Template from www.lineupx.com/job-descriptions/java-developer. Replace every highlighted [field] and keep the version you need: the full-time job for freshers or the internship.

Java developer (fresher)

Company: [Company name]
Location: [Location] | Work mode: [Work mode]
Employment type: Full-time | CTC: [CTC for the full-time role]
Joining: [Joining date] | Apply by: [Apply by]

About [Company name]

[About your company]

About the role

[Company name] has an opening for a fresher Java developer in the [Team] team. You will work on Java services that run core business functions, starting with defect fixes, small changes and tests, then moving to new endpoints as you learn the code base. A senior developer will review your work and explain our standards. We are looking for a graduate with solid Java fundamentals who wants to learn how business applications are built and kept reliable.

What you will do

- Fix defects in existing Java services by reproducing them, reading the logs and tracing the code to the cause
- Add or change REST endpoints across the controller, service and repository layers of a Spring Boot application, with review
- Write JUnit and Mockito tests for the classes you change and keep the build green
- Write and tune SQL queries, and read and write data through JPA, Hibernate or JDBC
- Build, run and package the application with Maven or Gradle and sort out simple dependency problems
- Follow the team’s coding standards, fix the issues raised by code quality tools and answer review comments
- Handle exceptions properly and write log messages that let support staff trace a failure without asking you
- Read older code that predates newer Java features before changing it, and ask when the reason for a design is unclear
- Fix defects raised by the QA team and check them in the test environment before they go to release
- Keep API documents and short design notes up to date after each change

What we are looking for

- Core Java: classes and objects, inheritance, polymorphism, interfaces, abstract classes and encapsulation
- Strings, wrapper classes and the Collections framework (List, Set and Map), with an idea of when to use each
- Exception handling, including the difference between checked and unchecked exceptions
- Awareness of threads and why shared data needs care
- SQL on a relational database such as MySQL, PostgreSQL or Oracle, and basic JDBC
- A Java project built in an IDE such as IntelliJ IDEA or Eclipse, with Maven or Gradle
- Git basics, and the ability to read a stack trace and find the failing line

Good to have

- Spring Boot basics: controller, service and repository classes
- Hibernate or JPA mapping
- JUnit and Mockito
- Java 8 features such as lambdas, streams and Optional
- Awareness of microservices or Docker
- Servlets and JSP

Who can apply

Final-year students and graduates of B.E./B.Tech in computer science, IT or electronics fit well, as do MCA candidates and BCA or B.Sc (computer science or IT) candidates with strong Java fundamentals. If you run a training programme, you can also consider candidates from any engineering stream who pass your Java screening.

How to apply

Apply through this job post by [Apply by]. Shortlisted candidates will hear from us about the next steps.

Java developer intern

Company: [Company name]
Location: [Location] | Work mode: [Work mode]
Employment type: Internship | Duration: [Internship duration] | Stipend: [Stipend for the internship]
Joining: [Joining date] | Apply by: [Apply by]

About [Company name]

[About your company]

About the role

[Company name] offers a Java internship for students who want to work on a real back-end code base. You will fix small defects, write unit tests and build a small module with a mentor, learn how a layered Java application is organised and present your work to the team. Strong interns can be considered for a PPO.

What you will do

- Fix small, labelled defects chosen by your mentor
- Write JUnit tests for existing classes and report the code paths you could not cover
- Write SQL queries and test-data scripts for a feature in the test database
- Build one small REST endpoint with guidance, from request handling to the database call
- Read the logs of a failed run in the test environment and report what failed and why
- Write a short note describing one module so the next intern can follow it

What we are looking for

- Pursuing B.E., B.Tech, BCA or MCA with Java in the syllabus
- Writes Java programs in an IDE using classes, interfaces and collections
- Knows basic SQL queries
- Has used Git or can learn it in the first week
- Able to give the whole internship period, with exam dates shared early

Who can apply

Final-year students and graduates of B.E./B.Tech in computer science, IT or electronics fit well, as do MCA candidates and BCA or B.Sc (computer science or IT) candidates with strong Java fundamentals. If you run a training programme, you can also consider candidates from any engineering stream who pass your Java screening.

How to apply

Apply through this job post by [Apply by]. Shortlisted candidates will hear from us about the next steps.

Screening questions to add to your job post

1. **Why are Strings immutable in Java, and what does that mean when you build a long string inside a loop?** Tests core knowledge beyond syntax. Good answers mention safety and sharing of strings, and StringBuilder for repeated appends.
2. **What is the difference between == and equals() when you compare two Strings?** Look for the difference between reference identity and string content, with a correct example. Let the candidate reason through the answer.
3. **When would you use an ArrayList, a HashMap and a HashSet in a project?** Checks that the candidate picks a collection for a need (ordered list, lookup by key, unique values) and not by habit.
4. **What is the difference between a checked and an unchecked exception? Give one you handled.** Tests exception handling in real code. Look for IOException or SQLException as checked, NullPointerException as unchecked, and what the candidate did about it.
5. **In your Spring Boot or Java project, which classes handle the request, the business logic and the database access?** Shows whether the candidate sees the layers or has only copied annotations. If they have not used Spring, ask how they organised their own code.
6. **A NullPointerException appears in the logs. How do you find the cause?** A good answer starts with the line in the stack trace, then asks which object was null and why. Random changes are a weak sign.