

165

companies in Pune

that hire Java Backend Developers

0-4 yrs experience | open-to-work | switchers | freshers

UI / Angular / React developers - the same companies hire frontend too. This map works for you as well.

Salaries · Contacts · Outreach odds

I burnt my AI tokens compiling this, so you don't have to.



The hardest part isn't the interview.

It's knowing WHERE to apply.

- You open LinkedIn - the same 10 famous companies.
- 2,000 applicants on every single opening.
- You apply anyway. Silence.

So I mapped the whole Pune market - 165 companies, ranked by speed-to-offer.

What the sheet knows about Pune

Pune is a BFSI-GCC town first

Barclays, DB, UBS, Citi, BNY, Mastercard, ACI. Tens of thousands of Java seats.

Lower competition than Bangalore

More applicants than Hyderabad, far fewer than Bangalore.

Cost of living wins

Rs 14L in Pune often nets out ahead of Rs 15-16L in Bangalore.

Industrial R&D is untouched

John Deere, CNH, AGCO, Cummins, Eaton. Real Java teams, almost no applicants.

Hinjewadi vs Kharadi

Two corridors, opposite sides of the city. Hinjewadi traffic is notorious.

None of this is in a job portal.

It's the part that decides where your 45 days go.

The top 10, ranked for you

TEASER · Top 20 of 165

#	COMPANY	CATEGORY	EST. CTC*	SCORE
1	Persistent Systems	Product engineering	₹10-17	9
2	Barclays GSC	BFSI GCC	₹12-19	9
3	Deutsche Bank Group Tech	BFSI GCC	₹12-20	9
4	John Deere Tech Center	AgTech R&D	₹13-20	9
5	Mastercard	Payments GCC	₹13-21	9
6	Amdocs	Telecom software	₹10-17	8
7	Allianz Technology	Insurance tech GCC	₹12-19	8
8	BNY Mellon Technology	BFSI GCC	₹12-19	8
9	Barclays BX Technology	BFSI GCC	₹12-19	8
10	Citi	BFSI GCC	₹12-19	8

*Early-career (1-3.5 yrs) researched estimates in LPA - verify on AmbitionBox / Glassdoor.

...and the list keeps going

TEASER · Top 20 of 165

#	COMPANY	CATEGORY	EST. CTC*	SCORE
11	CitiusTech	HealthTech	₹11-18	8
12	Cummins (Digital)	Industrial tech GCC	₹11-18	8
13	DB Corporate Bank Tech	BFSI GCC	₹12-20	8
14	Eaton Innovation Center	Industrial R&D	₹12-19	8
15	FIS Global	FinTech GCC	₹11-18	8
16	Fiserv India	Payments GCC	₹11-18	8
17	HSBC Technology	BFSI GCC	₹12-19	8
18	Northern Trust	BFSI GCC	₹11-18	8
19	Synechron	FinTech engineering ser...	₹11-18	8
20	Wolters Kluwer	RegTech / health	₹12-19	8

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What the full sheet gives you

> The full company list

GCCs, product, SaaS, FinTech, HealthTech, DevTools, funded startups

> Salary bands

calibrated for 1-3.5 yrs - see where Rs 13 LPA+ is realistic

> Java Usage rating

skip the .NET / Python / embedded shops before you waste a DM

> Difficulty + competition

know your odds before you invest prep time

> Cold-outreach odds

most reply to DMs even with no live opening

> Best person to contact

recruiter vs referral vs founder - per company

> Ready LinkedIn queries

copy-paste, find the right human in 10 seconds

> Recommendation Score

ranked by speed-to-offer, never by brand

> Tracker + Playbook

status dropdowns, 3 DM templates, a 30-45 day plan



Who this is for

Java / Spring Boot backend developers, 0-4 yrs:

open-to-work, planning a switch, or starting your career.

Also for UI / Angular / React developers:

the same 165 companies hire frontend engineers too.

Company list, salary ballparks and the outreach playbook work exactly the same - just skip the Java column.

Honest disclaimers

Figures are researched estimates, not verified quotes -
cross-check AmbitionBox / Glassdoor before negotiating.

Newly-opened GCCs are marked verify-first.

Some rows sit below Rs 13 LPA - kept as fast backup
offers you can use as negotiation leverage.



Want the full sheet?

It's free. I'm sharing it to save you the weeks of searching it took to build.

Comment “PUNE” or DM me

Know someone job-hunting in Pune?

A repost costs you nothing -
it might change their next 45 days.

165 companies · salaries · outreach odds · queries · tracker · playbook

Java Backend 0-4 YOE + UI / Angular welcome