

Invitation for Participation

Campus Placement Programme

For Newly Qualified Chartered Accountants

September-October, 2019

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. Prafulla P. Chhajed
President, ICAI



CA. Atul Kumar Gupta
Vice-President, ICAI



CA. Anil Satyanarayan Bhandari
Chairman, CMI&B of ICAI



CA. Hans Raj Chugh
Vice-Chairman, CMI&B of ICAI

The Institute of Chartered Accountants of India (ICAI), apart from regulating the profession of Chartered Accountants of India, 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 mandatory requirement of 3 years training has its own benefits. 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 50th edition of the Campus Placement Programme in September-October, 2019 across 18 centers in the country. We are sure that this Placement Programme would provide an unparalleled opportunity to the participating organizations 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.”



About ICAI

- ◆ Statutory body set up under an Act of Parliament.
- ◆ Celebrated its Platinum Jubilee in July 2019.
- ◆ Encompasses the role of standard setter, regulator and developer of accountancy profession in India.
- ◆ One amongst largest accounting bodies in the world.
- ◆ Founder member of International Federation of Accountants (IFAC), South Asia Federation of Accountants (SAFA) and Confederation of Asia Pacific Accountants (CAPA).
- ◆ Presence through 5 Regional offices, 164 branches in India and 34 Chapters abroad.
- ◆ Over 2,90,000 members and 8,00,000 students across the globe.
- ◆ Core Values – Independence, Integrity and Excellence.

Objectives of CMI&B

- ◆ Maintaining strong and spontaneous relationship with the industry and other business houses.
- ◆ 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 requirements.

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 ?

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 September-October, 2019.



Campus Interview Schedule

No.	Centre	Dates
1.	Mumbai & New Delhi	19 th , 20 th , 21 st , 23 rd , 24 th , 25 th , 26 th & 27 th September, 2019
3.	Chennai	20 th , 21 st , 23 rd , 24 th , 25 th , 26 th & 27 th September, 2019
4.	Kolkata	21 st , 23 rd , 24 th , 25 th , 26 th , 27 th & 28 th September, 2019
5.	Bengaluru	23 rd , 24 th , 25 th , 26 th , 27 th , 28 th & 29 th September, 2019
6.	Ahmedabad, Hyderabad, Jaipur & Pune	25 th , 26 th , 27 th , 28 th & 30 th September, 2019
7.	Durgapur & Ernakulam	22 nd October, 2019
8.	Bhubaneswar, Chandigarh, Coimbatore, Indore & Kanpur	24 th & 25 th October, 2019
9.	Thane & Noida	24 th & 25 th October, 2019

Tariff for the Recruiting Entities*

Location		Fee per centre per day (INR)							
		Day Premier	Day 1	Day 2	Day 3	Day 4	Day 5	Day 6	Day 7
a.	Mumbai & New Delhi	4,20,000	3,50,000	2,45,000	1,40,000	70,000	70,000	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	70,000	70,000	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	70,000	70,000	NA	
d.	Thane & Noida	NA	1,00,000	50,000	NA				
e.	Bhubaneswar, Chandigarh, Coimbatore & Indore	NA	50,000	25,000	NA				
f.	Kanpur	NA	25,000	20,000	NA				
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 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=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 ₹ 15 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 5 candidates from all centres & paying CTC of more than ₹ 12 lakh per annum to all the candidates.
	Day 1	Companies Paying CTC of ₹ 8 lakh per annum & above to all the candidates.	Companies which want to recruit more than 10 candidates from centre & paying CTC of more than ₹ 7 lakh per annum to all the candidates.
	Day 2 & Day 3	Companies Paying CTC of ₹ 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 ₹ 6 lakh per annum to all the candidates.
	Day 4	Companies Paying CTC of ₹ 6 lakh per annum & above to all the candidates.	Companies which want to recruit 5 candidates from all centres & paying CTC of more than ₹ 5.5 lakh per annum to all the candidates.
	Subsequent days	First come First Served Basis (Subject to fulfilling the minimum CTC criteria of paying ₹ 5.5 lakh)	
Ahmedabad, Hyderabad, Jaipur & Pune	Day 1	Companies Paying CTC of ₹ 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 ₹ 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 ₹ 5.5 lakh)	
Bhubaneswar, Chandigarh, Coimbatore, Durgapur, Ernakulam, Indore, Kanpur, Noida & Thane	On First Come First Served Basis (Subject to fulfilling the minimum CTC criteria of paying ₹ 5.5 lakh)		

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)	2nd round online Shortlisting by Companies	Online Consent giving by Candidates (2 nd Round)	Written Test / Psychometric Test (if any)
1.	Mumbai & New Delhi	20 th August, 2019	6 th September, 2019	7 th to 10 th September, 2019	11 th September, 2019	12 th September, 2019	16 th September, 2019
2.	Chennai	20 th August, 2019	6 th September, 2019	7 th to 10 th September, 2019	11 th September, 2019	12 th September, 2019	17 th September, 2019
3.	Bengaluru	20 th August, 2019	6 th September, 2019	7 th to 10 th September, 2019	11 th September, 2019	12 th September, 2019	18 th September, 2019
4.	Kolkata	20 th August, 2019	6 th September, 2019	7 th to 10 th September, 2019	11 th September, 2019	12 th September, 2019	19 th September, 2019
5.	Ahmedabad, Hyderabad, Jaipur & Pune	20 th August, 2019	6 th September, 2019	7 th to 10 th September, 2019	11 th September, 2019	12 th September, 2019	20 th September, 2019
6.	Durgapur, Ernakulam & Kanpur	30 th September, 2019	16 th October, 2019	17 th October, 2019	18 th October, 2019	19 th October, 2019	On the day of Interview
7.	Bhubaneswar, Chandigarh, Coimbatore, Indore, Noida & Thane	30 th September, 2019	16 th October, 2019	17 th October, 2019	18 th October, 2019	19 th October, 2019	22 nd October, 2019

- Notes:
1. Sharing of database for Companies registered at S. No. 1, 2, 3, 4 & 5 centres begins on **29th August, 2019**
 2. Sharing of database for Companies registered at S No. 6 & 7 centres begins on **10th October, 2019**
 3. Please specifically mention in the portal if Group Discussion would be required while registering.

Indicative Guidelines and Procedure for Registration

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

Step 1.1:

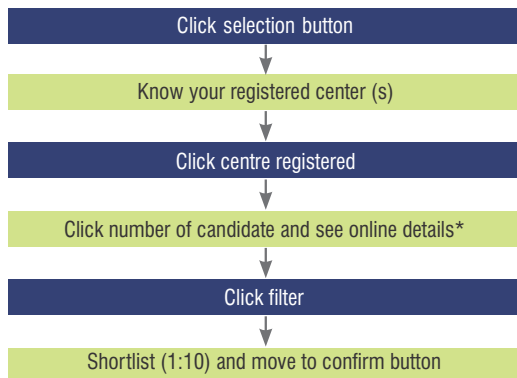
- Visit <http://cmib.icai.org/>
- Under the head "Company" first fill up the form as a New User and then proceed to some preliminary details and create a User Name and Password (If already registered may use the same User Name and Password to login)
- Login as a Registered User.
- Click on Campus Interview 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 shortlisting 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 SHORTLISTING 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 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 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.
- Shortlisting in Two Rounds:-** Companies shall short list the candidates in two rounds. After the first round of shortlisting, companies can see the database of the candidates who have not been shortlisted for and shortlist the remaining Candidates in the second round.
- Online Shortlisting:-** 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 <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 **10:00 A.M. to 6:00 P.M.** (In the event of exigencies it may be extended up to 7:00 P.M., subject to other constraints). To conduct Group Discussion (GD), organizations need to come early as only one hour (9:00 A.M. to 10:00 A.M.) is allotted for the same. To conduct written test through computer, organizations 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.

* 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 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 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.**

- ◆ 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.
- ◆ 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 same 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, 2019

Particulars	Campus placement Programme Feb-Mar, 2019
Number of candidates registered	9011
No. of candidates finally appeared for the interview	6646
Number of jobs offered by the participating companies	3815
Number of jobs accepted by the candidates	3180
Highest salary (cost to company) offered for domestic posting	INR 22.50 lakh (per annum)
Highest salary (cost to company) offered for International posting	INR 36.00 lakh (per annum)
Average salary (cost to company)	INR 7.43 lakh (per annum)
Percentage of placement (job offered/ candidates appeared)	57.40%

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

- | | | |
|---|--|---|
| • Accenture Solutions Pvt. Ltd. | • Hindustan Coca Cola Beverages Pvt. Ltd. | • PTC Industries Ltd. |
| • Aditya Birla Sun Life Insurance Co. Ltd. | • Home Credit India | • Quess Corp |
| • Ariston Thermo India Pvt. Ltd. | • ICICI Bank Ltd. | • Reliance Industries Ltd. |
| • Arvind Lifestyle Brands Ltd. | • Indian Oil Corp. Ltd. | • Saint Gobain India Pvt. Ltd. |
| • Ashok Leyland Ltd. | • Indraprastha Gas Ltd. (Igl) | • Sasken Technologies Ltd. |
| • Axis Bank Ltd. | • Infosys Ltd. | • Shell India Markets Pvt. Ltd. |
| • Bajaj Allianz Life Insurance Co. Ltd. | • Injectoplast Pvt. Ltd. | • Spark Minda, Ashok Minda Group |
| • Barclays Global Service Centre Pvt. Ltd. | • ITC Ltd. | • Star Union Dai-ichi Life Insurance |
| • Bharat Electronics Ltd. | • John Deere India Pvt. Ltd. | • Tata Communications Ltd. |
| • Bharat Petroleum Corp. Ltd. | • JSW Energy Ltd. | • Tata Consultancy Services Ltd. |
| • Bundl Technologies Pvt. Ltd. | • KRIBHCO Fertilizers Ltd. | • Tata International Ltd. |
| • Capgemini Business Services | • L&T | • Tata Motors Ltd. |
| • Capital First Ltd. | • LIC Housing Finance Ltd. | • Tata Projects |
| • Catalytic Solution And Management Services Pvt. Ltd. | • Lohia Corp Ltd. | • Tata Steel Ltd. |
| • Caterpillar India Pvt. Ltd. | • Loyal Textile Mills Ltd. | • Telesia Networks Pvt. Ltd. |
| • Craftsman Automation Ltd. | • Macquarie Global Services | • Tesco Bengaluru |
| • Dell International Services India Pvt. Ltd. | • Marlabs Software Pvt. Ltd. | • The Catholic Syrian Bank Ltd. |
| • Eisneramper India Consultants Pvt. Ltd. | • Maruti Suzuki India Ltd. | • The Federal Bank Ltd. |
| • ETG Group | • Matix Fertilisers And Chemicals Ltd. | • The Indian Hotels Company Ltd. |
| • Evolutionary Systems Pvt. Ltd. | • MECON Ltd. | • The Karur Vysya Bank Ltd. |
| • Exide Life Insurance Company Ltd. | • Muthoot Finance Ltd. | • The KCP Ltd. |
| • Futures First Info Services Pvt. Ltd. | • National Buildings Construction Corp. Ltd. | • Tolaram Group |
| • Galaxy Surfactants Ltd. | • Netrika Consulting India Pvt. Ltd. | • Torrent Power Ltd. |
| • Genpact India Pvt. Ltd. | • NLC India Ltd. | • TVS Motor Company Ltd. |
| • Glenmark Pharmaceuticals Ltd. | • NMDC Ltd. | • US Technology International Pvt. Ltd. |
| • GlobeOp Financial Services Technologies (India) Pvt. Ltd. | • NTT Data Information Processing Services Pvt. Ltd. | • Vedanta Resources Pvt. Ltd. |
| • HCL Technologies Ltd. | • Odisha Livelihoods Mission | • Visa Steel Ltd. |
| • Hero MotoCorp Ltd. | • ONGC Ltd. | • Wealthtree Advisors Pvt. Ltd./MYCFO |
| • Hindalco Industries Ltd. | • Oravel Stays Pvt. Ltd. | • Wipro Ltd. |
| | • Prism Johnson Ltd. | • Zensar Technologies Ltd. |

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. Prafulla Premsukh Chhajed, *President, ICAI*
CA. Atul Kumar Gupta, *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. Nihar Niranjana Jambusaria
CA. Prakash Sharma
CA. Pramod Jain

CA. Pramod Kumar Boob
CA. Prasanna Kumar D
CA. Rajendra Kumar P
CA. Rajesh Sharma
CA. Ranjeet Kumar Agarwal
CA. Sanjeev Kumar Singhal
CA. Satish Kumar Gupta
CA. Shrinivas 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 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 |

Tasminlokah sritah sarve tad natyetei 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



Organised By:

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The Institute of Chartered Accountants of India

(Set up by an Act of Parliament)

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