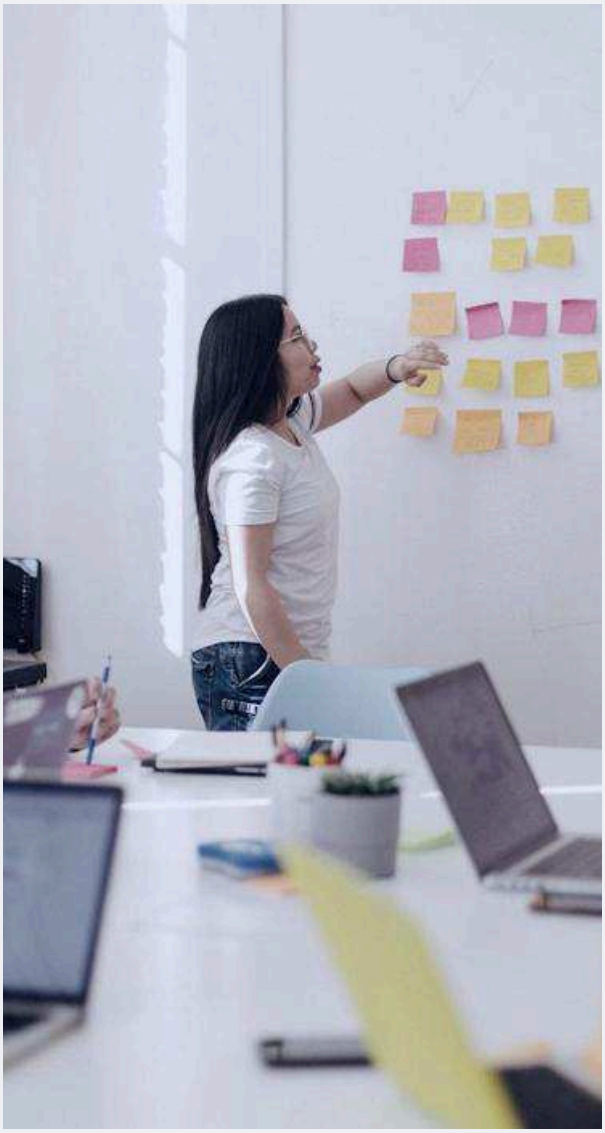


LEVEL	Intermediate
DURATION	80 Hours
MODULES	8
CERTIFICATE	SAM-LHUP

Why this program

Upskill experienced hires on your stack, processes and ways of working.

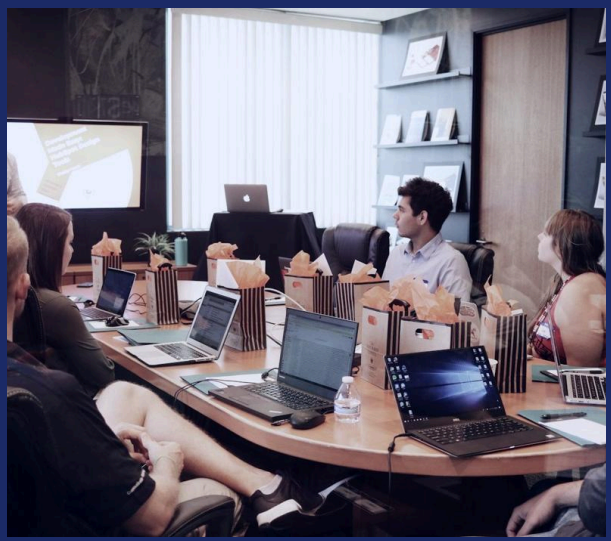
Experienced hires bring valuable skills, but they still need time to learn a new organisation's technology stack, processes and culture. Without structure, that ramp-up can be slow and inconsistent. This program combines a skills-gap assessment with tailored modules on the client's stack, engineering workflows, tools, security practices and ways of working, helping lateral hires become productive faster.



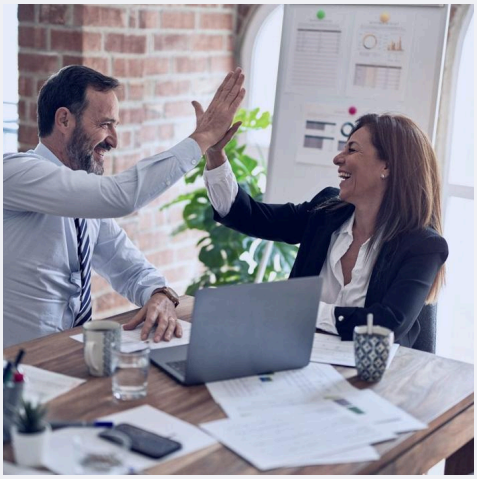
80 hours of compact, practical sessions

8 focused modules, built around real work

3 projects plus a capstone presentation



Who this program is for



01

New managers

Manager bootcamp and communication skills

02

Delivery teams

PMP, Agile & Scrum, ITIL 4

03

Technology leaders

Team leadership, strategic IT, CTO program

04

HR & L&D teams

Fresher, lateral and reskilling programs

PREREQUISITES

- Prior professional experience in a technology role
- Recently joined or joining the organisation
- Access to the organisation's onboarding materials

DESIGNED FOR

- Lateral Software Engineer
- Senior Developer
- DevOps or Cloud Engineer
- QA or Automation Engineer
- Technical Project Lead

What you'll be able to do.

01 Identify personal skill gaps against the role's expectations

02 Navigate the organisation's architecture, codebase and environments

03 Follow team workflows for code, testing and release

04 Apply organisational security, compliance and quality standards

05 Use internal tools and platforms effectively and independently

06 Deliver a first meaningful contribution with team support

How the program works

Skills Assessment and Learning Plan

Role expectations and competencies, Technical skills assessment, Gap analysis, Personal learning plan.

Organisation and Domain Context

Business model and products, Domain terminology, Customers and key workflows, Team structures and stakeholders.

Technology Stack Deep Dive

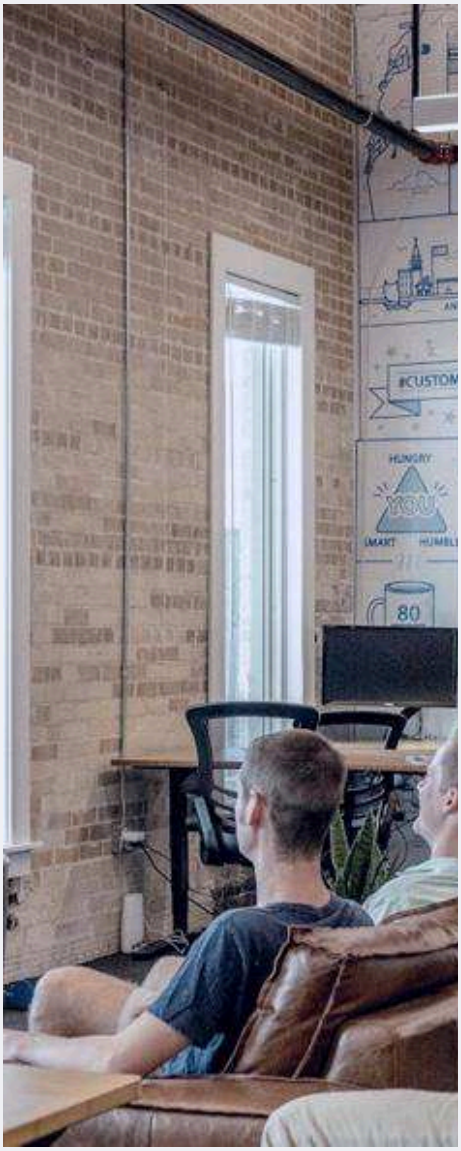
Architecture overview, Core languages and frameworks, Data stores and integrations, Environments and configuration.

Engineering Workflow and Tools

Branching and code review process, CI/CD pipelines, Issue tracking and documentation, Observability and monitoring tools.

01 · Skills Assessment and Learning Plan	6 hrs
02 · Organisation and Domain Context	8 hrs
03 · Technology Stack Deep Dive	16 hrs
04 · Engineering Workflow and Tools	12 hrs
05 · Security, Compliance and Quality	8 hrs
06 · Targeted Skill-Gap Modules	16 hrs
07 · Ways of Working	6 hrs
08 · First Contribution Project	8 hrs

★ Capstone · First Production-Ready Contribution



The curriculum

MODULES 01–03

01 Skills Assessment and Learning Plan

6 HOURS

Practical: Complete a skills assessment and agree a personal learning plan with a mentor.

- Role expectations and competencies
- Technical skills assessment
- Gap analysis
- Personal learning plan
- Mentor and buddy setup

02 Organisation and Domain Context

8 HOURS

Practical: Map the organisation's key products, users and teams in a context diagram.

- Business model and products
- Domain terminology
- Customers and key workflows
- Team structures and stakeholders
- Engineering culture and values

03 Technology Stack Deep Dive

16 HOURS

Practical: Set up a local development environment and trace one request through the system.

- Architecture overview
- Core languages and frameworks
- Data stores and integrations
- Environments and configuration
- Codebase walkthrough
- Coding standards



Curriculum, continued

MODULES 04–06

04 Engineering Workflow and Tools

12 HOURS

Practical: Submit a small change through the full review, pipeline and deployment workflow.

- Branching and code review process
- CI/CD pipelines
- Issue tracking and documentation
- Observability and monitoring tools
- On-call and incident processes

05 Security, Compliance and Quality

8 HOURS

Practical: Review a code sample against security and quality checklists and fix issues.

- Secure coding standards
- Data protection and DPDP Act basics
- Access management
- Testing standards
- Compliance and audit requirements

06 Targeted Skill-Gap Modules

16 HOURS

Practical: Complete a targeted lab chosen from your assessment's highest-priority skill gap.

- Cloud platform specifics
- Testing and automation frameworks
- Performance and scalability practices
- AI-assisted development tools
- Elective topics based on assessment



Curriculum, continued

MODULES 07–08

07 Ways of Working

6 HOURS

Practical: Participate in a mock sprint planning and estimate stories using team practices.

- Agile practices used by teams
- Communication norms
- Estimation and planning
- Stakeholder expectations
- Feedback and performance cycles

08 First Contribution Project

8 HOURS

Practical: Deliver and demo a scoped starter task reviewed by a senior engineer.

- Selecting a starter task
- Design and approach review
- Implementation and testing
- Demo and feedback
- Reflection and next steps



What you'll focus on.

DPDP Act	01
Skills Assessment and Learning Plan	02
Organisation and Domain Context	03
Technology Stack Deep Dive	04
Engineering Workflow and Tools	05



Projects & capstone

01

System Context Map

Document the organisation's main systems, integrations and data flows in a clear architecture context diagram.

02

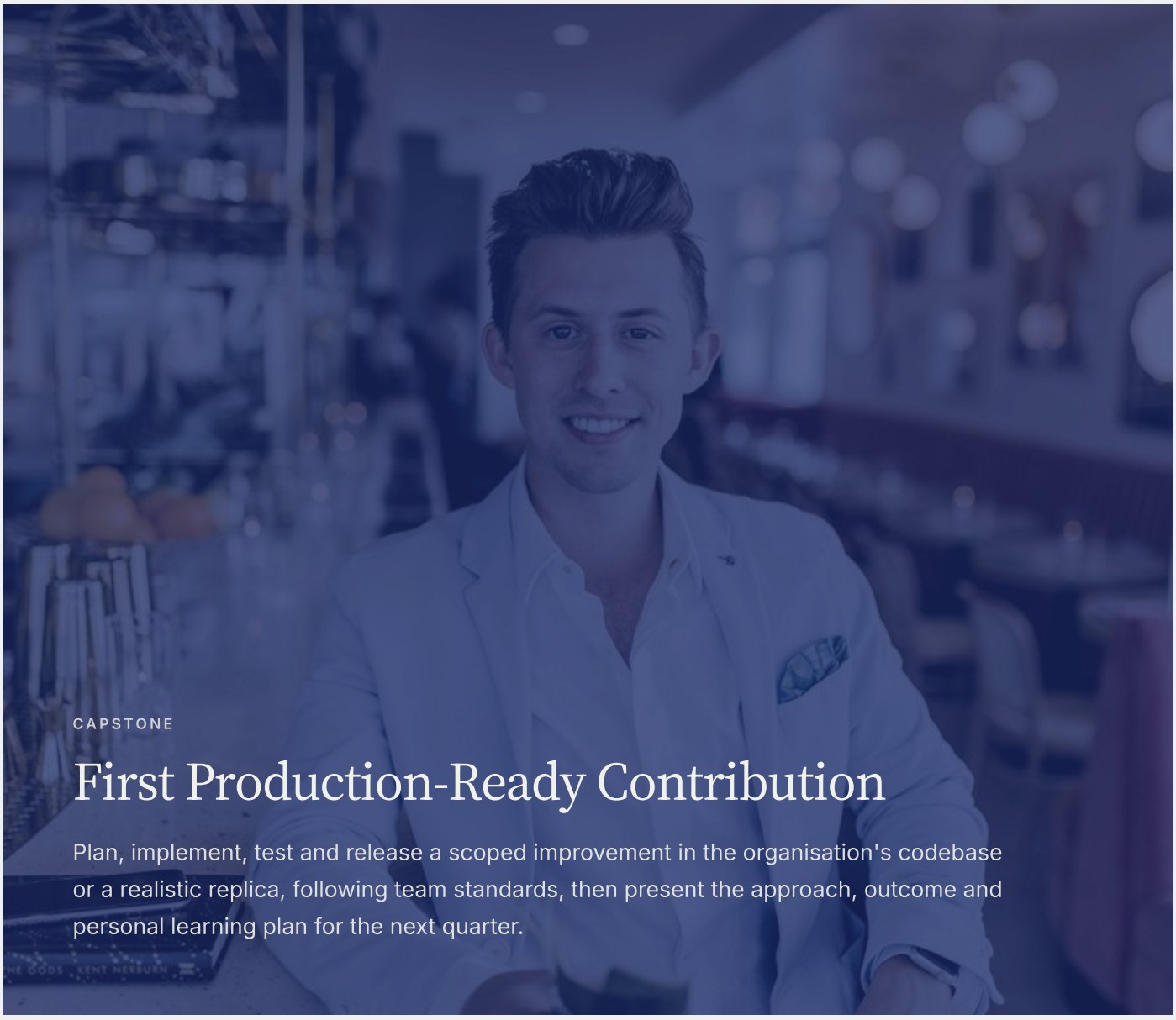
Workflow Walkthrough

Take a small change from ticket to production and document each step, tool and approval involved.

03

Skill-Gap Lab

Complete a practical lab addressing your top assessed skill gap and share key learnings with peers.



CAPSTONE

First Production-Ready Contribution

Plan, implement, test and release a scoped improvement in the organisation's codebase or a realistic replica, following team standards, then present the approach, outcome and personal learning plan for the next quarter.

CERTIFICATION

SAM-LHUP

Awarded on successful completion of the program assessments.

- MCQ assessments
- Practical lab evaluation
- Project & capstone review
- Final presentation

HOW YOU LEARN · THE SAM LEARNING FRAMEWORK™

01 Scenario

Real-world attack and use-case scenarios open every module.

02 Apply

Hands-on lab work, CTF challenges and live projects.

03 Master

Assessment, peer review and certification prep.

04 Mentor

Post-program career guidance and support.



Delivery: Instructor-Led (ILT) · Virtual Instructor-Led · Self-Paced Online · E-Learning Licensing · Blended Learning · Corporate Onsite

Where this program fits

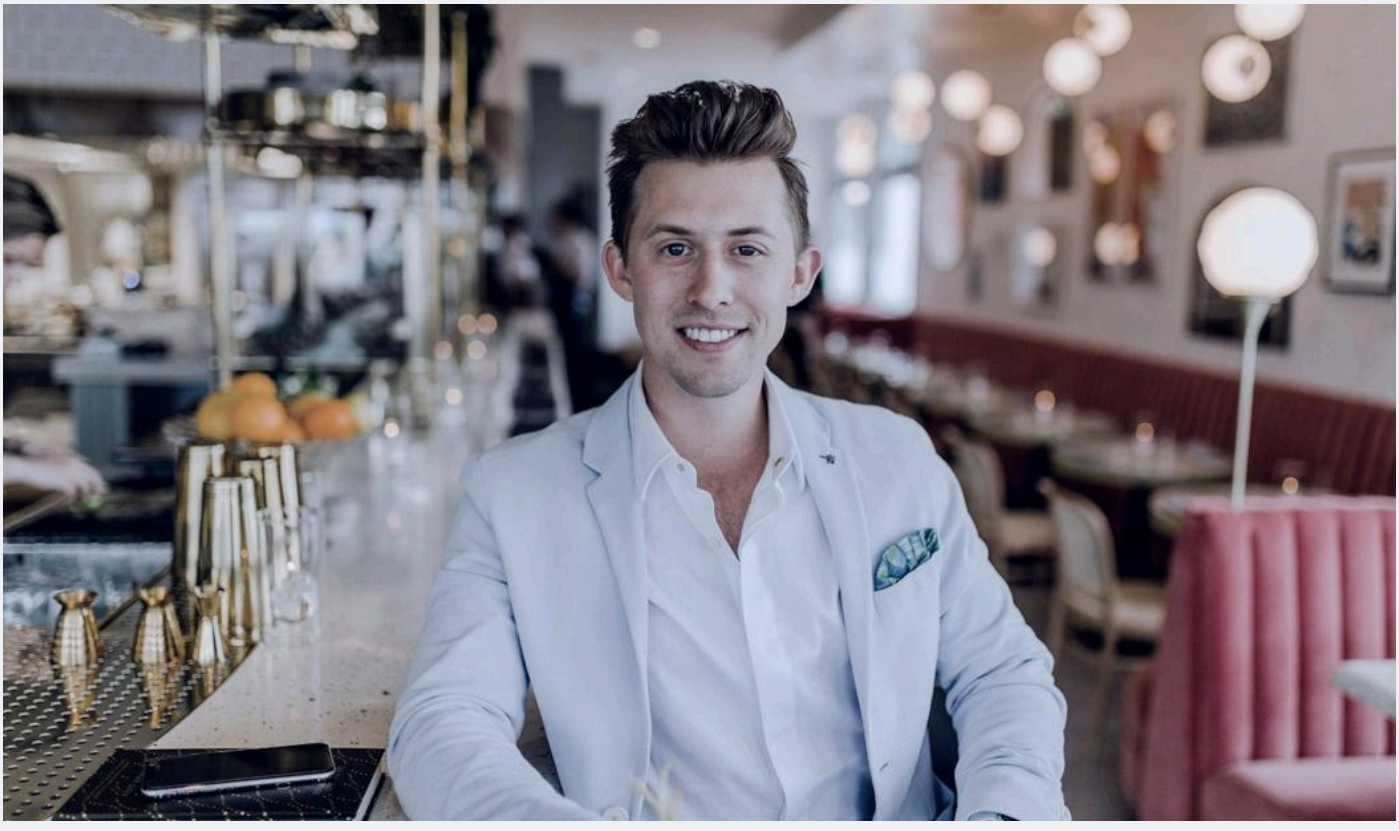
Foundation	**Intermediate**	Advanced	Expert	Executive
5 programs	You are here	6 programs	2 programs	1 programs

BEFORE THIS

New Manager Technology Bootcamp	24 Hours
Technology Communication Skills	16 Hours
Campus to Corporate Technology Bridge	120 Hours
Fresher Bootcamp — Full Stack + Cloud	180 Hours

UP NEXT

Technology Team Leadership	40 Hours
Strategic IT Planning	32 Hours
Innovation Management	24 Hours
Tech Lead Transformation Program	56 Hours



Questions, answered

Do I need prior experience to join?

Yes. This program is designed for experienced professionals joining a new organisation. Content is tailored to the client's stack, so the focus is on closing specific gaps rather than teaching fundamentals.

How is the program delivered and scheduled?

Delivery is instructor-led, live virtual or blended, and is usually scheduled alongside the learner's onboarding. Session timing, pace and any on-site days are agreed with the client organisation in advance.

What certification will I receive?

Learners who attend the sessions and pass the required assessments receive the Samcommunity Academy SAM-LHUP certificate of completion. It recognises the skills demonstrated in the program and is not a third-party vendor credential.

Will I get access to labs, tools and materials?

Yes. Where possible, learners use the organisation's sandbox environments, repositories and tools, or realistic replicas prepared by the trainers. Access arrangements are agreed with the client before the program starts.

Is career support included?

Learners receive guidance on applying the skills at work, including mentor discussions and, where relevant, resume or portfolio feedback. Samcommunity Academy does not guarantee jobs, promotions or salaries; outcomes depend on individual effort.





SAMCOMMUNITY ACADEMY

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