



Committee for Members in Industry & Business (CMI&B)
The Institute of Chartered Accountants of India
(Set up by an Act of Parliament)

58th CAMPUS PLACEMENT PROGRAMME

For Newly Qualified Chartered Accountants



ICAI Presents

GloPAC

24th-26th
Nov, 2023

GLOBAL PROFESSIONAL ACCOUNTANTS CONVENTION

Connecting the Globe, Creating Value





| About ICAI

The Institute of Chartered Accountants of India (ICAI), established 74 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.



| What ICAI can do for you?

ICAI simply acts as a facilitator to bring the recruiter and NQCA's 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.

| 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 (NQCA's) 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 NQCA's together.

| 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 NQCA's, peruse the particulars of a huge

| Message



CA. Aniket Sunil Talati
President, ICAI



CA. Ranjeet Kumar Agarwal
Vice President, ICAI



CA. Durgesh Kumar Kabra
Chairman, CMI&B of ICAI



CA. Rohit Ruwatia Agarwal
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 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 (NQCAs) 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 58th edition of the Campus Placement Programme in August – September 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 NQCAs 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.



Interview Schedule

No.	Major Centres	Dates
1	Mumbai	18th, 21st, 23rd, 25th, 28th August 2023, 1st September 2023
2	Delhi	22nd, 24th, 28th August 2023, 1st, 4th 6th September 2023
3	Bengaluru	23rd, 25th, 29th August 2023, 1st, 4th, 6th September, 2023
4	Chennai	24th, 28th, 30rd August 2023, 1st, 4th, 6th September, 2023
5	Kolkata	25th, 29th, 31st August 2023, 2nd, 5th, 8th September, 2023
6	Ahmedabad, Hyderabad, Jaipur & Pune	28th, 31st August 2023, 2nd,4th, 6th ,8th September, 2023
No.	Smaller Centres	Dates
7	Durgapur, Nagpur, Rajkot, Lucknow, Raipur, Bhopal, Ernakulam, Visakhapatnam, Patna, Vadodara & Ranchi	25th September, 2023
8	Noida, Thane	26th & 29th September, 2023
9	Bhubaneswar, Chandigarh, Kanpur, Coimbatore & Indore	27th September & 3rd October 2023

Tariff for the Recruiting Entities*

No.	Location	Fee per centre per day (INR)					Day 5
		Day Pre mier	Day 1	Day 2	Day 3	Day 4	
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 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 centers.

Note: While making online payment

Bank Name: - Axis Bank Ltd.

Branch Address: - A-13, Swasthya Vihar Branch New Delhi - 110002

Beneficiary Name: - THE INSTITUTE OF CHARTERED ACCOUNTANTS OF INDIA

Account Number: - 055010100227612

IFSC Code: - UTIB0000055

Account Type: - Saving A/c

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, Short listings, 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	26th July, 2023	1st-5th August, 2023	8th -9th August, 2023	10th -11th August, 2023	12th August, 2023	17th August, 2023
2	Bengaluru, Chennai & Kolkata	26th July, 2023	1st-5th August, 2023	8th -9th August, 2023	10th -11th August, 2023	12th August, 2023	18th August, 2023
3	Ahmedabad, Hyderabad, Jaipur & Pune	26th July, 2023	1st-5th August, 2023	8th -9th August, 2023	10th -11th August, 2023	12th August, 2023	22nd August, 2023
4	Bhopal, Durgapur, Ernakulam, Kanpur, Lucknow, Nagpur, Patna, Raipur, Rajkot, Ranchi, Vadodara & Visakhapatnam	08th September, 2023	12th-14th September, 2023	15th-16th September, 2023	18th September, 2023	19th September, 2023	22nd September, 2023
5	Bhubaneswar, Chandigarh, Coimbatore, Indore, Noida & Thane	08th September, 2023	12th-14th September, 2023	15th-16th September, 2023	18th September, 2023	19th September, 2023	23rd September, 2023

- Notes:**
- Sharing of database for recruiters registered at S. No. 1, 2 & 3 centers begin on 1st August 2023
 - Sharing of database for recruiters registered at S No. 4 & 5 centers begins on 12th September 2023

Indicative Guidelines and Procedure for Registration

1. Steps for Registration by Recruiting Entities & Online Short-listing 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 (Aug- Sept, 2023) would be completing their articleship by 01st November, 2023

Step 1.5:

For Eligibility of candidates, please refer to announcement available at <https://cmib.icai.org/postedcontent/adminuploads//Announcement%20for%20Candidates%2058th%20Campus%20Approved.pdf>

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.icaai.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.
- Once Shortlisted, it is mandatory for the recruiting entities to interview the candidate.
- If the name of shortlisted candidate is not appearing in the roster, it is the responsibility of the recruiting entities to inform the candidate along with the reason.

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.

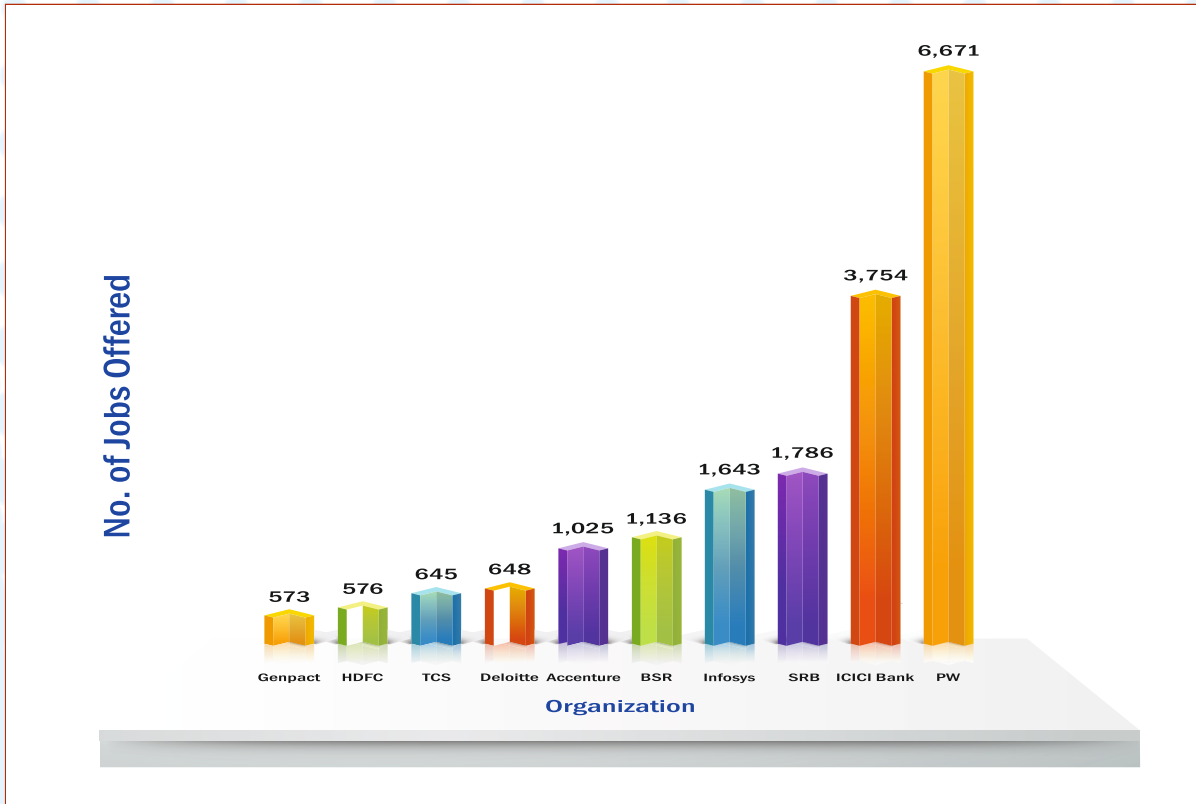
Highlights of Last Four Campus Placement Programme

Particulars	57 th	56 th	55 th	54 th
	Campus Placement Programme Feb-Mar, 2023	Campus Placement Programme Aug-Sept, 2022	Campus Placement Programme Feb-Mar, 2022	Campus Placement Programme Sep-Oct, 2021
Number of companies registered	189	135	173	113
Number of candidates registered	10228	10253	10197	7451
Number of jobs offered by the participating organizations	5813	5194	7360	4757
Number of jobs accepted by the candidates	4248	3521	5538	3716
Highest salary (cost to company) offered for domestic posting	INR 28 lakh (per annum)	INR 31.50 lakh (per annum)	INR 30.30 lakh (per annum)	INR 22.98 lakh (per annum)
Highest salary (cost to company) offered for international posting		INR 41 lakh (per annum)		INR 33.22 lakh (per annum)

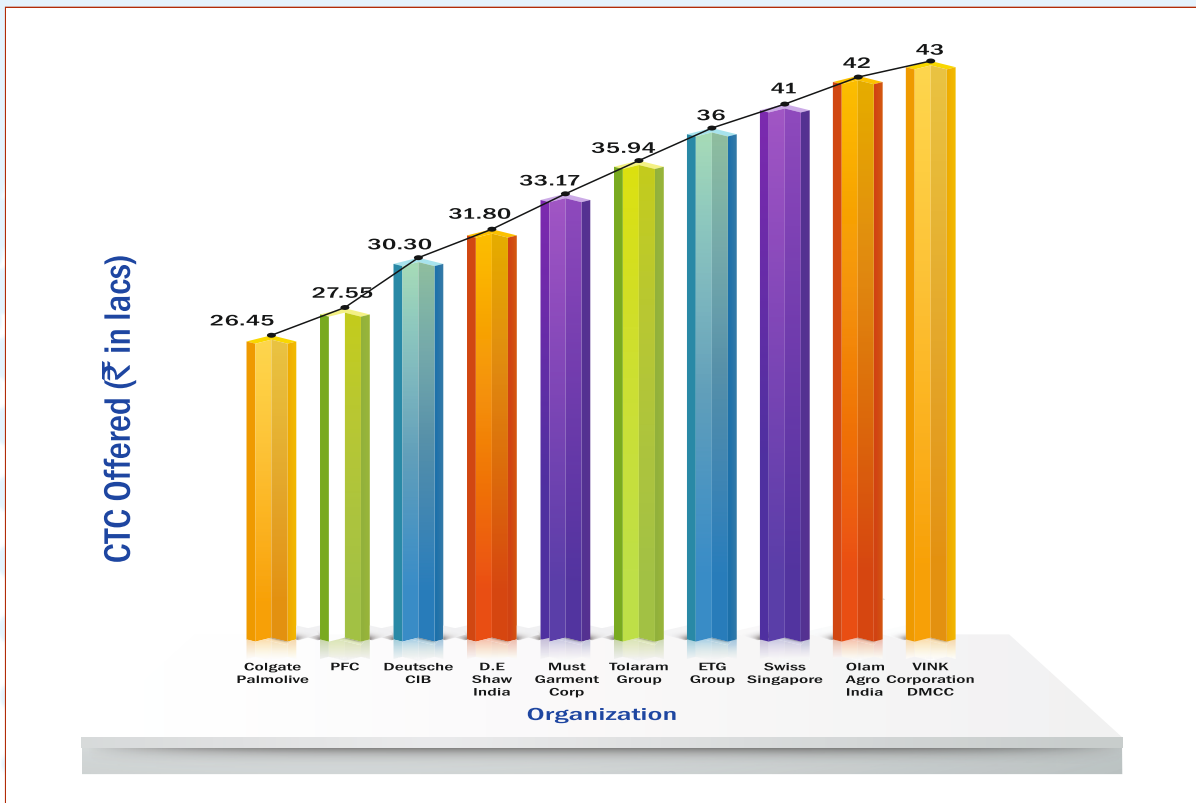
List of some of the Regular Participating Corporates in Campus Placement Programme

- Aarti Industries
- Accenture
- Adani Group
- Agropcorp International GBS Pvt. Ltd.
- Eisner Amper
- Anand Rathi Global
- Axis Bank
- BA Continumm
- Bajaj Finserv
- Barclays Global
- Bharat Electronics
- Bharat Petroleum
- Bharti Airtel
- BNY Mellon International
- BSR
- Cipla
- Container Corporation
- Coromandel International
- Credit Suisse
- Crompton Greaves
- Deloitte
- EY GDS
- Federal Bank
- Flipkart
- Fullerton India
- Futures First
- GAIL
- Genpact India Private Limited
- Goldman Sachs Private Limited
- HCL
- HDFC Bank
- Hero MotoCorp
- Hindustan Petroleum
- HSCC India
- ICICI Bank
- ICICI Securities
- ICRA
- IFFCO
- Indian Bank
- Indian Oil
- Indian Railway Finance Corporation
- Indus Towers
- Infosys
- ITC
- JSW Energy
- JSW Steel
- Keysight Technologies Limited
- Kotak Mahindra Bank
- KPMG
- KRIBHCO
- L&T
- Maruti Suzuki
- MSKA & Associates
- NatWest Group
- NBCC
- Novozymes South Asia PVT LTD
- NTT DATA
- Olam Group
- Oracle India
- Paytm
- Persistent Systems
- PFC
- Philips Global
- 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
- Standard Chartered Bank, India
- Suresh Surana & Associates
- Tata Power
- Tata Steel
- TCS
- Tesco
- Tolaram Group
- Utkarsh Small Finance Bank
- Varroc Engineering
- Visa Steel
- Walker Chandiook & Co.
- Wells Fargo
- Whirlpool
- Wipro
- WNS Global
- Yes Bank

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. Aniket Sunil Talati
President, ICAI



CA. Ranjeet Kumar Agarwal
Vice-President, ICAI



CA. (Dr.) Rajkumar Satyanarayan Adukia



CA. Piyush Sohanraji Chhajed



CA. Chandrashekar Vasant Chitale



CA. Vishal Doshi



CA. Durgesh Kumar Kabra



CA. Dheeraj Kumar Khandelwal



CA. Purushottamlal Hukamichand Khandelwal



CA. Mangesh Pandurang Kinare



CA. (Ms.) Priti Paras Savla



CA. Umesh Ramnarayan Sharma



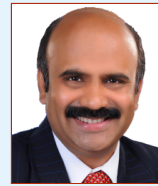
CA. Dayaniwas Sharma



CA. Sridhar Muppala



CA. Prasanna Kumar D



CA. Rajendra Kumar P



CA. Cotha S. Srinivas



CA. (Ms.) Sripriya Kumar



CA. Sushil Kumar Goyal



CA. (Dr.) Debashis Mitra



CA. Rohit Ruwatia Agarwal



CA. Abhay Kumar Chhajed



CA. (Dr.) 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 2023-24



CA. Aniket Sunil Talati
President, ICAI



CA. Ranjeet Kumar Agarwal
Vice President, ICAI



CA. Durgesh Kumar Kabra
Chairman, CMI&B of ICAI



CA. Rohit Ruwatia Agarwal
Vice Chairman, CMI&B of ICAI

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CA. (Dr.) Raj Chawla
CA. Hans Raj Chugh
CA. Charanjot Singh Nanda
CA. (Dr.) Sanjeev Kumar Singhal
Advocate Vijay Kumar Jhalani

Co-opted Members

CA. Maulik Sureshkumar Jasani
CA. Vishal Thappa
CA. Manoj Agrawal
CA. Raju Sharma
CA. Lodha Kushal Santosh

CA. Rashmi Bihani
CA. Mrinalini Biyani
CA. Himanshu Chheda

Special Invitee

CA. Manish Goyal
CA. Jagdish Dargar
CA. Lalit Bang
CA. Jitendra Nagpal
CA. Manoj Alimchandani
CA. Hemant Kadel
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CA. Yadunandan Ajmera
CA. Neha Pansari
CA. Sachin Chitlange
CA. Shishir Agrawal
CA. Suresh Kumar Agarwal
CA. Sunil Kumar Gupta
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CA. Dharam Singh
CA. Sashi Kumar Garg
CA. Arijit Agarwal
CA. D Venkath Prasad
CA. Charmi Atul Shah
CA. Pratish Goel
CA. Ajay Kumar Rai
CA. Anshul Gupta
CA. Ankur Maheshwari
CA. Amit Kumar Choudhary



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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