

Campus Placement Programme

February-March, 2018

*For
Newly Qualified
Chartered
Accountants*

*Invitation
for
Participation*

Your search for complete
business solution provider
ends here



Committee for Professional Accountants in Business & Industry (CPABI)
The Institute of Chartered Accountants of India
(Set up by an Act of Parliament)

Brief about ICAI

The Institute of Chartered Accountants of India (ICAI), established 68 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 CPABI

Maintaining strong and spontaneous relationship with the industry and other business houses remains the main focus of the Committee for Professional Accountants in Business & Industry (CPABI) of the Institute of Chartered Accountants of India (ICAI). An initiative in 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 for to hire the best available talents to fulfill their Human Resource requirement. ICAI simply acts as a facilitator to bring the recruiter and NQCAs 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 fresher's. 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

Maintaining strong and healthy relationship with business and industrial houses remains the prime focus of the Committee for Professional Accountants in Business & Industry (CPABI) and holding ICAI Campus twice a year precedes its other roles, related to serving members who are in employment or have set up their own businesses. Success introduces the Newly Qualified Chartered Accountants (NQCs) to the world of employment and other professional opportunities.

Campus Placement Programme, conducted by CPABI, is largely perceived to be creation of a gateway for NQCs to industry. ICAI, in true sense, acts as an enabling channel to connect the NQCs and the recruiters on a common platform and has since long, been facilitating them to fulfill their mutually beneficial needs. The entire process is system driven and Campus interview is held at various centres across the country.

With prudent government policies, strong macro-economic stability, improvement in ratings by international agencies, sharper emphasis on ease of doing business, steady revival of GDP growth, certain strategic and structural reforms initiated by the Government and its promise to transform India from a developing to developed country it is highly likely that corporations this time, would require and recruit more NQCs, more in number than the trend they set earlier.

The preference of corporations for the NQCs is all because of the fact that besides being theoretically sound, they are also blessed with certain ethically sound HABIT (Honesty, Accountability, Benchmark, Integrity and Transparency) that are inculcated while serving their articleship with CA firms or working as industrial trainees.

We are glad to know that the CPABI is all set to hold the 47th edition of the Campus placement programme in the months, Feb-Mar'18, at 9 bigger centres first, followed by 8 smaller centres. We invite all the corporations, irrespective of its size, standing in the market and boundary of its business, to be a part of this unique opportunity of having access to a huge pool of profiles and satisfy your requirement for NQCs by recruiting as many as you can.

"We wish the participating companies all the very best."



CA. Nilesh Shivji Vikamsey
President, ICAI



CA. Naveen N. D. Gupta
Vice-President, ICAI



CA. Prafulla Premeek Chhajed
Chairman, CPABI



CA. Manu Agrawal
Vice-Chairman, CPABI

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, 2018.

Campus Interview Schedule

No.	Centre	Dates
1.	Mumbai & New Delhi	7 th , 8 th , 9 th , 10 th & 12 th March, 2018
2.	Bengaluru & Chennai	8 th , 9 th , 10 th & 12 th March, 2018
3.	Kolkata	9 th , 10 th , 12 th & 13 th March, 2018
4.	Ahmedabad, Jaipur, Pune & Hyderabad	12 th , 13 th & 14 th March, 2018
5.	Durgapur & Ernakulam	27 th March, 2018
6.	Bhubaneswar, Chandigarh, Coimbatore, Indore, Kanpur & Thane	27 th & 28 th March, 2018

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 011-30110555/526/491/430/548.

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	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 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	₹ 25,000/- Per Centre				

*Plus GST @ 18%

Note:

The recruiting entities participating at one or more bigger centres comprising of one or more smaller centres would be given concession for participation at the smaller centres 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 by way of 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, CPABI, 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**. Also payment may be submitted at any of the campus interviews centres.

The payment may also be made through Net Banking (NEFT/RTGS), for which details are as follows :

Beneficiary Name : THE INSTITUTE OF CHARTERED ACCOUNTANTS OF INDIA
Beneficiary address : THE INSTITUTE OF CHARTERED ACCOUNTANTS OF INDIA
 'ICAI Bhawan', Indraprastha Marg, New Delhi-110 002
Bank Account no. : **055010100227612**
Bank Name : Axis Bank Ltd.
Branch address : Swasthya Vihar Branch, C-58, Preet Vihar, Delhi-110 092
Account Type : Saving
IFSC Code : UTIB0000055

Kindly 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 ₹ 9 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 ₹ 8 Lakh Per Annum to all the candidates.
	Day 1	Companies Paying CTC of ₹ 7 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 ₹ 6 Lakh Per Annum to all the candidates.
	Day 2	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 Lakh Per Annum to all the candidates.
	Day 3	Companies Paying CTC of ₹ 5 Lakh Per Annum & above to all the candidates.	Companies which want to recruit 5 candidates from all centres & paying CTC of more than ₹ 4.5 Lakh Per Annum to all the candidates.
	Day 4	First come First Served Basis (Subject to fulfilling the minimum CTC criteria of paying ₹ 4.5 Lakh)	
Ahmedabad, Hyderabad, Jaipur & Pune	Day 1	Companies Paying CTC of ₹ 5 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 ₹ 4.5 Lakh Per Annum to all the candidates
	Day 2 Onwards	First come First Served Basis (Subject to fulfilling the minimum CTC criteria of paying ₹ 4.5 Lakh)	
Bhubaneswar, Chandigarh, Coimbatore, Durgapur, Ernakulam, Indore, Kanpur & Thane	On First Come First Served Basis (Subject to fulfilling the minimum CTC criteria of paying ₹ 4.5 Lakh)		

Note: Definition of CTC is given at <http://placement.icai.org>.

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 (Ist Round)	Online Consent giving by Candidates (Ist Round)	2nd round online Short listing by Companies	Online Consent giving by Candidates (2nd Round)	Written Test / Psychometric Test (if any) *
1.	Mumbai	19 th February, 2018	20 th - 23 rd February, 2018	24 th - 26 th February, 2018	27 th February, 2018	28 th February, 2018	5 th March, 2018
2.	Bengaluru, Chennai & New Delhi	19 th February, 2018	20 th - 23 rd February, 2018	24 th - 26 th February, 2018	27 th February,	28 th February	6 th March, 2018
3.	Kolkata	19 th February, 2018	20 th - 23 rd February, 2018	24 th - 26 th February, 2018	27 th February,	28 th February	7 th March, 2018
4.	Ahmedabad, Hyderabad, Jaipur & Pune	19 th February, 2018	20 th - 23 rd February, 2018	24 th - 26 th February, 2018	27 th February,	28 th February	8 th March, 2018
5.	Durgapur, Ernakulam & Kanpur	15 th March, 2018	20 th & 21 st March, 2018	22 nd March, 2018	23 rd March, 2018	24 th March, 2018	On the day of Interview
6.	Bhubaneswar, Chandigarh, Coimbatore, Indore, & Thane	15 th March, 2018	20 th & 21 st March, 2018	22 nd March, 2018	23 rd March, 2018	24 th March, 2018	26 th March, 2018

Notes: 1. Sharing of database for Companies registered at S. Nos. 1, 2, 3 & 4 centres begins on 20th February, 2018
2. Sharing of database for Companies registered at S. Nos. 5 & 6 centres begins on 20th March, 2018

* 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 OF CANDIDATES

Step 1.1

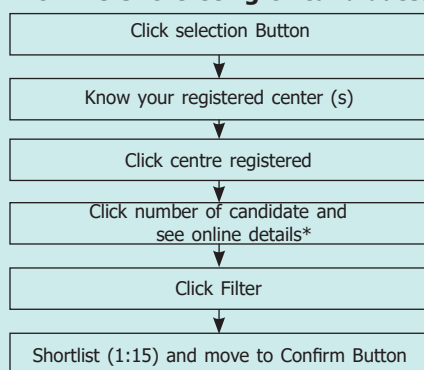
- A) Visit <http://placement.icai.org/> .
- B) Under the head "Company" first fill up the form as a New User and then proceed to some preliminary details and create a User Name and Password (If already registered may use the same User Name and Password to login)
- C) Login as a Registered User.
- D)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

- a. Whether graduation was 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, 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 AM to 6:00 PM) 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 company who have already made 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 for 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 [http://placement.icai.org.](http://placement.icai.org/)

4. **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.

5. 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 6:00 PM, 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, 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.
- ❖ ICAI shall provide breakfast, lunch and evening tea to all the representatives of the recruiting entities. For extra item(s), the recruiting entity is to pay the bill.

6. ISSUE OF OFFER LETTER TO SUCCESSFUL CANDIDATES

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

7. 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 www.placement.icaic.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.

8. 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.

Disclaimer: The CPABI 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

- ANAND AUTOMOTIVE LTD.
- AXIS BANK LTD.
- BARCLAYS SHARED SERVICES PVT. LTD.
- BHARAT PETROLEUM CORPN. LTD.
- GAIL (INDIA) LTD.
- Bharat Electronics Limited
- Capital First Ltd.
- GENPACT
- INDIAN OIL CORPN. LTD.
- INDRAPRASTHA GAS LIMITED (IGL)
- ITC LTD.
- KARVY COMPUTERSHARE PVT. LTD.
- LIC HOUSING FINANCE LTD.
- LOHIA CORPN. LTD.
- Maruti Suzuki India
- MOUNT MERU GROUP
- RELIANCE IND LTD.
- TATA CONSULTANCY SERVICES LTD.
- TATA MOTORS LTD.
- TVS Motor Company Limited
- THE FEDERAL BANK LTD.
- TOLARAM GROUP
- VEDANTA RESOURCES PLC.



Highlights of Campus Placement Programme held in last February-March

Particulars	Campus February-March, 2017
Number of Candidates Registered	4261
No. of candidates finally appeared for the interview	3398
Total no. of companies participated	118
Number of Jobs Offered by the participating companies	1273
Highest salary (cost to company) offered for domestic posting	₹ 21.00 Lakh (Per Annum)
Highest salary (cost to company) offered for International posting	₹ 43.00 Lakh (Per Annum)
Average salary (cost to company)	₹ 8.48 Lakh (Per Annum)
Percentage of placement (job offered/candidates appeared)	37.46%

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

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

Nominated Members

- Shri K.V.R. Murty, IDAS
- Shri Sudhanshu Pandey, IAS
- Shri Vithayathil Kurian, IAAS
- 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 तदु 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:

**Committee for Professional Accountants
in Business & Industry (CPABI)**

The Institute of Chartered Accountants of India

(Set up by an Act of Parliament)

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Please visit: www.icai.org, www.placement.icai.org, <https://jobs4cas.icai.org/>