

Invitation For
Participation

For Newly Qualified Chartered Accountants



Your
search
for complete
business solution
provider
ends here

Campus Placement Programme

February-March, 2019



Organised By

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) 30110526/548/555/430 | E-mail: campus@icai.in

Message

In a dynamic and challenging business environment, Chartered Accountants are looked upon as Complete Business Solution Providers. The Chartered Accountants with their knowledge and skills help the organisations in managing their affairs in line with the latest regulations and procedures thereby contributing to the economic growth of the nation.

The Institute of Chartered Accountants of India (ICAI) through its Committee for Members in Industry & Business (CMI&B) provides an opportunity to aspiring and young Chartered Accountants to meet reputed organisations and explore the possibility of taking up positions in industry. It acts as an enabling channel to connect the newly qualified Chartered Accountants and the recruiters on a common platform. We are pleased to note that the CMI&B of ICAI is organising the 49th edition of the Campus Placement Programme at 17 centres across the country during February-March, 2019 and the entire process is system driven.

Besides maintaining strong and healthy relationship with business and industrial houses, placement of newly qualified Chartered Accountants remain the prime focus of CMI&B of ICAI. As a measure to develop employment opportunities for newly qualified CAs, CMI&B has been successfully organising Campus Placement programme twice every year.

We are sure that this Placement Programme would provide an unparalleled opportunity to the participating organisations to interview and employ the newly qualified CAs as per requirements. We welcome esteemed organisations and CA firms to join this Placement Programme for recruiting best talent in their reputed organisations.

We wish the participating companies and the young CAs all the very best.



CA. Naveen N. D. Gupta
President, ICAI



CA. Prafulla Preme Sukh Chhajed
Vice-President, ICAI



CA. Dhiraj Kumar Khandelwal
Chairman, CMI&B



CA. Rajesh Sharma
Vice-Chairman, CMI&B

Brief about ICAI

The Institute of Chartered Accountants of India (ICAI), established 70 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 an extended arm. In short, Independence, Integrity and excellence remain the core values of ICAI. ICAI enjoys the privilege of being the founder members 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.



Objective 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 organisations looking to hire the best available talents to fulfil their Human Resource requirement. ICAI simply acts as a facilitator to bring the recruiter and NQCs 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 NQCs, peruse the particulars of a huge pool of promising professionals and recruit the suitable one 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 centres across the country during February-March, 2019.



Campus Interview Schedule

No.	Centre	Dates
1.	Mumbai & New Delhi	5 th , 6 th , 7 th , 8 th & 9 th March, 2019
2.	Bangalore	6 th , 7 th , 8 th & 9 th March, 2019
3.	Chennai	7 th , 8 th , 9 th & 11 th March, 2019
4.	Kolkata	8 th , 9 th , 11 th & 12 th March, 2019
5.	Ahmedabad, Jaipur, Pune & Hyderabad	11 th , 12 th & 13 th March, 2019
6.	Durgapur & Ernakulam	28 th March, 2019
7.	Bhubaneswar, Chandigarh, Coimbatore, Indore, Kanpur & Thane	29 th & 30 th March, 2019

Note:
Campus for CA Firms having upto ten partners will be held on the last day of interview at respective centre. For further details recruiters may write at campus@icai.in or contact to Ms. Shalini at 011-30110526/548/555/430.

Tariff for the Recruiting Entities*

Location		Fee per centre per day (INR)				
		Day Premier	Day 1	Day 2	Day 3	Day 4
a.	Mumbai & New Delhi	6,00,000	5,00,000	3,50,000	2,00,000	1,00,000
b.	Bengaluru, Chennai & Kolkata	4,00,000	2,00,000	1,50,000	1,00,000	NA
c.	Ahmedabad, Hyderabad, Jaipur & Pune	NA	2,00,000	1,25,000	75,000	NA
d.	Thane	NA	1,00,000	50,000	NA	
e.	Bhubaneswar, Chandigarh, Coimbatore & Indore	NA	50,000	25,000		
f.	Kanpur	NA	25,000	20,000		
g.	Durgapur & Ernakulam	NA	20,000	NA		
h.	Fee payable for holding written test prior to conduct of campus interviews	75,000 for Mumbai and New Delhi 50,000 for Bangalore, 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	25,000/- Per Centre				

*Plus GST @ 18%

Note:
The recruiting entities participating at one or more bigger centres comprising of one or more smaller centre would be given concession for participation at the smaller centre which will be @10 % of the participation fees, at second smaller centre onwards, at the minimum fee payable.

Mode of payment

Participation fee may be paid either online at <https://easypay.axisbank.co.in/easyPay/makePayment?mid=MzUxNDY%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 Rs. 9 lacs 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 Rs. 8 lacs per annum to all the candidates.
	Day 1	Companies Paying CTC of Rs. 7 lacs per annum & above to all the candidates.	Companies which want to recruit more than 15 candidates from a centre & paying CTC of more than Rs. 6 lacs per annum to all the candidates.
	Day 2	Companies Paying CTC of Rs. 6 lacs per annum & above to all the candidates.	Companies which want to recruit more than 10 candidates from all centres & paying CTC of more than Rs. 5 lacs per annum to all the candidates.
	Day 3	Companies Paying CTC of Rs. 5 lacs per annum & above to all the candidates.	Companies which want to recruit 5 candidates from all centres & paying CTC of more than Rs. 4.5 lacs per annum to all the candidates.
	Day 4	First come First Served Basis (Subject to fulfilling the minimum CTC criteria of paying Rs 4.5 lacs)	
Ahmedabad, Hyderabad, Jaipur & Pune	Day 1	Companies Paying CTC of Rs. 5 lacs per annum & above to all the candidates	Companies which want to recruit more than 10 candidates from all centres & paying CTC of more than Rs. 4.5 lacs per annum to all the candidates
	Day 2 Onwards	First come First Served Basis (Subject to fulfilling the minimum CTC criteria of paying Rs 4.5 lacs)	
Bhubaneswar, Chandigarh, Coimbatore, Durgapur, Ernakulam, Indore, Kanpur & Thane		On First Come First Served Basis (Subject to fulfilling the minimum CTC criteria of paying Rs. 4.5 lacs)	

Note: Definition of CTC is given at <https://cmib.icaai.org> .

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

S.No.	Centre	Last date for company Registration	Last date of online short listing by Companies (1st Round)	Online Consent given by Candidates (1st Round)	2nd round online short listing by Companies	Online Consent given by Candidates (2nd Round)	Written Test / Psychometric Test (if any)	Pre-Placement Talk (PPT)
1.	Mumbai	12th February, 2019	13th - 18th February, 2019	19th - 21st February, 2019	22nd February, 2019	23rd February, 2019	1st March, 2019	28th February, 2019
2.	New Delhi	12th February, 2019	13th - 18th February, 2019	19th - 21st February, 2019	22nd February, 2019	23rd February, 2019	28th February, 2019	27th February, 2019
3.	Bangalore & Chennai	12th February, 2019	13th - 18th February, 2019	19th - 21st February, 2019	22nd February, 2019	23rd February, 2019	5th March, 2019	4th March, 2019
4.	Kolkata	12th February, 2019	13th - 18th February, 2019	19th - 21st February, 2019	22nd February, 2019	23rd February, 2019	6th March, 2019	5th March, 2019
5.	Ahmedabad, Jaipur, Pune & Hyderabad	12th February, 2019	13th - 18th February, 2019	19th - 21st February, 2019	22nd February, 2019	23rd February, 2019	9th March, 2019	8th March, 2019
6.	Durgapur, Ernakulam & Kanpur	15th March, 2019	18th - 22nd March, 2019	23rd March, 2019	25th March, 2019	26th March, 2019	On the day of Interview	NO PPT
7.	Bhubaneswar, Chandigarh, Coimbatore, Indore & Thane	15th March, 2019	18th - 22nd March, 2019	23rd March, 2019	25th March, 2019	26th March, 2019	28th March, 2019	NO PPT

Notes: 1. Sharing of database for Companies registered at S. Nos. 1, 2, 3, 4 & 5 centres begins on 13th February, 2019
2. Sharing of database for Companies registered at S. Nos. 6 & 7 centres begins on 18th March, 2019

* Please specifically mention in the portal if Group Discussion (GD) would be required.

Indicative Guidelines And Procedure For Registration

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

Step 1.1

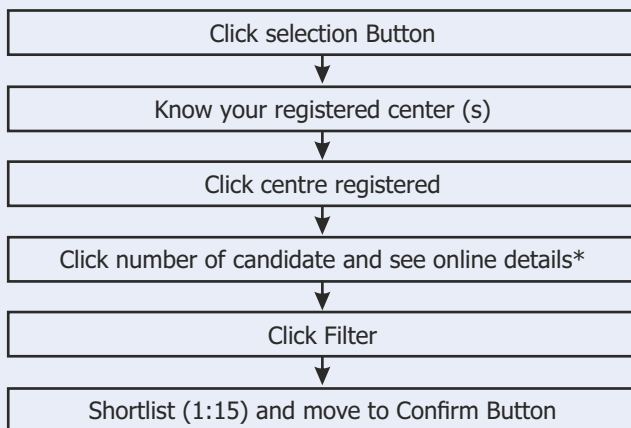
- Visit <https://cmib.icai.org>.
- Under the head "Company" first fill up the form as a New User and then proceed to some preliminary details and create a User Name and Password (if already registered may use the same User Name and Password to login)
- Login as a Registered User.
- Click on Campus Interview 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 online.

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.

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 (1:15) 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 was must
 - Number of years to complete CA final exam from the date of registration
 - Number of attempts in passing CA Final/inter/CPT
 - Reservation, if any, (UR, OBC, 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 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.**

4. SHORTLISTING PROCESS

- 1. Sharing of Database only on payment of Participation Fees:** Automatic Access to the database of the candidates will be available in the system to companies who have already paid the participation fee on stipulated date. No refund of fees would be made in case a recruiting entity withdraws after confirming the participation and having access to database.
- 2. Short listing 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.
- 3. Online short listing:** - Companies shall mark the shortlist of the candidates online within the last date of short listing at the respective centres.

Note: The various dates by which the companies have to submit their shortlists and the schedule of the interviews are also available on <https://cmib.icai.org>.

5. LIMIT ON SHORT LISTING

- Short listing by individual recruiting entities should be restricted to maximum **15 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.



6. INFRASTRUCTURE AND OTHER FACILITIES

- **Timing:** The timing for the Interviews at all days shall be from **10 A.M. to 5 P.M.** (In the event of exigencies it may be extended up to 6 P.M., subject to other constraints). To conduct Group Discussion (GD), organizations need to come early as only one hour (9 A.M. to 10 A.M.) is allotted for the same. To conduct written test through computer, organisations need to confirm early or specify in the portal.
- The recruiting entity will be provided one room only for conducting the interview process. For requirement of any extra room, the recruiting entity should inform well in advance to ICAI and payment for the same will be borne by that recruiting entity. In case, any stay arrangement is required, ICAI would be informed before-hand and actual amount spent for the same will be borne by the recruiting entity.
- ICAI shall provide breakfast, lunch and evening tea to all the representatives of the recruiting entities. For extra item(s) the recruiting entity to pay the bill.

7. ISSUE OF OFFER LETTER TO SUCCESSFUL CANDIDATES

Candidates will be accepting offer letter of organisations or sign the Declaration form of ICAI only after all the interviews, for which he/she has consented, were over.



8. 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, organisation 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 standardised format, available at <https://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 interview of respective entities.

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 new recruits, to have their names registered in the membership list of ICAI.

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

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

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|--|---|--|
| <ul style="list-style-type: none">• Accenture Solutions Pvt. Ltd.• Aditya Birla Sun Life Insurance Co. Ltd.• Ariston Thermo India Pvt. Ltd.• Arvind Lifestyle Brands Ltd.• Ashok Leyland Ltd.• Axis Bank Ltd.• Bajaj Allianz Life Insurance Co Ltd.• Barclays Global Service Centre Pvt. Ltd.• Bharat Electronics Ltd.• Bharat Petroleum Corporation Ltd.• Bundl Technologies Private Ltd.• Capgemini Business Services• Capital First Ltd.• Catalytic Solution And Management Services Pvt. Ltd.• Caterpillar India Pvt. Ltd.• Craftsman Automation Ltd.• Dell International Services India Pvt. Ltd.• Eisneramper India Consultants Pvt. Ltd.• ETG Group• Evolutionary Systems Private Ltd.• Exide Life Insurance Company Ltd.• Futures First Info Services Pvt. Ltd.• Galaxy Surfactants Ltd.• Genpact India Pvt. Ltd.• Glenmark Pharmaceuticals Ltd.• GlobeOP Financial Services Technologies (india) Pvt. Ltd.• HCL Technologies Ltd.• Hero Motocorp Ltd.• Hindalco Industries Ltd. | <ul style="list-style-type: none">• Hindustan Coca Cola Beverages Pvt. Ltd.• Home Credit India• ICICI Lomabard• Indian Oil Corporation Ltd.• Indraprastha Gas Ltd. (IGL)• Infosys Ltd.• Injectoplast Pvt. Ltd.• ITC Ltd.• John Deere India Private Ltd.• JSW Energy Ltd.• KRIBHCO Fertilizers Ltd.• L&T• LIC Housing Finance Ltd.• Lohia Corp Ltd.• Loyal Textile Mills Ltd.• Macquarie Global Services• Marlabs Software Private Ltd.• Maruti Suzuki India Ltd.• Matix Fertilisers And Chemicals Ltd.• Mecon Ltd.• Muthoot Finance Ltd.• National Buildings Construction Corporation Ltd.• Netrika Consulting India Pvt. Ltd.• NLC India Ltd.• NMDC• NTT Data Information Processing Services Pvt. Ltd.• Odisha Livelihoods Mission• ONGC Ltd.• Oravel Stays Pvt. Ltd. | <ul style="list-style-type: none">• Prism Johnson Ltd.• PTC Industries Ltd.• Quess Corp.• Reliance Industries Ltd.• Saint Gobain India Private Ltd.• Sasken Technologies Ltd.• Shell India Markets Pvt. Ltd.• Spark Minda, Ashok Minda Group• Star Union Dai-ichi Life Insurance• Tata Communications Ltd.• Tata Consultancy Services Ltd.• Tata International Ltd.• Tata Motors Ltd.• Tata Projects• Tata Steel Ltd.• Telesia Networks Pvt. Ltd.• Tesco Bengaluru• The Catholic Syrian Bank Ltd.• The Federal Bank Ltd.• The Indian Hotels Company Ltd.• The Karur Vysya Bank Ltd.• The KCP Ltd.• Tolaram Group• Torrent Power Ltd.• TVS Motor Company Ltd.• US Technology International Pvt. Ltd.• Vedanta Resources Pvt. Ltd.• Visa Steel Ltd.• Wealthtree Advisors Pvt. Ltd./Mycfo• Wipro Ltd.• Zensar Technologies Ltd. |
|--|---|--|

**Members of the Twenty Third Council
2016-17 to 2018-19**

- | | |
|--|----------------------------|
| CA. Naveen N. D. Gupta, President | CA. M. P. Vijay Kumar |
| CA. Prafulla Premasukh Chhajed, Vice President | CA. G. Sekar |
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| CA. Anil Satyanarayan Bhandari | CA. Debashis Mitra |
| CA. Jay Chhaira | CA. Manu Agrawal |
| CA. Nihar Niranjana Jambusaria | CA. Mukesh Singh Kushwah |
| CA. Mangesh Pandurang Kinare | CA. Kemisha Soni |
| CA. Shiwaji Bhikaji Zaware | CA. Shyam Lal Agarwal |
| CA. Tarun Jamnadas Ghia | CA. Prakash Sharma |
| CA. Nandkishore Chidamber Hegde | CA. Atul Kumar Gupta |
| CA. Dhinal Ashvinbhai Shah | CA. Vijay Kumar Gupta |
| CA. Madhukar Narayan Hiregange | CA. Sanjay Agarwal |
| CA. Babu Abraham Kallivayalil | CA. Sanjiv Kumar Chaudhary |
| CA. M. Devaraja Reddy | CA. Sanjay Vasudeva |

Nominated Members

- | | |
|-------------------------------|--------------------------|
| Shri K. V. R. Murty, IDAS | Shri Sunil Kanoria |
| Shri Sudhanshu Pandey, IAS | Shri Chandra Wadhwa |
| Shri Vithayathil Kurian, IAAS | Dr. P. C. Jain |
| Dr. Ravi Gupta | Shri Vijay Kumar Jhalani |

ICAI Motto

य एष सुप्तेषु जागर्ति कामं कामं पुरुषो निर्मिमाणः।
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 |
Tasminloka 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 walking 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

Organised By:



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