



Committee for Members in Industry & Business (CMI&B)

The Institute of Chartered Accountants of India

(Set up by an Act of Parliament)

**57TH CAMPUS
PLACEMENT
PROGRAMME**

For Newly Qualified Chartered Accountants

Invitation for Participation

February - March, 2023

About ICAI



The Institute of Chartered Accountants of India (ICAI), established 73 years ago, by an Act of the Indian Parliament, continues its operation as the single largest statutory accounting body of the world. ICAI stands on four pillars – Regulator, Standard Setter, Educator and Partner in Nation Building and has been functioning under the administrative control of the Ministry of Corporate Affairs (MCA) of the Government of India, as its extended arm. In short, Independence, Integrity and Excellence remain the

core values of ICAI. ICAI enjoys the privilege of being the founder member of the International Federation of Accountants (IFAC), International Accounting Standard Board (IASB), South Asian Federation of Accountants (SAFA) and Confederation of Asia & Pacific Accountants (CAPA). Again, ICAI is the first Professional body in the country which has been nominated by the Hon'ble Prime Minister of India to take the Swachh Bharat Abhiyaan forward.

Objectives of CMI&B

Maintaining strong and spontaneous relationship with the industry and other business houses remains the main focus of the Committee for Members in Industry & Business (CMI&B) of the Institute of Chartered Accountants of India (ICAI). An initiative to that effect remains the Campus Placement Programme (held twice a year) that provides a platform to both the Newly Qualified Chartered Accountants (NQCs) and the organizations looking to hire the best available talent to fulfil their Human Resource requirement. ICAI simply acts as a facilitator to bring the recruiter and NQCs together.



What ICAI can do for you?

- ◆ ICAI simply acts as a facilitator to bring the recruiter and NQCs together.
- ◆ Facilitate your search for complete business solution provider.
- ◆ Online web portal for registration and shortlisting of candidates.
- ◆ Online Psychometric test and written test, if required.
- ◆ Facilitate interviews.

Why Newly Qualified CAs preferred over other freshers

- ◆ As a matter of fact, the Chartered Accountants, because of their sound technical knowledge and on-the-job training, are looked upon as complete business solution providers and are preferred over other freshers. This campus placement programme, being a one stop solution, offers a unique opportunity to the employers to interact with the NQCs, peruse the particulars of a huge pool of promising professionals and recruit the suitable one(s) who is found to be better than the best.

Message



CA. (Dr.) Debashis Mitra
President, ICAI



CA. Aniket Sunil Talati
Vice President, ICAI



CA. Ranjeet Kumar Agarwal
Chairman, CMI&B of ICAI



CA.(Dr.) Raj Chawla
Vice Chairman, CMI&B of ICAI

The Institute of Chartered Accountants of India (ICAI), apart from regulating the profession of Chartered Accountants, also plays a pivotal role as an educator and in standard formation. The Institute has been proactive in upgrading its course curriculum at par with the international standards. The mandatory requirement of 3 years training has its own benefits. The strong foundation of Chartered Accountancy course influences the budding CAs to capture a culture that's based on independence, integrity and excellence. Chartered Accountants equipped with their knowledge and skills enable the organizations with which they are associated to the path of success, thereby also contributing to the economic growth of the nation. The organizations also endeavour to achieve sustainable growth and continuity backed by the professionals who manage these entities by taking strategic decisions and executing them to the advantage of the organisations as a whole. That's the reason, CA's continue to be in great demand.

ICAI through its Committee for Members in Industry & Business (CMI&B) provides an opportunity both to employing organizations as well as young professional aspirants to interact together and explore the possibility of mutually beneficial employment. The Institute acts as an enabling channel to connect the Newly Qualified Chartered Accountants (NQCA) and the recruiters on a common platform and has since long been facilitating them to fulfil their mutually beneficial requirements.

The Placement Programme offers an excellent opportunity to the recruiters for picking the best and the brightest from a pool of talented professionals.

It is heartening to note that the CMI&B of ICAI is all set to hold the 57th edition of the Campus Placement Programme in February–March, 2023 across 27 centres in the country. We are sure that this Placement Programme would provide an unparalleled opportunity to the participating organisations to interview and recruit newly qualified CAs.

We welcome esteemed organizations and CA firms to join this Placement Programme in recruiting NQCA in their reputed organizations.

“We wish the participating companies all the very best.”

Who can take part in ICAI Campus Placement Programme

Any organisation, irrespective of its size, standing in the market and boundary of its business, can take part in this placement programme being held at several centers across the country during February–March, 2023.

Interview Schedule:

No.	Major Centres	Dates
1.	Mumbai	21 st , 23 rd , 27 th February, 2023, 1 st , 6 th & 10 th March, 2023
2.	Delhi	22 nd , 24 th , 28 th February, 2023, 2 nd , 6 th & 10 th March, 2023
3.	Bengaluru	23 rd , 27 th February, 2023, 1 st , 3 rd , 7 th & 10 th March, 2023
4.	Chennai	24 th , 28 th February, 2023, 3 rd , 7 th , 9 th & 13 th March, 2023
5.	Kolkata	28 th February, 2023, 3 rd , 7 th , 9 th , 13 th & 15 th March, 2023
6.	Ahmedabad, Hyderabad, Jaipur & Pune	1 st , 7 th , 9 th , 13 th , 15 th & 17 th March, 2023
No.	Smaller Centres	Dates
7.	Durgapur, Nagpur, Rajkot, Lucknow, Raipur, Bhopal, Ernakulam, Visakhapatnam, Patna, Vadodara & Ranchi	13 th April 2023
8.	Kanpur	14 th & 17 th April, 2023
9.	Noida & Thane	17 th & 19 th April, 2023
10.	Bhubaneswar, Chandigarh, Coimbatore & Indore	21 st & 25 th April, 2023

Tariff for the Recruiting Entities*

No.	Location	Fee per centre per day (INR)					
		Day Premier	Day 1	Day 2	Day 3	Day 4	Day 5
a.	Mumbai & New Delhi	6,00,000	4,20,000	3,50,000	2,45,000	1,40,000	75,000 10,000 (for CA firms up to 10 partners)
b.	Bengaluru, Chennai & Kolkata	4,00,000	2,80,000	2,00,000	1,25,000	75,000	75,000 10,000 (for CA firms up to 10 partners)
c.	Ahmedabad, Hyderabad, Jaipur & Pune	2,00,000	1,25,000	75,000	75,000	75,000	75,000 10,000 (for CA firms up to 10 partners)
d.	Thane & Noida	NA	1,00,000	50,000 10,000 (for CA firms up to 10 partners)	NA	NA	NA
e.	Bhubaneswar, Chandigarh, Coimbatore & Indore	NA	50,000	25,000 10,000 (for CA firms up to 10 partners)	NA	NA	NA
f.	Kanpur	NA	25,000	20,000 10,000 (for CA firms up to 10 partners)	NA	NA	NA
g.	Bhopal, Durgapur, Ernakulam, Lucknow, Nagpur, Patna, Raipur, Rajkot, Ranchi, Vadodara & Visakhapatnam	NA	20,000 10,000 (for CA firms up to 10 partners)	NA	NA	NA	NA
h.	Fee payable for conducting online psychometric test	10,000 per centre					

Mode of payment

Participation fee may be paid either online at <https://easypay.axisbank.co.in/easyPay/makePayment?mid=NDIzNjY%3D> only or by Cheque/ Demand Draft in favour of 'The Secretary, The Institute of Chartered Accountants of India' payable at New Delhi and should be sent to Secretary, CMI&B, The Institute of Chartered Accountants of India, ICAI BHAWAN, Indraprastha Marg, New Delhi-110 002 via courier/ speed post so as to reach on or before the last date of registration for companies at respective centres.

Note:

While making online payment

*Please select "ICAI Committee" under head "Concerned Committee or Branch"

*Please select "Committee for Members in Industry & Business" under head "Concerned Committee"

Also please note that the PAN No. of the Institute is AAAAT7798M and GSTIN No. 07AAAAT7798M1ZL



Norms for Allotment of Day Slots

Centre		Priority 1	Priority 2
Ahmedabad, Bengaluru, Chennai, Hyderabad, Jaipur, Kolkata, Mumbai, New Delhi & Pune	Day Premier	Recruiters paying CTC of at least INR 20 lakh per annum for domestic posting or at least USD 100,000 per annum for international posting to all the candidates.	Recruiters who want to recruit at least 15 candidates from each registered centre & paying CTC of at least INR 17 lakh per annum to all the candidates.
	Day 1	Recruiters paying CTC of at least INR 14 lakh per annum for domestic posting or at least USD 60,000 per annum for international posting to all the candidates.	Recruiters who want to recruit at least 15 candidates from each registered centre & paying CTC of at least INR 12 lakh per annum to all the candidates.
	Day 2	Recruiters paying CTC of at least INR 11.5 lakh per annum to all the candidates.	Recruiters who want to recruit at least 15 candidates from each registered centre & paying CTC of at least INR 11 lakh per annum to all the candidates.
	Day 3	Recruiters paying CTC of at least INR 10.5 lakh per annum to all the candidates.	Recruiters who want to recruit at least 15 candidates from each registered centre & paying CTC of at least INR 10 lakh per annum to all the candidates.
	Day 4	Recruiters paying CTC of at least INR 9.5 lakh per annum to all the candidates.	Recruiters who want to recruit at least 15 candidates from each registered centre & paying CTC of at least INR 9 lakh per annum to all the candidates.
	Day 5	Recruiters paying CTC of at least INR 9 lakh per annum to all the candidates.	
Bhubaneswar, Chandigarh, Coimbatore, Durgapur, Ernakulam, Indore, Kanpur, Nagpur, Noida, Rajkot, Thane & Visakhapatnam	Recruiters paying CTC of at least INR 9 lakh per annum to all the candidates.		
Bhopal, Lucknow, Patna, Raipur, Ranchi & Vadodara	Recruiters paying CTC of at least INR 7.2 lakh per annum to all the candidates.		

Dates For Registration, Shortlistings, Consents Giving And Written Test/ Psychometric Test (If Any)

S. No.	Centre	Last date for organization registration	Last date of online short listing by organizations (1st round)	Online consent giving by candidates (1st Round)	2nd round online short listing by organizations	Online consent giving by candidates (2nd round)	Written Test/ Psychometric Test (if any)
1	Mumbai & New Delhi	20 th January, 2023	1 st -5 th February, 2023	7 th -10 th February, 2023	13 th -14 th February, 2023	15 th February, 2023	17 th February, 2023
2	Bengaluru, Chennai & Kolkata	20 th January, 2023	1 st -5 th February, 2023	7 th -10 th February, 2023	13 th -14 th February, 2023	15 th February, 2023	17 th February, 2023
3	Ahmedabad, Hyderabad, Jaipur & Pune	20 th January, 2023	1 st -5 th February, 2023	7 th -10 th February, 2023	13 th -14 th February, 2023	15 th February, 2023	17 th February, 2023
4	Bhopal, Durgapur, Ernakulam, Kanpur, Lucknow, Nagpur, Patna, Raipur, Rajkot, Ranchi, Vadodara & Visakhapatnam	13 th March, 2023	24 th -30 th March, 2023	1 st -2 nd April, 2023	5 th -6 th April, 2023	7 th April, 2023	11 th April, 2023
5	Bhubaneswar, Chandigarh, Coimbatore, Indore, Noida & Thane	13 th March, 2023	24 th -30 th March, 2023	1 st -2 nd April, 2023	5 th -6 th April, 2023	7 th April, 2023	11 th April, 2023

- Notes:** 1. Sharing of database for recruiters registered at S. No. 1, 2 & 3 centers begin on 1st February 2023
2. Sharing of database for recruiters registered at S No. 4 & 5 centers begins on 24th March 2023

Indicative Guidelines and Procedure for Registration

1. STEPS FOR REGISTRATION BY RECRUITING ENTITIES & ONLINE SHORTLISTING OF CANDIDATES

Step 1.1:

- Visit <http://cmib.icai.org/>
- Under the head "Company" first fill up the form as a New User and then proceed to fill in some preliminary details and create a User Name and Password (If already registered, may use the same User Name and Password to login)
- Login as a Registered User.
- Click on Campus Interview and proceed to Proforma and Payment to get centre wise Day Slots based on CTC norms.

Step 1.2:

After the allotment of day slots, the recruiting entity is free to make the payment through Credit/Debit card or seek for proforma invoice to settle through cheque/DD/RTGS/NEFT.

Step 1.3:

After completion of the online registration and upon receipt of the participation fees, the CMI&B Secretariat would provide the online access to the

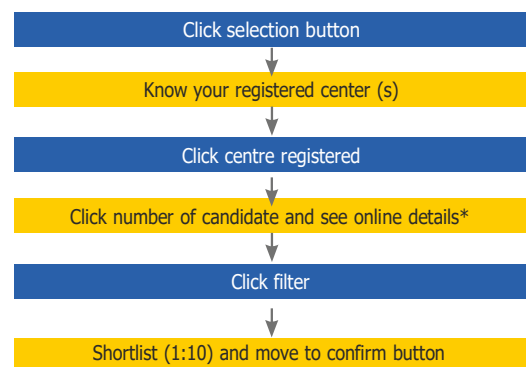
database of the candidates on the dates specified in the brochure for short listing.

Step 1.4:

The recruiting entity is required to do the online short listing of the candidates within the specified time frame stated in the brochure for the respective centre.

The recruiting entity, while shortlisting the database, may note that some candidates applied for the campus placement programme (Feb- March, 2023) would be completing their articleship by 31st July, 2023

2. STEPS FOR GETTING ACCESS TO DATABASE FOR SHORT LISTING OF CANDIDATES



*In case of Excel Sheet, shortlist as per your criteria and upload candidate (1:10) through centre code only.



3. DISCLOSURE OF INFORMATION

The recruiting entities need to specify the following information clearly (on the portal) in Proforma:

- ◆ **Internal Selection criteria:**
 - a. Whether graduation is must
 - b. Number of years to complete CA final exam from the date of registration
 - c. Number of attempts in passing CA Final/ Inter/ Foundation/ CPT
 - d. Reservation, if any, (UR, OBC, EWS, SC, ST, PH) should be specified on the portal.
 - e. Bond, if any, (period and amount of Bond)
 - f. Any other important point/aspect
- ◆ Recruiting entities opting registration for more than one centre should specifically mention the name and contact details of respective recruiting official.
- ◆ Declared vacancies should be mentioned centre-wise along with actual place of posting rather than marking PAN India.
- ◆ Medical examination, if any, is to be conducted at the earliest possible so that the candidates who have given consent do not lose any opportunity for attending smaller centre interviews, because of being found unfit.
- ◆ Job profile with description + responsibilities + place of posting in Department and City. e.g If a

company 'X' has posted 50 vacancies on portal for Corporate Banking, then the break-up of positions should be mentioned as Credit Manager – 20, Relationship Manager – 10, Global Investment Banking – 20 etc.

- ◆ Besides routine working hours (9:00 A.M. to 6:00 P.M.) if there is any shift duty (for BPO/ KPO etc.) that should be indicated properly including flexi hours for females, if any.
- ◆ The breakup of the CTC and the Minimum Take Home Salary to be paid should be given.
- ◆ **Importantly, declared vacancy to be filled up in full and in the event of not doing so, justifiable reasons should be furnished.**

4. UPLOADING OF BRIEF JOB PROFILES FOR PRIOR AWARENESS OF CANDIDATES

ICAI welcomes sharing of important inputs about a participating entity, in the form of its products, place(s) of operation, future plans, employee strength, organization chart, requirement for entering into any service bond, and so on, that could in turn help candidates understand their prospective roles, responsibilities, challenges, opportunities and future growth prospects etc. But, such information should be provided in a standardized format, available at <http://cmib.icai.org/> to facilitate maintaining

uniformity and making it purpose specific. Moreover, recruiting entities are free to share more information through PPT and that could be uploaded for viewing by the candidates giving consent for appearing in interview of respective entities.

5. SHORTLISTING PROCESS

- a. Sharing of Database only on payment of participation fees:- Access to the database of the candidates shall be allowed only after the receipt of full participation fee. No refund of fees would be made in case a recruiting entity withdraws after confirming the participation and having access to database.
- b. Shortlisting in two Rounds:- Recruiters can short list the candidates in two rounds. After the first round of shortlisting and consenting, recruiters can access the database of candidates who have not been shortlisted and shortlist them for second round, subject to maximum ten times of vacancies.
- c. Online Shortlisting:- Recruiters will have to mark the shortlist of the candidates online within the last date of shortlisting at the respective centres as per the specify days.

Note: The various dates by which the recruiters have to do their shortlists and the schedule of the interviews are also available at <http://cmib.icaa.org/>.

6. LIMIT ON SHORTLISTING

- ◆ Shortlisting by individual recruiting entities will be restricted to maximum 10 times of the number of vacancies declared to be filled up from a particular Campus Placement Programme centre
- ◆ Candidates will also be able to view the shortlists online.
- ◆ Every candidate can give consent to upto four (4) recruiting entities irrespective of the number of recruiting entities shortlisting him.

7. INFRASTRUCTURE AND OTHER FACILITIES

- ◆ Timing: – The timing for the Interviews on all days shall be between 9:00 A.M. & 6:00 P.M.
- ◆ Interviews will be conducted through virtual mode only on the virtual platform to be provided by the participating organization as per its roster. An official will be provided by ICAI to coordinate

between each interview team of recruiting entity and the consented candidates, on the day of interview.

- ◆ Link for attending virtual interview will have to be shared by recruiting entity with respective consented candidates on their registered e-mail id.
- ◆ Recruiting entities are required to share their roster with ICAI as per the template provided by ICAI.

8. ISSUANCE OF OFFER LETTER TO SUCCESSFUL CANDIDATES

Recruiting entities are required to upload result (offer) in the Portal through their login on the same day of interview and set a deadline in the Portal for acceptance by selected candidates. Candidates will have to mark their acceptance in the Portal within the deadline and submit on-line declaration form. Candidates who accept the selection, are denied access for further interviews.

Candidates will be accepting offer of organizations and submit declaration form of ICAI after all the interviews, of a particular day, for which he/she has consented, are over. Hence, recruiters may give reasonable deadline for marking acceptance.

Recruiting entities participating at a particular day would be required to offer same CTC as mentioned in the brochure.

Recruiting entities are required to release the offer letter within 15 days from the date of document verification.

The minimum CTC offered should match the CTC given in norms of allotment of day slots. In case recruiting entity is offering different CTC to different candidates, it must register on different dates as per the norms of allotment of day slots.

9. COMPANIES CAN CALL FOR CA MEMBERSHIP NUMBER OF THE NEWLY RECRUITS

Membership of ICAI is must to use the two symbolic letters- 'CA' that signify a symbol of trust. Membership of ICAI entitles a Chartered Accountant to access continuing professional education programmes of ICAI. Members are also subject to Code of Ethics and stringent disciplinary mechanism of ICAI. Hence, it is in the interest of recruiting entities to insist persuade the new recruits, to obtain the membership of ICAI at the very earliest.

Note: There would be no-Pre-Placement talk.

Highlights of Last Four Campus Placement Programme

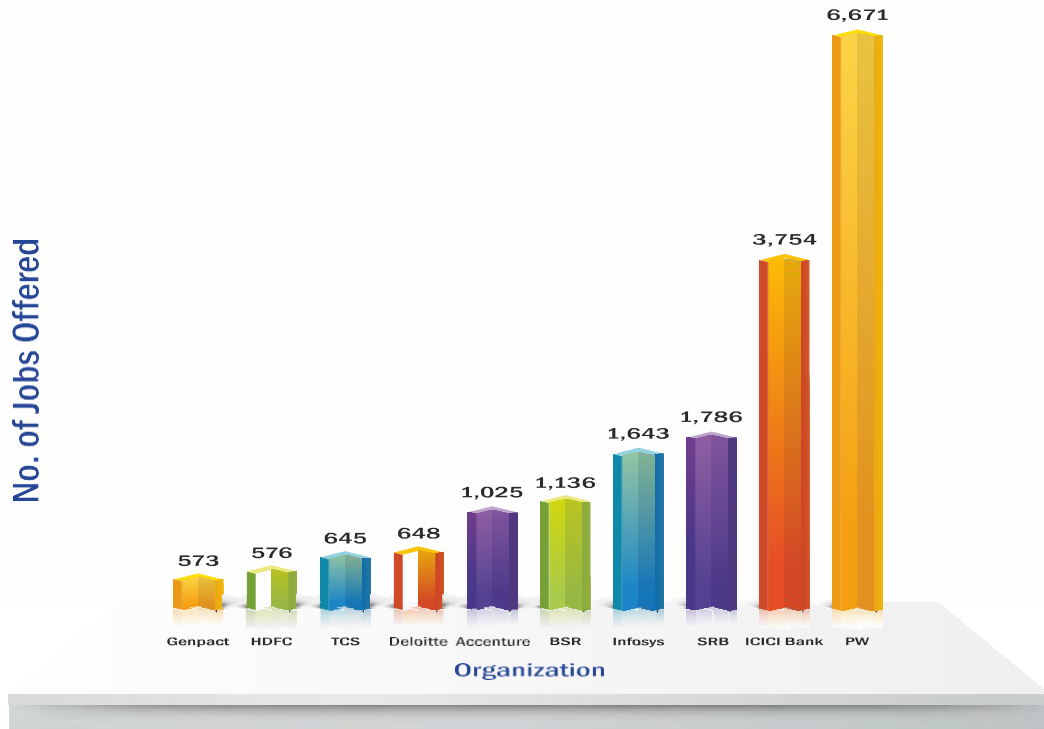
Particulars	56 th Campus Placement Programme Aug-Sept,2022	55 th Campus Placement Programme Feb-Mar, 2022	54 th Campus Placement Programme Sep-Oct, 2021	53 th Campus Placement Programme Apr-May,2021
Number of companies registered	135	173	113	32
Number of candidates registered	10253	10197	7451	1807
Number of jobs offered by the participating organizations	5194	7360	4757	1054
Number of jobs accepted by the candidates	3521	5538	3716	701
Highest salary (cost to company) offered for domestic posting	INR 31.50 lakh (per annum)	INR 30.30 Lakh (per annum)	INR 22.98 Lakh (per annum)	INR 15.04 Lakh (per annum)
Highest salary (cost to company) offered for international posting	INR 41 lakhs (per annum)		INR 33.22 Lakh (per annum)	

List of some of the Regular Participating Corporates in Campus Placement Programme

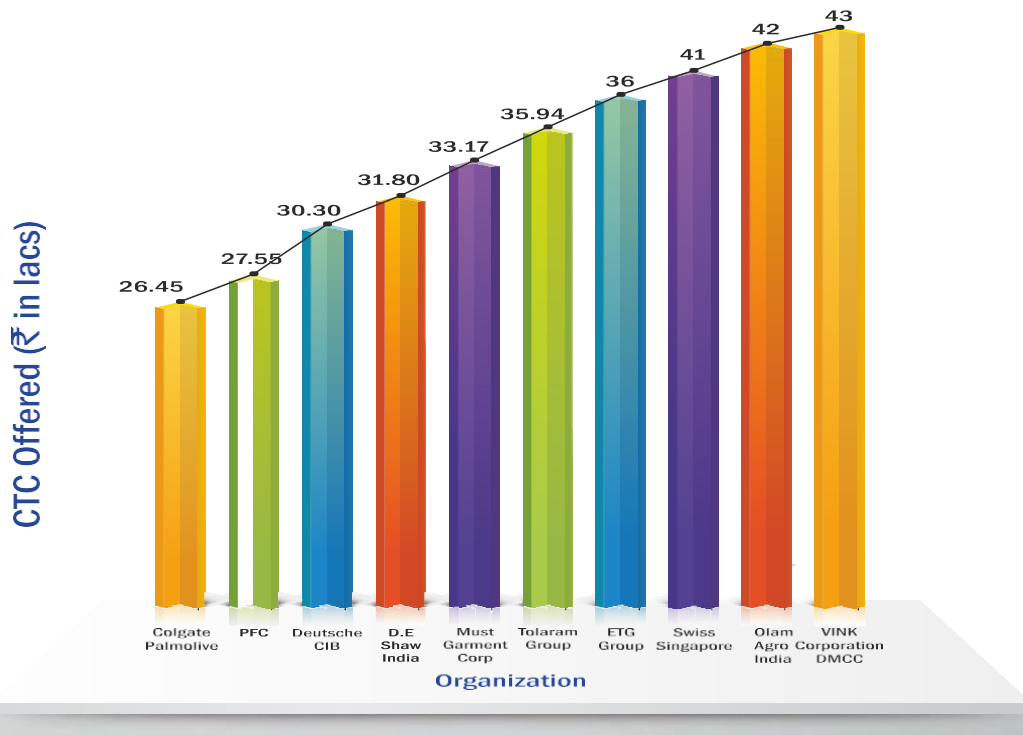
- Aarti Industries
- Accenture
- Adani Group
- Ambuja Cements
- Anand Automotive
- Anand Rathi Global
- Axis Bank
- BA Continumm
- Bajaj Finserv
- Bakertilly DHC
- Barclays Global
- Bharat Electronics
- Bharat Petroleum
- Bharti Airtel
- BSR
- Capgemini Technology Services
- Cipla
- Container Corporation
- Coromandel International
- Credit Suisse
- Crompton Greaves
- Deloitte
- Deutsche CIB Centre
- Eisner Amper
- EY GDS
- Federal Bank
- Flipkart
- Fullerton India
- Futures First
- GAIL
- HCL
- HDFC Bank
- Hero MotoCorp
- Hindustan Petroleum
- Hiveloop Technology
- HSCC India
- ICICI Bank
- ICICI Securities
- ICRA
- Indian Bank
- IFFCO
- Indian Oil
- Indian Railway Finance Corporation
- Indus Towers
- Infosys
- ITC
- JSW Energy
- JSW Steel
- Karur Vysya Bank
- Kotak Mahindra Bank
- Kotak Mahindra Life Insurance
- Myntra Jabong India Pvt Ltd
- KPMB
- L&T
- Mangalore Chemicals & Fertilizers
- Maruti Suzuki
- Mount Meru Group
- Myntra Jabong
- NBCC
- NTT DATA
- Olam Group
- Oracle India
- Paytm
- Philips Global
- PFC
- Prism Johnson
- PwC
- Ramco Cements
- REC
- Redington India
- Reliance Industries
- S J Chirania & Associates
- S R Batliboi & Co.
- Saint Gobain
- SBI Capital Markets
- SBI Life Insurance
- Shell India
- Suresh Surana & Associates
- TCS
- Tata Power
- Tata Steel
- Tolaram Group
- Tesco
- Utkarsh Small Finance Bank
- Varroc Engineering
- Visa Steel
- Walker Chandiook & Co.
- Whirlpool
- Wipro
- WNS Global
- Yes Bank

Disclaimer: The CMI&B of ICAI reserves the right to change its policy regarding the programme, dates, venue etc., at any point of time as per its discretion.

**Top 10 organizations in terms of jobs offered in
Campus Placement Programmes from 2017 to 2022**



**Top 10 Organizations in terms of CTC offered in
Campus Placement Programmes from 2017 to 2022**



MEMBERS OF THE 25TH COUNCIL OF ICAI



CA. (Dr.) Debashis Mitra
President, ICAI



CA. Aniket Sunil Talati
Vice-President, ICAI



CA. (Dr.) Rajkumar Satyanarayan Adukia



CA. Piyush Sohanrajji Chhajed



CA. Chandrashekhar Vasant Chitale



CA. Vishal Doshi



CA. Durgesh Kumar Kabra



CA. Dheeraj Kumar Khandelwal



CA. Purushottamlal Hukamichand Khandelwal



CA. Mangesh Pandurang Kinare



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CA. Umesh Ramnarayan Sharma



CA. Dayaniwas Sharma



CA. Sridhar Muppala



CA. Prasanna Kumar D



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CA. Cotha S. Srinivas



CA. (Ms.) Sripriya Kumar



CA. Ranjeet Kumar Agarwal



CA. Sushil Kumar Goyal



CA. Rohit Ruwatia Agarwal



CA. Abhay Kumar Chhajed



CA. Anuj Goyal



CA. Gyan Chandra Misra



CA. Prakash Sharma



CA. (Ms.) Kemisha Soni



CA. Sanjay Kumar Agarwal



CA. (Dr.) Raj Chawla



CA. Hans Raj Chugh



CA. Pramod Jain



CA. Charanjot Singh Nanda



CA. (Dr.) Sanjeev Kumar Singhal

Government Nominees



Shri Sanjay Kumar



Shri Ritvik Ranjanam Pandey



Shri Manoj Pandey



Shri Deepak Kapoor



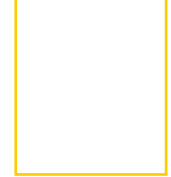
Shri Rakesh Jain



Dr. P. C. Jain



Adv. Vijay Kumar Jhalani



Shri Chandra Wadhwa

MEMBERS OF THE COMMITTEE FOR MEMBERS IN INDUSTRY & BUSINESS – 2022-23

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CA. Ranjeet Kumar Agarwal

Vice Chairman, CMI&B, ICAI

CA.(Dr.) Raj Chawla

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CA.(Dr.) Debashis Mitra, President (Ex-officio)

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CA. Yash Mangal

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CA. Aninda Chatterjee

CA. Denesh Singh

CA. Rahul Aggarwal

CA. Sunil Kumar Gupta



Organised By

Committee for Members in Industry & Business (CMI&B)

The Institute of Chartered Accountants of India

(Set up by an Act of Parliament)

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