



Invitation for Participation

**59th | Campus
Placement
Programme**

For Newly Qualified Chartered Accountants

February - March, 2024



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



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

We take this privilege to congratulate all the newly qualified CAs on this hard earned success of qualifying the Chartered Accountancy Examination, which is one of the toughest examinations in our country. All the hard work and the burning of midnight oil has now earned you the much-coveted qualification and shall mark the beginning of a illustrious career ahead.

The Campus Placement Programme is an important initiative of the Committee for Members in Industry & Business (CMI&B) which provides a platform through its Campus Placement Programme to the Newly Qualified Chartered Accountants for getting placed in the most reputed corporates and industrial houses of the country, immediately after qualifying CA. Final Examination.

The first Campus Placement Programme was held during the month of September, 1995. The Campus interviews were organised at 4 metropolitan cities: Delhi, Bombay, Calcutta and Madras. Since then the process has come a long way in past two decades.

This time, the CMI&B is organizing the 59th edition of the Campus Placement Programme in February-March, 2024 at 27 centres across the country. The campus interviews are being held in two segments, first at bigger and then at smaller centres. This scheme provides an opportunity to the Newly Qualified Chartered Accountants to choose two centres (one bigger and one smaller) for appearing in interviews. The candidate can appear in the interview at the second centre of choice if not selected at the first bigger centre.

We welcome the newly qualified CAs to the 59th Campus Placement programme, conducted by the Committee for Members in Industry & Business (CMI&B) of ICAI.

We wish all the best to all the candidates who would be appearing in the interviews this time and hope they achieve well deserved success. We are sure that this success is just a beginning for the future milestones of your career that you are set to achieve.

“We wish the Newly Qualified Chartered Accountants to utilize this facility to secure rewarding positions in leading organizations of the industry”

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	20 th , 22 nd , 24 th , 26 th , 28 th February 2024, 1 st March, 2024
2	Delhi	21 st , 23 rd , 26 th , 28 th February 2024, 1 st , 4 th March, 2024
3	Bengaluru	22 nd , 24 th , 27 th , 29 th February 2024, 2 nd , 5 th March, 2024
4	Chennai	23 rd , 26 th , 28 th February 2024, 1 st , 4 th , 6 th March, 2024
5	Kolkata	26 th , 28 th February 2024, 1 st , 4 th , 6 th & 8 th March, 2024
6	Ahmedabad, Hyderabad, Jaipur & Pune	2 nd , 6 th , 8 th , 11 th , 13 th & 15 th March, 2024
No.	Smaller Centres	Dates
7	Durgapur, Nagpur, Rajkot, Lucknow, Raipur, Bhopal, Ernakulam, Visakhapatnam, Patna, Vadodara & Ranchi	9 th April 2024
8	Noida & Thane	12 th & 15 th April, 2024
9	Bhubaneswar, Chandigarh, Coimbatore, Kanpur & Indore	15 th & 18 th April, 2024

Tariff for the Recruiting Entities*

No.	Location	Fee per centre per day (INR)					
		Day Pre mier	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 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.

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

- Note:**
- While making online payment (Kindly share the purchase order while registration. if any cmib@icai.in
 - 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, Consent and Written Test / Psychometric Test (If Any) giving

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)	PPT if Any
1	Mumbai & New Delhi	22 nd January, 2024	1 st -5 th February, 2024	7 th -9 th February, 2024	11 th -13 th February, 2024	15 th February, 2024	17 th February, 2024	19 th February, 2024
2	Bengaluru, Chennai & Kolkata	22 nd January, 2024	1 st -5 th February, 2024	7 th -9 th February, 2024	11 th -13 th February, 2024	15 th February, 2024	17 th February, 2024	20 th February, 2024
3	Ahmedabad, Hyderabad, Jaipur & Pune	22 nd January, 2024	1 st -5 th February, 2024	7 th -9 th February, 2024	11 th -13 th February, 2024	15 th February, 2024	17 th February, 2024	1 st March 2024
4	Bhopal, Durgapur, Ernakulam, Kanpur, Lucknow, Nagpur, Patna, Raipur, Rajkot, Ranchi, Vadodara & Visakhapatnam	14 th March, 2024	21 st -26 th March, 2024	27 th March, 2024	28 th March 2024 -01 st April, 2024	02 nd April, 2024	05 th April, 2024	8 th April, 2024
5	Bhubaneswar, Chandigarh, Coimbatore, Indore, Noida & Thane	14 th March, 2024	21 st -26 th March, 2024	27 th March, 2024	28 th March 2024 -01 st April, 2024	02 nd April, 2024	05 th April, 2024	11 th April, 2024

- Notes:**
- Sharing of database for recruiters registered for Shortlisting at S. No. 1, 2 & 3 centers begin on 1st February 2024
 - Sharing of database for recruiters registered for Shortlisting at S No. 4 & 5 centers begins on 21st March 2024

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 (**Feb-March, 2024**) would be completing their articleship by **30th April, 2024**

Step 1.5:

For Eligibility of candidates, please refer to announcement available at <https://cmib.icai.org/>

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:**
 - Whether graduation is must
 - Number of years to complete CA final exam from the date of registration**
 - Number of attempts in passing CA Final/ Inter/ Foundation/ CPT**
 - Reservation, if any, (UR, OBC, EWS, SC, ST, PH) should be specified on the portal.
 - Bond, if any, (period and amount of Bond)
 - 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.icaai.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

- 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.
- 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.
- 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.

Highlights of Last 58th Campus Placement Programme (August-September 2023)

Particulars	Campus Placement Programme Aug-Sep, 2023
Total No. of Organisations participated	169
Number of jobs offered by the participating organizations	3395
Number of jobs accepted by the candidates	2385
Highest salary (cost to company) offered for Domestic Posting	INR 23.70 lakhs (per annum)
Highest salary (cost to company) offered for International Posting	INR 49.20 lakhs (per annum)

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. Mrinalini Biyani
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Committee for Members in Industry & Business (CMI&B)
The Institute of Chartered Accountants of India

(Set up by an Act of Parliament)

Tel. No.: (011) 30110450, 30110555 E-mail: campus@icai.in