

Invitation for Participation

Campus Placement Programme



**For Newly Qualified
Chartered Accountants**

February-March, 2021



Your search for
complete business
solution provider
ends here



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

Message



CA. Atul Kumar Gupta
President, ICAI



CA. Nihar Niranjan Jambusaria
Vice-President, ICAI



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Chairman, CMI&B of ICAI



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Vice-Chairman, CMI&B of ICAI

Being the regulator of profession of Chartered Accountancy in India, the Institute of Chartered Accountants of India (ICAI) has been playing an instrumental role in formulation of premier accounting standards and fostering education in the fields of accountancy and finance. Instilling the value system based on independence, integrity and excellence, the ICAI has been developing the students as highly competent and multi-faceted professionals.

In the present times, when the expectations from the Chartered Accountants have increased manifolds, the ICAI has been quite proactive in developing a comprehensive and skill- based curriculum, at par with the international standards. The same has equipped the Chartered Accountants with the capability to support and strengthen the organisations, they are associated with, in terms of strategic advice and solutions for growth.

ICAI, through its Committee for Members in Industry & Business (CMI&B), provides a platform, both to employing organizations and Newly Qualified Chartered Accountants to connect, interact and explore the possibility of mutually beneficial employment. The Campus Placement Programme provides an excellent opportunity to the recruiters whereby they can identify and select the individuals best suited for their organisations in accordance with the desired profiles.

It is heartening to note that the CMI&B of ICAI is all set to hold the 52nd edition of the Campus Placement Programme in Feb-March, 2021 across 19 centers in the country. We are sure that this Placement Programme would provide a rewarding opportunity to the participating organizations to interview and recruit the newly qualified CAs.

The esteemed organizations and CA firms are invited to join this Placement Programme for recruiting Newly Qualified CAs in their reputed organizations.

“We wish the participating organisations and the young CAs all the very best.”



About ICAI

The Institute of Chartered Accountants of India (ICAI), established 71 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 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 (NQCAs) 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 NQCAs together.

What ICAI can do for you?

- ◆ ICAI simply acts as a facilitator to bring the recruiter and NQCAs 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 NQCAs, 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.

Who can take part in ICAI Campus Placement Programme

Any corporation, 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, 2021.



Campus Interview Schedule

No.	Centre	Dates
1	Mumbai & New Delhi	4th, 5th, 6th, 8th, 9th & 10th March, 2021
2	Bengaluru	5th, 6th, 8th, 9th & 10th March, 2021
3	Chennai	6th, 8th, 9th, 10th & 11th March, 2021
4	Kolkata	8th, 9th, 10th, 11th & 12th March, 2021
5	Ahmedabad, Jaipur, Pune & Hyderabad	9th, 10th & 11th March, 2021
6	Durgapur, Ernakulam & Visakhapatnam	31st March, 2021
7	Kanpur	31st March & 1st April, 2021
8	Bhubaneswar, Chandigarh, Coimbatore, Indore, Noida & Thane	31st March & 1st April, 2021

Tariff for the Recruiting Entities*

Location		Fee per centre per day (INR)					
		Day Premier	Day 1	Day 2	Day 3	Day 4	Day 5
a.	Mumbai & New Delhi	4,20,000	3,50,000	2,45,000	1,40,000	70,000	20,000 (Last day for CA firms up to 10 partners)
b.	Bengaluru, Chennai & Kolkata	2,80,000	2,00,000	1,25,000	75,000	20,000 (Last day for CA firms up to 10 partners)	NA
c.	Ahmedabad, Hyderabad, Jaipur & Pune	NA	2,00,000	1,25,000	75,000	NA	NA
d.	Thane & Noida	NA	1,00,000	50,000	NA	NA	NA
e.	Bhubaneswar, Chandigarh, Coimbatore & Indore	NA	50,000	25,000	NA	NA	NA
f.	Kanpur	NA	25,000	20,000	NA	NA	NA
g.	Durgapur, Ernakulam & Visakhapatnam	NA	20,000	NA	NA	NA	NA
h.	Fee payable for holding written test prior to conduct of campus interviews	75,000 for Mumbai and New Delhi 50,000 for Bengaluru, Chennai and Kolkata 30,000 for Ahmedabad, Hyderabad, Jaipur and Pune 20,000 for other centres					
i.	Fee payable for conducting online psychometric test on the date of written test	10,000/- Per Centre					

* Plus GST @ 18%

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 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
Bengaluru, Chennai, Kolkata, Mumbai & New Delhi	Day Premier	Companies Paying CTC of INR 12 lakh per annum & above (INR) for domestic Posting or USD 60,000 per annum and above for International Posting to all the candidates.	Companies which want to recruit more than 20 candidates from all centres & paying CTC of more than INR 10 Lakh Per Annum to all the candidates.
	Day 1	Companies Paying CTC of INR 9 lakh per annum & above to all the candidates.	Companies which want to recruit more than 15 candidates from a centre & paying CTC of more than INR 8 lakh per annum to all the candidates.
	Day 2	Companies Paying CTC of INR 7 lakh per annum & above to all the candidates.	Companies which want to recruit more than 10 candidates from all centres & paying CTC of more than INR 6 lakh per annum to all the candidates.
	Day 3	Companies Paying CTC of INR 6 lakh per annum & above to all the candidates.	Companies which want to recruit 5 candidates from all centres & paying CTC of more than INR 5.5 lakh per annum to all the candidates.
	Day 4 and subsequent day	First come First Served Basis (Subject to fulfilling the minimum CTC criteria of paying INR 5.5 lakh)	
Ahmedabad, Hyderabad, Jaipur & Pune	Day 1	Companies Paying CTC of INR 6 lakh per annum & above to all the candidates	Companies which want to recruit more than 10 candidates from all centres & paying CTC of more than INR 5.5 lakh per annum to all the candidates
	Day 2 Onwards	First come First Served Basis (Subject to fulfilling the minimum CTC criteria of paying INR 5.5 lakh)	
Bhubaneswar, Chandigarh, Coimbatore, Durgapur, Ernakulam, Indore, Kanpur, Noida, Thane & Visakhapatnam		On First Come First Served Basis (Subject to fulfilling the minimum CTC criteria of paying INR 5.5 lakh by bigger centres and INR 4.5 lakh for smaller centres)	

Dates for registration, short listing, consent and Written Test/Psychometric Test (if any) giving

Sr. No.	Centre	Last Date for company Registration	Last Date of online short listing by Companies (1 st Round)	Online Consent giving by Candidates (1 st Round)	2 nd round online Short listing by Companies	Online Consent giving by Candidates (2 nd Round)	Written Test / Psychometric Test (if any)
1	Mumbai & New Delhi	16 th February, 2021	16 th -22 nd February, 2021	23 rd -25 th February, 2021	26 th -27 th February, 2021	28 th February, 2021	2 nd March, 2021
2	Bengaluru, Chennai & Kolkata	16 th February, 2021	16 th -22 nd February, 2021	23 rd -25 th February, 2021	26 th -27 th February, 2021	28 th February, 2021	3 rd March, 2021
3	Ahmedabad, Hyderabad, Jaipur & Pune	16 th February, 2021	16 th -22 nd February, 2021	23 rd -25 th February, 2021	26 th -27 th February, 2021	28 th February, 2021	5 th March, 2021
4	Durgapur, Ernakulam, Kanpur & Visakhapatnam	15 th March, 2021	18 th -23 rd March, 2021	24 th March, 2021	25 th March, 2021	26 th March, 2021	On the day of Interview
5	Bhubaneswar, Chandigarh, Coimbatore, Indore, Noida & Thane	15 th March, 2021	18 th -23 rd March, 2021	24 th March, 2021	25 th March, 2021	26 th March, 2021	30 th March, 2021

Notes : 1. Sharing of database for Companies registered at S. No. 1, 2 & 3 centres begins on **16th February, 2021**

2. Sharing of database for Companies registered at S. No. 4 & 5 centres begins on **18th March, 2021**

Indicative Guidelines and Procedure for Registration

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

Step 1.1:

- A) Visit <http://cmib.icai.org/>
- B) Under the head "Company" first fill up the form as a New User and then proceed to some preliminary details and create a User Name and Password (If already registered may use the same User Name and Password to login)
- C) Login as a Registered User.
- D) 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.

STEP 2: STEPS FOR GETTING ACCESS TO DATABASE FOR SHORT LISTING OF CANDIDATES



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 given 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 by the CMI&B Secretariat 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:-** Companies shall short list the candidates in two rounds. After the first round of short listing, companies can see the database of the candidates who have not been shortlisted and shortlist the remaining Candidates in the second round.
- c. **Online Shortlisting:-** Companies shall 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 companies have to submit their shortlists and the schedule of the interviews are also available on <http://cmib.icai.org/>.

6. LIMIT ON SHORTLISTING

- ◆ Shortlisting by individual recruiting entities should be restricted to **maximum 10 times** of the number of vacancies declared to be filled up from a particular Campus Placement Programme centre
- ◆ Candidates shall also be able to view the shortlists online.
- ◆ A candidate can select **only four (4)** recruiting entity irrespective of the number of recruiting entities shortlisted them.

7. INFRASTRUCTURE AND OTHER FACILITIES

- ◆ **Timing:-** The timing for the Interviews at all days shall be from **9:00 A.M. to 6:00 P.M.**
- ◆ Interviews will be conducted through virtual mode by the platform convenient to the participating organization as per the roster prepared by ICAI.
- ◆ Link for attending virtual interview will be shared by ICAI to all consented candidate on their registered e-mail id. Subject to Government guidelines, safety protocols and feasibility, interviews might be organized by physical mode too.

* 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/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 centres should specifically mention the name and contact details of respective recruiting official.
- ◆ Declared vacancies should be mentioned centrewise 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 would 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 'Y' 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.
- ◆ **Importantly, Declared vacancy to be filled up in full and in the event of not doing so, justifiable reasons should be furnished.**

◆ Recruiting entity is requested to **intimate well in advance (4 days prior to interview)** information regarding number of panels coming for G.D. / interview so as help us in slot allocation and hassle free process on the scheduled date of interview.

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

8. ISSUANCE OF OFFER LETTER TO SUCCESSFUL CANDIDATES

Recruiting entities are requested to **upload result (offer)** in their login **on the same day of interview**. The same can be accepted by the candidates through their login after submitting the on-line declaration form.

Candidates will be accepting offer letter of organizations or submit the on declaration form of ICAI only after all the interviews, for which he/she has consented, were over.

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

Membership is must to use the two symbolic letters- 'CA' that signify a symbol of trust. Specifically, Disciplinary action can be initiated against any newly recruit, in the event of any wrong doing, only if his/her name figured in the register of ICAI membership on the date of such commission. So, to avail benefit of the robust Disciplinary mechanism of ICAI, the recruiting entities must persuade the newly recruits, to have their names registered in the membership list of ICAI.

Note: There would be no-Pre-Placement talk; hence remains the above arrangement.

Highlights of Campus Placement Programme held in February-March, 2020

Particulars	Campus placement Programme Feb-Mar, 2020
Number of candidates registered	9272
Number of jobs offered by the participating companies	2950
Number of jobs accepted by the candidates	2392
Highest salary (cost to company) offered for domestic posting	INR 23.28 Lakh (per annum)
Average salary (cost to company)	INR 8.91 Lakh (per annum)

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

• Accenture Solutions Pvt. Ltd.	• Flipkart Internet Pvt Ltd.	• ONGC Limited
• ACHINTYA SECURITIES PRIVATE LIMITED	• FUTURES FIRST INFO SERVICES PVT. LTD.	• Paytm
• AIG	• Gail (India) Limited	• Philips India Pvt Ltd
• Air Asia(India) Limited	• Genpact India Pvt Ltd.	• Raam Group
• AMBUJA CEMENTS LIMITED	• Glenmark Pharmaceuticals Ltd.	• Ramco Systems Ltd
• APEX FUND SERVICES LLP	• GlobalSpace Technologies Limited	• Ramky Enviro Engineers Limited
• Applied Solar Technologies	• Goldman Sachs Private Limited	• Randstad India Pvt Ltd
• ATC Telecom Infrastructure Private Limited	• HCL Technologies Ltd.	• RASHTRIYA ISPAT NIGAM LIMITED
• AU SMALL FINANCE BANK	• Hero MotoCorp	• Reliance Industries Ltd
• Avery Dennison (India) Pvt Ltd	• Hiveloop Technology Pvt. Ltd.	• SHELL INDIA MARKETS PVT. LTD.
• Axis Bank Ltd.	• ICAI, CMIB	• Tata Advanced Systems
• BA Continuum India Pvt	• ICICI Bank Ltd	• Tata Aia Life Insurance co Limited
• Bajaj Auto Limited	• ICICI Lombard General Insurance Company Ltd	• TATA AUTOCOMP SYSTEMS LTD
• Bank Of Baroda	• INDIAN OIL CORPORATION LIMITED	• TATA CAPITAL LIMITED
• Barclays Global Service Centre Private Limited	• Infosys Ltd.	• Tata Consultancy Services Ltd.
• BHARAT ELECTRONICS LIMITED	• ITC Limited	• Tata Power Company Ltd.
• BHARAT PETROLEUM CORPN. LIMITED	• ITI LIMITED, REGD & CORPORATE OFFICE	• Tata Steel LTD.
• Birla Precision Technologies Limited	• JCB India Limited	• The Indian Hotels Company Limited
• Blue Star Limited	• Jindal Poly Films Limited	• The Karur Vysya Bank Ltd
• BRITANNIA INDUSTRIES LTD	• KESORAM INDUSTRIES LIMITED	• Titan Company Limited
• Capgemini Technology Services Limited	• Kotak Mahindra Life Insurance Company Ltd.	• TVS Electronics Limited
• Capita	• L&T	• Utkarsh Small Finance Bank Ltd.
• Cipla Ltd.	• MARLABS INNOVATIONS PRIVATE LIMITED.	• ValueLabs
• Consero Solutions India Private Limited	• Myntra Jabong India Pvt Ltd	• Varroc Engineering Limited
• Coromandel International Limited	• Nalsoft Private Limited	• VEDANTA RESOURCES PVT LTD
• Crompton Greaves Consumer Electricals Limited	• NATIONAL BUILDINGS CONSTRUCTION CORPORATION LIMITED	• VISA STEEL LTD
• Cube Highways and Transportation Assets Advisors Pvt. Ltd.	• NAV Fund Administration Group	• VKC Group Division 1 (M/s U4ic International Pvt Ltd)
• Deutsche CIB Centre Private Limited	• NGL FINE-CHEM LIMITED	• Whirlpool of India Ltd.
• DXC Technology	• NTT DATA Information Processing Services Private Limited	• Wipro Ltd.
• Emaar India	• Nuvoco Vistas Corp Ltd.	• YES BANK Limited
• Firstsource Solutions Limited	• Olam Information Services Pvt Ltd	• Zee Entertainment Enterprise Limited

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.

**Members of the Twenty Fourth Council
2019-20 to 2021-22**

CA. Atul Kumar Gupta, *President, ICAI*
CA. Nihar Niranjan Jambusaria, *Vice-President, ICAI*
CA. Aniket Sunil Talati
CA. Anil Satyanarayan Bhandari
CA. Anuj Goyal
CA. Babu Abraham Kallivayalil
CA. Chandrashekhar Vasant Chitale
CA. Charanjot Singh Nanda
CA. Dayaniwas Sharma
CA. (Dr.) Debashis Mitra
CA. Dheeraj Kumar Khandelwal
CA. Durgesh Kabra
CA. G. Sekar
CA. Hans Raj Chugh
CA. Jay Chhaira
CA. Kemisha Soni
CA. M. P. Vijay Kumar
CA. Manu Agrawal
CA. Nandkishore Chidamber Hegde
CA. Prakash Sharma
CA. Pramod Jain
CA. Pramod Kumar Boob

CA. Prasanna Kumar D.
CA. Prafulla Premsookh Chhajed
CA. Rajendra Kumar P.
CA. Rajesh Sharma
CA. Ranjeet Kumar Agarwal
CA. Sanjeev Kumar Singhal
CA. Satish Kumar Gupta
CA. Shriniwas Yeshwant Joshi
CA. Sushil Kumar Goyal
CA. Tarun Jamnadas Ghia

Nominated Members

Shri Anurag Agarwal
Shri Gyaneshwar Kumar Singh
Ms. Ritika Bhatia
Dr. Ravi Gupta
Shri Sunil Kanoria
Shri Chandra Wadhwa
Dr. P. C. Jain
Shri Vijay Kumar Jhalani

ICAI Motto

य एष सुप्तेषु जागर्ति कामं कामं पुरुषो निर्ममाणः।
तदेव शुक्रं तद् ब्रह्म तदेवामृतमुच्यते।
तस्मिंल्लोकाः श्रिताः सर्वे तद् नात्येति कश्चन। एतद् वै तत् ॥
Ya esa suptesu jagarti kamam kamam Puruso nirmimanah |
Tadeva sukram tad brahma tadevamrtamucyate |
Tasminlokah sritah sarve tadu natyeti Kascan | etad vai tat ||

(That person who is awake in those that sleep, shaping desire after desire, that, indeed, is the pure.
That is Brahman, that, indeed, is called the immortal. In it all the worlds rest and no one ever goes beyond it.

This, verily, is that, kamam kamam : desire after desire, really objects of desire.
Even dream objects like objects of waking consciousness are due to the Supreme Person.

Even dream consciousness is a proof of the existence of the self.
No one ever goes beyond it : cf. Eckhart : 'On reaching God all progress ends.'

Source : Kathopanishad



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