VENTURE FACTORY .AI

THE AI ENGINEERING FELLOWSHIP

Four months. Paid. Real projects, real mentors and a clear standard: meet it, and you get an offer.



04
months, full-time

₹25,000
stipend per month

10
fellows per cohort

Clear standard
for capability and conscientiousness



Dear future fellow,

We built this fellowship because we kept meeting the same person: a bright engineering graduate, full of ability, whose education had prepared them for a world that was already gone. The way software is built has changed more in three years than in the previous twenty — and almost nobody is teaching graduates to work the new way.

So we decided to teach it ourselves. For four months, you will build real things, with modern AI tools in your hands and experienced engineers at your side, inside a collective that ships production AI for companies across three continents. You will be paid, mentored, challenged weekly, and assessed honestly.

And we will make you one promise most programs won’t: every fellow who meets our standard receives an offer. No quota. No ranking against your friends.

We are not looking for perfect resumes. We are looking for curiosity, conscientiousness, and the determination to become excellent. If that is you, we would be glad to meet you.

Mia Kynadi
Managing Director, VentureFactory.AI

Vinay James Kynadi
Chairman, VentureFactory.AI

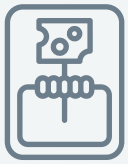
Engineering is changing faster than engineering education.

AI has rewritten how software is designed, written, tested and shipped. The engineers the next decade will reward are not those who memorised syntax — they are those who can direct AI tools with judgment, verify what the machine produces, and own what ships. Universities have not caught up. Most companies won’t teach you. That gap is this fellowship.



The curriculum lag

Degrees still teach engineering as it was practised years ago. The AI-native workflow agents, retrieval, evaluation, AI-assisted development with discipline is learned almost nowhere.



The experience trap

Employers want graduates who have shipped. Graduates can’t ship without being hired. The fellowship breaks the loop: four months of real builds inside a working AI collective.



The professional discipline gap

What separates careers is rarely talent alone — it is reliability, follow-through and honesty under pressure. No interview measures these. Four months of real work does.

Who you become.

You leave as an AI-native builder: an engineer who ships production-shaped software with AI leverage — and the judgment to be trusted with it.



Build & ship

Design, build and deliver working software across the stack backend, interfaces, and the AI layer on a modern production toolchain.

Direct the machines

Design, build and deliver working software across the stack backend, interfaces, and the AI layer on a modern production toolchain.

Work like an engineer

Code review, documentation, security basics, definition of done — the professional discipline that separates builders from hobbyists.

Show, don’t claim

A defended capstone and a portfolio of named contributions to real internal tools evidence, not adjectives, on your resume.

THE PROMISE

Every fellow who meets our standard receives a full-time offer.

Gate 1 - Conscientiousness: How you work matters as much as what you know. We look for reliability, ownership, integrity, initiative, collaboration and follow-through. Do you keep your commitments? Do you communicate when something is not going to plan? Do you respond to feedback and close the loop?

Gate 2 - Capability: Can you ship working software? Can you explain and defend the AI-assisted work you produce? Can you build and present a capstone before a senior panel?

Ten seats. Chosen differently.

We select for what careers are actually built on — and deliberately ignore what the market over-prices.

What we weigh

- Evidence of hands-on AI/ML experience through projects, experiments or applications
- Learning velocity on unfamiliar ground
- Problem decomposition and clear thinking
- Curiosity, initiative, follow-through and the determination to improve



What we ignore.

AI keywords on your resume

Polish that interviews reward and work doesn't

Unsolicited recommendations

HOW SELECTION WORKS

1 Apply

2 Build

3 Walk us through it

4 Join the cohort

Apply

A short form and links no essays.

Build

A take-home mini-build. AI tools explicitly allowed and expected.

Walk us through it

45 minutes on your own artifact: can you explain and extend what you submitted?

Join the cohort

Clear terms, the FAQ and the agreement up front.

Recent engineering graduates (B.Tech/BE, MCA, B.Sc/M.Sc CS) within ~2 years of graduation. Kerala-first; applications welcome from anywhere in India.

Four months, by design.

01

01 Month

Foundations & AI-first working

Engineering fundamentals refresh · toolchain, Git & CI · AI-assisted development discipline · LLM applications: APIs, retrieval, agents, evaluation · code review, testing, security, responsible use. First build ships on Friday of week one.

02

02 Month

Applied capability

Guided assignments on increasingly realistic problems the collective's stack, architecture and delivery practices. Your first full rubric cycle, and your first leadership career conversation.

03

03 Month

Real project immersion

Supervised work in small pods on real internal backlog: tools, dashboards, reusable components. Weekly demos to senior engineers. Never busy-work; never unsupervised client work.

04

04 Month

Ownership & capstone

Track election product engineering, AI depth, platform, quality, or data then a capstone built and defended before a senior panel. Final assessment, offers, and honest exit conversations.

Weekly rhythm: one masterclass · project work throughout · mentor review of work, learning and blockers · peer demos · documented feedback checkpoints.

Four months, by design.



One masterclass, every week

A formal session each week practitioners teaching what they used that month on real client systems, not slideware. The calendar is published on day one.

An AI companion, always on

Every fellow gets an always-available AI training companion for questions at 11 p.m. built by the collective’s own training company, because we use what we sell.

Mentors who review, not just advise

Experienced engineers from our delivery pods never more than four fellows per mentor reviewing your work weekly with written feedback. trainees are a different business, and not ours.

Assessment you can see

Your work is assessed continuously, on evidence what you shipped, how you responded to feedback, how you worked when it was hard. A mid-program conversation tells you exactly where you stand no ambushes in month four.

Real problems, protected scope

You build on real internal backlog that matters and you are never used as substitute labour on client-billable work. That boundary is written into the program’s charter.

Curriculum machinery operated by TrainUs.AI — the collective’s AI adoption and training company.

Mentored by builders. Heard by leadership.



Your mentors are the senior engineers who lead the collective’s delivery pods and capability guilds — people shipping production AI for manufacturers, exporters and enterprises this quarter, across the US, the Middle East, Southeast Asia and India. They review your work because developing builders is part of their job, not a side duty.

LEADERSHIP CAREER CONVERSATIONS

One hour that exists only for you.

Twice during the fellowship mid-program and at exit you sit down privately for half an hour with a member of the collective’s leadership. Not about your assignments. Not about the business. About you: your direction, your questions, your path.

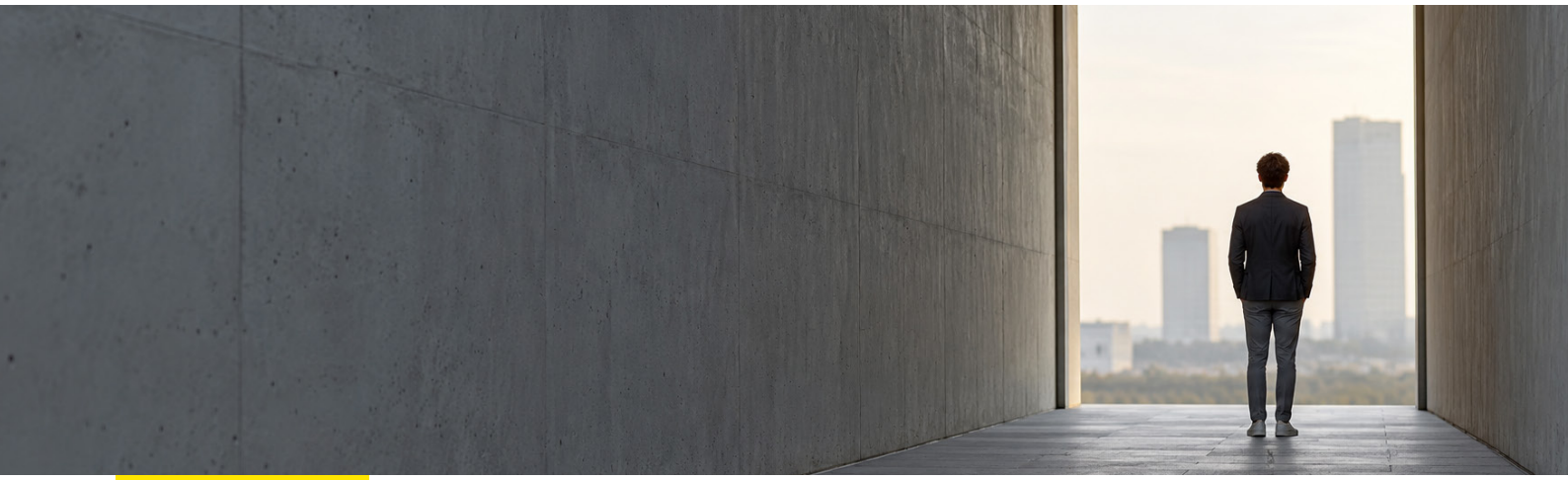
These conversations are formally non-evaluative nothing said in that room touches your assessment or your offer. Which is exactly what makes them worth having.

A COHORT, NOT A CLASSROOM

Ten fellows move through everything together — builds, demos, reviews, the hard weeks. Because offers follow a standard rather than a quota, the person beside you is never your competition. Cohorts that help each other, finish stronger.

Trailblazer opportunities.

Many of our fellows carry entrepreneurial ambitions — it is often why they chose a venture collective over a conventional employer. For those who want it, the fellowship opens doors almost no graduate program anywhere can: a look at business-building from the owner's and investor's side of the table.



Venture building

Watch new companies being conceived, structured and launched inside the group — the zero-to-one work most people only read about.

The investor's chair

Sit in as Sparks Angel Network's investment committee evaluates real startup pitches — and assist the technology diligence behind the decisions.

GetAI Foundation

Volunteer with the group's non-profit, bringing AI literacy to people the market won't reach on its own.

Committees & community

Join internal committees and initiatives across the group — events, programs, communities — wherever your curiosity points.

Writing & voice

Write about technology for the collective's channels — learn to explain, persuade and build an audience.

Entirely opt-in · up to 20% of your time, typically in months 2–4 · by invitation of each committee confidentiality applies · participation never affects assessment or offers — and skipping it to perfect your capstone costs you nothing.

A ladder no campus recruiter can match.

VentureFactory.AI is built as a collective that keeps creating new companies. When a solution proves it can stand alone as a product, we spin it out and our strong preference is to put proven people from our own teams at the front, as co-founders with real equity. For a fellow, that changes what “career path” means:

Four months. Prove the bar.

FELLOW

Ship for real clients inside a delivery pod, under a senior who reviews everything.

POD BUILDER

Deepen into a guild — platform, quality, data, AI — or grow toward leading a pod.

SPECIALIST / POD LEAD

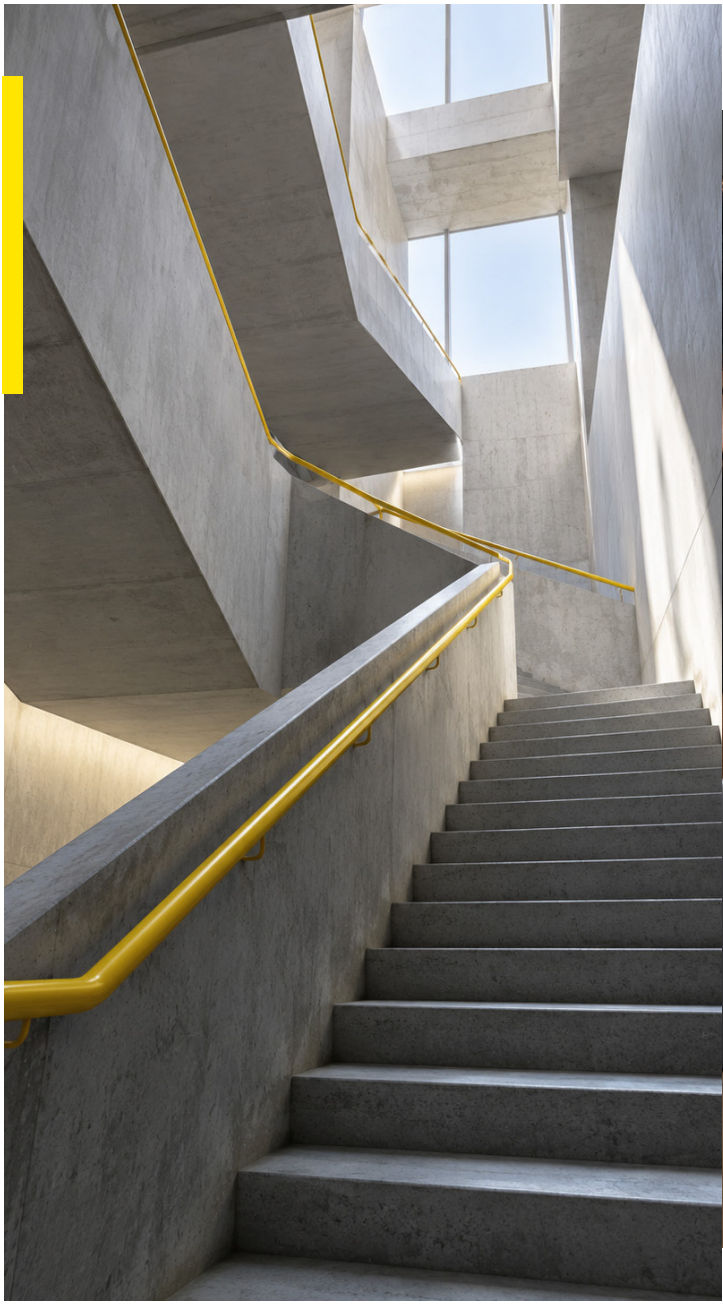
The collective’s residency for entrepreneurial builders the proving ground for what comes next.

THE VENTURE TRACK

When a solution becomes a company, proven insiders are first in line for its co-founder seats — with real equity.

SPV CO-FOUNDER

When a solution becomes a company, proven insiders are first in line for its co-founder seats with real equity.



Ownership here is earned, never scheduled — through judgment, reliability and results over time. No brochure can promise equity, and this one doesn’t. What it promises is that the path exists, and that it is walked.

Evidence, not adjectives.

The certificate

The AI Engineering Fellowship Certificate, issued by VentureFactory.AI — describing what you built, what was assessed and what you defended. Not a certificate of attendance.

The portfolio

Named contributions to real internal tools and a capstone defended before a senior panel — work a hiring manager can open and inspect.

The reference

A detailed, factual reference describing what you actually did and demonstrated. Facts, not flattery — which is exactly why employers can trust it.

The readiness

Resume, LinkedIn and interview preparation in the final weeks; inclusion with your consent in our cohort announcement and alumni network; visibility to employers who approach us for candidates.

AND WHAT WE DON’T PROMISE

Every fellow who meets our standard receives a full-time offer.

We don’t promise everyone a job, and we don’t write endorsements we don’t mean — our bar is specific to this collective, and not clearing it says nothing about clearing another company’s. What we promise is to make you verifiably more employable: skills you can demonstrate, work you can show, and documents that tell the truth. A program honest about its limits is one you can believe about everything else.

Mentored by builders. Heard by leadership.

Programs like this usually charge you. We pay you.

Because the value exchange should favour the fellowthat principle is written into the program’s charter.



₹25,000

per month, for four months

Full-time commitment

Four months, remote-first with in-person days in Kerala. The fellowship deserves and requires your full attention.

The stipend is unconditional

Paid monthly for the weeks you participate, whatever the final outcome. It implies no employment guarantee — the offer follows the bar, not the stipend.

Offers at standard terms

Fellows who clear the bar join at the standard junior engineering package the program’s value comes from selection and growth, never from underpaying its own graduates.

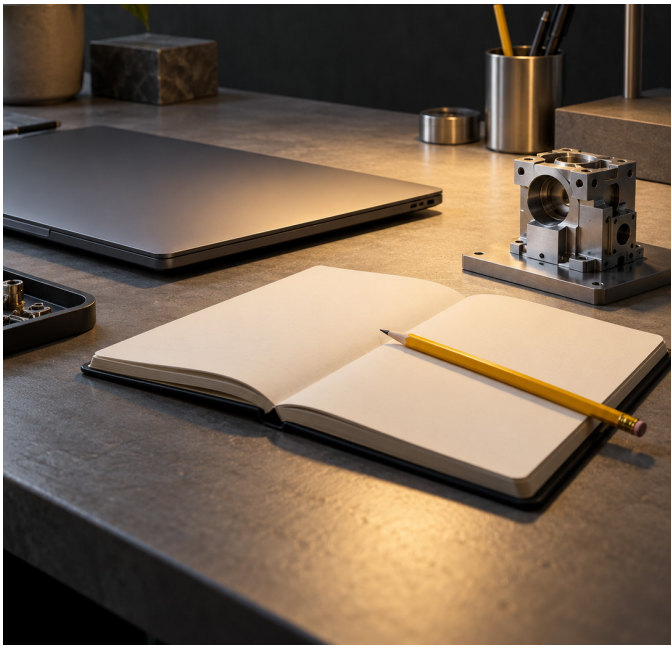
Transparent paperwork

A plain-language fellowship agreement covering the stipend, confidentiality and IP for program work — shared before you accept your seat, with the FAQ.

During the program, fellows may also be invited entirely optionally to volunteer with the GetAI Foundation, the group’s non-profit. Volunteering sits outside the learning calendar and never affects assessment or offers.

Cohort 1.

Applications close	25th October
Interviews / Selection process	25th to 30th October
Admission confirmations	31st October
Fellowship begins	10th November



ASKED BY EVERY CANDIDATE

Do I need AI/ML experience?

Yes. We expect applicants to have some hands-on experience with AI/ML through projects, experiments or applications they've built or worked on, independently or as part of their studies. You don't need professional experience, but you should be able to show us what you've explored, what you've learned and how you've applied it.

Can I use AI tools in the selection task?

Yes, we expect it. We assess whether you understand and can extend what you submit.

Is there any fee or bond?

No fees, no bond, ever. The stipend is unconditional for the weeks you participate.

What if I don’t get an offer?

You keep the stipend, the certificate, the portfolio and a factual reference — plus interview preparation and alumni membership. We don’t promise placement; we make you verifiably more employable.

Which company employs me if I convert?

You join VentureFactory.AI; the employing entity depends on your location and specifics, as with all our roles.


VENTURE FACTORY .AI
TEN SEATS .
CLEAR STANDARD.
The AI Engineering Fellowship · by VentureFactory.AI
Four months · 25,000/month · Kerala, India (remote - first)
Apply at hr@ventureway.com
www.venturefactory.ai