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)
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.

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.

Objectives of CMI&B

“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.

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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

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

Tariff for the Recruiting Entities*

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

* Plus GST @ 18%

Mode of payment

Participation fee may be paid either online at https://easypay.axisbank.co.in/easyPay/makePayment?mid=NDizN%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. 07AAAT7798M1ZL
## Norms for Allotment of Day Slots

<table>
<thead>
<tr>
<th>Centre</th>
<th>Priority 1</th>
<th>Priority 2</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bengaluru, Chennai, Kolkata, Mumbai &amp; New Delhi</td>
<td>Companies Paying CTC of INR 12 lakh per annum &amp; above (INR) for domestic Posting or USD 60,000 per annum and above for International Posting to all the candidates.</td>
<td>Companies which want to recruit more than 20 candidates from all centres &amp; paying CTC of more than INR 10 Lakh Per Annum to all the candidates.</td>
</tr>
<tr>
<td>Day Premier</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Day 1</td>
<td>Companies Paying CTC of INR 9 lakh per annum &amp; above to all the candidates.</td>
<td>Companies which want to recruit more than 15 candidates from a centre &amp; paying CTC of more than INR 8 lakh per annum to all the candidates.</td>
</tr>
<tr>
<td>Day 2</td>
<td>Companies Paying CTC of INR 7 lakh per annum &amp; above to all the candidates.</td>
<td>Companies which want to recruit more than 10 candidates from all centres &amp; paying CTC of more than INR 6 lakh per annum to all the candidates.</td>
</tr>
<tr>
<td>Day 3</td>
<td>Companies Paying CTC of INR 6 lakh per annum &amp; above to all the candidates.</td>
<td>Companies which want to recruit 5 candidates from all centres &amp; paying CTC of more than INR 5.5 lakh per annum to all the candidates.</td>
</tr>
<tr>
<td>Day 4 and subsequent day</td>
<td>First come First Served Basis (Subject to fulfilling the minimum CTC criteria of paying INR 5.5 lakh)</td>
<td></td>
</tr>
<tr>
<td>Ahmedabad, Hyderabad, Jaipur &amp; Pune</td>
<td>Companies Paying CTC of INR 6 lakh per annum &amp; above to all the candidates</td>
<td>Companies which want to recruit more than 10 candidates from all centres &amp; paying CTC of more than INR 5.5 lakh per annum to all the candidates.</td>
</tr>
<tr>
<td>Day 1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Day 2 Onwards</td>
<td>First come First Served Basis (Subject to fulfilling the minimum CTC criteria of paying INR 5.5 lakh)</td>
<td></td>
</tr>
<tr>
<td>Bhubaneswar, Chandigarh, Coimbatore, Durgapur, Ernakulam, Indore, Kanpur, Noida, Thane &amp; Visakhapatnam</td>
<td>Day 1 Companies Paying CTC of INR 6 lakh per annum &amp; above to all the candidates</td>
<td>Companies which want to recruit more than 10 candidates from all centres &amp; paying CTC of more than INR 6.5 lakh per annum to all the candidates.</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Sr. No.</th>
<th>Centre</th>
<th>Last Date for company Registration</th>
<th>Last Date of online short listing by Companies (1st Round)</th>
<th>Online Consent giving by Candidates (1st Round)</th>
<th>2nd round online Short listing by Companies</th>
<th>Online Consent giving by Candidates (2nd Round)</th>
<th>Written Test / Psychometric Test (if any)</th>
</tr>
</thead>
</table>

**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.
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.

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

- Click selection Button
- Know your registered center(s)
- Click centre registered
- Click number of candidate and see Online details*
- Click Filter
- Shortlist (1:10) and move to Confirm Button

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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.

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**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.

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**Indicative Guidelines and Procedure for Registration**

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

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

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

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

Disclaimer: The CM&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.
### Kathopanishad

- 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

### Organised By:

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

The Institute of Chartered Accountants of India  
(Set up by an Act of Parliament)

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