Invitation for Participation

Campus Placement Programme

For Newly Qualified Chartered Accountants

February-March, 2022

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)

About ICAI

The Institute of Chartered Accountants of India (ICAI), established 73 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.

Message

CA. Nihar N Jambusaria
President, ICAI

CA.(Dr.) Debashis Mitra
Vice-President, ICAI

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

CA. Durgesh Kumar Kabra
Vice-Chairman, CMI&B of ICAI

When the global business environment is undergoing a massive transformation and the business processes are going virtual with the rapid advancement in technology, the precision and the standard of skills and competence demanded from the human resources in any organisation has increased manifolds. Professionals, worldwide are expected to consistently update, upgrade, and refresh their skills in tune with the changing requirements.

The profession of Chartered Accountancy is highly valued and globally recognised profession and Chartered Accountants are regarded as the most indispensable professionals whether being in practice or working in industry. The Institute of Chartered Accountants of India (ICAI) is the second largest accounting body in the world and has achieved recognition as a premier accounting body for maintaining highest standards in technical, ethical areas and for sustaining stringent examination and education standards.

ICAI, through its Committee for Members in Industry & Business (CMI&B), provides a platform, both to employing organizations and to 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 choose the individuals best suited for their organisations in accordance with the desired profiles.

The CMI&B of ICAI is all set to hold the 55th edition of the Campus placement programme in Feb-March, 2022 across 21 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."

Who can take part in ICAI Campus Placement Programme

Any organisation, irrespective of its size, standing in the market and boundary of its business, can take part in this placement programme being held at several centers across the country during February-March, 2022.

Campus Interview Schedule

No.	Centre	Dates
1	Mumbai	10th, 12th, 14th, 16th, 17th, 21st & 23rd March, 2022
2	Delhi	11th, 15th, 17th, 22nd, 24th, 25th & 26th March, 2022
3	Bengaluru	12th, 14th, 16th, 17th, 21st & 23rd March, 2022
4	Chennai	14th, 16th, 17th, 21st, 23rd & 25th March, 2022
5	Kolkata	15th, 17th, 22nd, 24th, 25th & 26th March, 2022
6	Ahmedabad & Hyderabad	22nd, 23rd & 24th March, 2022
7	Jaipur & Pune	24th, 25th & 26th March, 2022
8	Durgapur, Nagpur & Rajkot	13th April, 2022
9	Ernakulam & Visakhapatnam	16th April, 2022
10	Kanpur	18th & 19th April, 2022
11	Noida & Thane	20th & 21st April, 2022
12	Bhubaneswar & Chandigarh	22nd & 23rd April, 2022
13	Coimbatore & Indore	25th & 26th April, 2022

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
a.	Mumbai & New Delhi	6,00,000	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	4,00,000	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	NA	2,00,000	1,25,000	75,000	NA	NA
d.	Thane & Noida	NA	NA	1,00,000	50,000	NA	NA	NA
e.	Bhubaneswar, Chandigarh, Coimbatore & Indore	NA	NA	50,000	25,000	NA	NA	NA
f.	Kanpur	NA	NA	25,000	20,000	NA	NA	NA
g.	Durgapur, Ernakulam, Nagpur, Rajkot & Visakhapatnam	NA	NA	20,000	NA	NA	NA	NA
h.	Fee payable for conducting online psychometric 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 20 lakh per annum & above (INR) for domestic Posting or USD 100,000 per annum and above for International Posting to all the candidates.	Companies which want to recruit more than 10 candidates from all centres & paying CTC of more than INR 17 Lakh Per Annum to all the candidates.
	Day 1	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 2	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 3	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 6.5 lakh per annum to all the candidates.
	Day 4	Companies Paying CTC of INR 6.5 lakh per annum & above to all the candidates.	Companies which want to recruit 5 candidates from all centres & paying CTC of more than INR 6 lakh per annum to all the candidates.
	Day 5 and subsequent day	First come First Served Basis	
Ahmedabad, Hyderabad, Jaipur & Pune	Day 1	Companies Paying CTC of INR 10 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 2 Onwards	First come First Served Basis (Subject to fulfilling the minimum CTC criteria of paying INR 6 lakh)	
Bhubaneswar, Chandigarh, Coimbatore, Durgapur, Ernakulam, Indore, Kanpur, Nagpur, Noida, Rajkot, Thane & Visakhapatnam		**On First Come First Served Basis** **(Subject to fulfilling the minimum CTC criteria of paying INR 6 lakh for bigger centres and INR 5 lakh for smaller centres)**	

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

S. No.	Centre	Last date for organization registration	Last date of online short listing by organizations (Iˢᵗ round)	Online Consent giving by Candidates (Iˢᵗ Round)	2ⁿᵈ round online short listing by organizations	Online Consent giving by Candidates (2ⁿᵈ Round)	Psychometric Test (if any)
1	Mumbai & New Delhi	22nd February, 2022	23rd – 28th February, 2022	1st – 2nd March, 2022	3rd – 4th March, 2022	5th March, 2022	8th March, 2022
2	Bengaluru, Chennai & Kolkata	22nd February, 2022	23rd – 28th February, 2022	1st – 2nd March, 2022	3rd – 4th March, 2022	5th March, 2022	10th March, 2022
3	Ahmedabad, Hyderabad, Jaipur & Pune	22nd February, 2022	23rd – 28th February, 2022	1st – 2nd March, 2022	3rd – 4th March, 2022	5th March, 2022	17th March, 2022
4	Durgapur, Ernakulam, Kanpur, Nagpur, Rajkot & Visakhapatnam	30th March, 2022	31st March – 5th April, 2022	6th – 7th April, 2022	8th April, 2022	9th April, 2022	On the day of Interview
5	Bhubaneswar, Chandigarh, Coimbatore, Indore, Noida & Thane	30th March, 2022	31st March – 5th April, 2022	6th – 7th April, 2022	8th April, 2022	9th April, 2022	18th April, 2022

Notes:

1. Sharing of database for Companies registered at S. No. 1, 2 & 3 centres begins on 23rd February, 2022

2. Sharing of database for Companies registered at S No. 4 & 5 centres begins on 31st March, 2022

1. STEPS FOR REGISTRATION BY RECRUITING ENTITIES & ONLINE SHORTLISTING CANDIDATES
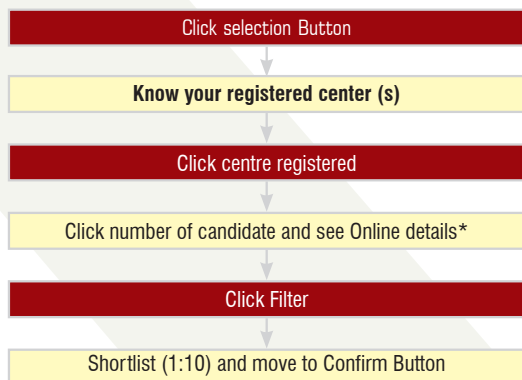
Step1.1:

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

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

* 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.**

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 provided by the participating organization as per the roster prepared by ICAI.

◆ Link for attending virtual interview will be shared by participating organisations 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.

- Recruiting entity is requested to **intimate well in advance (4 days prior to interview)** information regarding platform to the used for interview, number of panels taking parellel interviews 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 declaration form of ICAI only after all the interviews, of a particular day, for which he/she has consented, are 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 new 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

Particulars	Campus placement Programme Sept-Oct, 2021	Campus placement Programme Feb-Mar, 2021
Number of candidates registered	7451	7364
Number of jobs offered by the participating organisations	4757	4951
Number of jobs accepted by the candidates	3716	2807
Highest salary (cost to company) offered for domestic posting	INR 22.98 Lakh (per annum)	INR 25.31 Lakh (per annum)
Highest salary (cost to company) offered for international posting	INR 33.22 Lakh (per annum)	INR 32.76 Lakh (per annum)

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

- Accenture India
- Accenture Solution Pvt Ltd
- Acuity Knowledge Partners
- Aditya Birla Capital Limited
- Aditya Birla Chemicals (CFI Sector)
- ADP
- Air Asia(India) Limited
- Alliantgroup
- Alvarez & Marsal India Pvt Ltd
- Anand Rathi Global Finance Limited
- ANZ Bank
- BA Continumm India Pvt
- Barclays Global Services Centre Pvt Ltd
- Best Corporation Private Limited
- Bharat Electronics Limited
- Bharat Petroleum Corpn. Limited
- Bharti Airtel Ltd
- Capgemini Technology Services Limited
- Caterpillar
- CMR Green Technologies Limited
- Consero Solutions India Private limited
- Credit Suisse Services India Pvt. ltd
- Dell International Services India Pvt. Ltd.
- Dr Reddy's Laboratories
- ECL Finance Limited
- EDPI
- EisnerAmper India Consultants Pvt. Ltd.
- Emkay Global Financial Services Ltd
- Fabindia Overseas Pvt. Ltd.
- Genpact India Private Limited
- GHCL Ltd.

- HCL Technologies Ltd.
- Hillenbrand Global Finance Center
- Hindalco Industries
- Hitachi Vantara
- Home Interior Designs Ecommerce Private Limited
- ICICI Bank Ltd
- ICICI Lombard General Insurance Company Ltd
- ICICI Securities Limited
- ICRA Ltd
- IDFC First Bank
- Indian Oil Corporation Limited
- Infosys Ltd.
- InterGlobe Aviation Limited ("IndiGo")
- Intertrust Group
- ITC Limited
- ITI Limited, Regd & Corporate Office
- Kesoram Industries Limited
- L&T
- LIC Housing Finance Ltd
- Loyaltextile Mills Limited
- Mailr Tech LLP
- Maruti Suzuki (I) Ltd
- Mazagon Dock Shipbuilders Ltd
- Minda Corporation Limited
- Muthoot Finance Ltd.
- Myntra Jabong India Pvt Ltd
- Nalsoft Private Limited
- National Stock Exchange Of India Ltd.
- Navi Technologies Private Limited

- NTT DATA Information Processing Services Private Limited
- Obeetee Pvt Limited
- Oracle India Pvt Ltd Bangalore
- Popular Vehicles and Services Ltd
- Prism Johnson Limited
- Reliance Industries Ltd
- RP Sanjiv Goenka Group
- RSPL LTD
- Saint Gobain India Private Limited
- Shell India Markets Pvt. Ltd.
- Spandana Sphoorty Financial Limited
- Tata Advanced Systems
- Tata Capital Limited
- Tata Consultancy Services Ltd.
- Tata Projects Limited
- Tata Steel LTD.
- Tega Industries Ltd
- Telecom Regulatory Authority of India (TRAI)
- Tesco Bengaluru
- The Federal Bank Limited
- The Indian Hotels Company Limited
- The Karur Vysya Bank Ltd
- Tolaram Group
- TresVista Analytics
- TTK Prestige Ltd
- Vedanta Limited
- VISA Steel Ltd
- Walkaroo International Pvt Ltd
- Wipro Ltd.
- WNS Global Services (P) Ltd
- YES Bank

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.

ICAI Motto

य एष सुप्तेषु जागर्ति कामं कामं पुरुषो निर्मिमाणः।
तदेव शुक्रं तद् ब्रह्म तदेवामृतमुच्यते।
तस्मिंल्लोकाः श्रिताः सर्वे तदु 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