

Campus Placement Programme

August-September, 2017

*For
Newly Qualified
Chartered
Accountants*

*Invitation
for
Participation*



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

The Institute of Chartered Accountants of India (ICAI), has been promoting the aspirations of newly qualified CAs since long by acting as facilitator in bringing both the recruiters and recruitees on a common platform. Without the continued support and cooperation of various companies, irrespective of its size, by participating in the Campus placement programme, such endeavor of providing placement to CAs in the leading Industrial and business houses would not have been possible. ICAI acknowledges and appreciates this gesture of the participating companies and expecting more and more companies to visit its campus.

Industries and business houses often face difficulty in finding adequate skilled manpower which has a bearing on country's economic growth as well. The CA course curriculum is balanced in such a way, both theoretically and practically, that recruiting entities prefer newly qualified Chartered Accountants over other freshers and keep on visiting the ICAI Campus twice a year to fulfill its requirements of accounting, auditing, taxation, finance and commercial domains. Corporations rather, get access to the profile of a pool of talent who are blessed with innovative mind, industriousness and intelligent enough to transform business houses from good to great. ICAI, being the facilitator, connects the companies and candidates and help them build a mutually fulfilling relationship.

We are happy to learn that the Committee for Professional Accountants in Business & Industry (CPABI) of ICAI is organizing the 46th edition of the campus placement programme once again at several centres across the country during August-September, 2017 and takes this opportunity to thank all concerned who wholeheartedly supported to make such endeavor a grand success over decades.

To take the benefit of a system driven and totally transparent selection process, the organizations could hardly, afford to miss this unique opportunity and take part in large numbers, at more than one centres and recruit as many candidates as they require from a pool of promising professionals. ICAI assures a joyful and enjoyable experience in the upcoming Campus Placements Programme.

"We wish the participating companies all the best."



CA. Nilesh Shivji Vikamsey
President, ICAI



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



CA. Prafulla Premsukh 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 August-September, 2017.

Campus Interview Schedule

No.	Centre	Dates
1.	New Delhi	16th, 17th, 18th, 19th & 21st August, 2017
2.	Mumbai	17th, 18th, 19th, 21st & 22nd August, 2017
3.	Bangalore	18th, 19th, 21st & 22nd August, 2017
4.	Chennai	21st, 22nd, 23rd & 24th August, 2017
5.	Kolkata	22nd, 23rd, 24th & 25th August, 2017
6.	Jaipur & Pune	23rd, 24th & 26th August, 2017
7.	Ahmedabad & Hyderabad	24th, 26th & 28th August, 2017
8.	Durgapur	12th September, 2017
9.	Bhubaneswar, Chandigarh, Coimbatore, Indore, Kanpur & Thane	13th & 14th September, 2017
10.	Ernakulam	14th September, 2017

Tariff for the Recruiting Entities*

Centre	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. Bangalore, Chennai & Kolkata	4,00,000	2,00,000	1,50,000	1,00,000	NA
c. Ahmedabad, Hyderabad, Jaipur & Pune	NA	2,00,000	1,25,000	75,000	NA
d. Thane	NA	1,00,000	50,000	NA	
e. Bhubaneswar, Chandigarh, Coimbatore & Indore	NA	50,000	25,000		
f. Kanpur	NA	25,000	20,000		
g. Durgapur & Ernakulam	NA	20,000	NA		
h. Fee payable for holding written test prior to conduct of campus interviews	₹ 75,000 for Mumbai and New Delhi ₹ 50,000 for Bangalore, Chennai and Kolkata ₹ 30,000 for Ahmedabad, Hyderabad, Jaipur and Pune ₹ 20,000 for other centres				
i. Fee payable for conducting online psychometric test on the date of written test	₹ 25,000/- Per Centre				

*Plus applicable taxes

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, the 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-110002
Bank Account no.	: 055010100242608
Bank Name	: Axis Bank Ltd.
Branch address	: C-58, Basement & Ground Floor, Preet Vihar, Main Vikas Marg, New Delhi-110092
Account Type	: Saving
IFSC Code	: UTIB0000055

Kindly also note that the PAN No. of Institute is AAAAT7798M.

Norms for Allotment of Day Slots

Centre		Priority 1	Priority 2
Bangalore, Chennai, Kolkata, Mumbai & New Delhi	Day Premier	Companies Paying CTC of Rs. 9 Lacs Per Annum & above (INR) for domestic Posting or USD 60,000 Per Annum and above for International Posting to all the candidates.	Companies which want to recruit more than 20 candidates from all centres & paying CTC of more than Rs. 8 lacs Per Annum to all the candidates.
	Day 1	Companies Paying CTC of Rs. 7 lacs Per Annum & above to all the candidates.	Companies which want to recruit more than 15 candidates from a centre & paying CTC of more than Rs. 6 lacs Per Annum to all the candidates.
	Day 2	Companies Paying CTC of Rs. 6 lacs Per Annum & above to all the candidates.	Companies which want to recruit more than 10 candidates from all centres & paying CTC of more than Rs. 5 lacs Per Annum to all the candidates.
	Day 3	Companies Paying CTC of Rs. 5 lacs Per Annum & above to all the candidates.	Companies which want to recruit 5 candidates from all centres & paying CTC of more than Rs. 4.5 lacs Per Annum to all the candidates.
	Day 4	First come First Served Basis (Subject to fulfilling the minimum CTC criteria of paying Rs 4.5 lacs)	
Ahmedabad, Hyderabad, Jaipur & Pune	Day 1	Companies Paying CTC of Rs. 5 lacs Per Annum & above to all the candidates	Companies which want to recruit more than 10 candidates from all centres & paying CTC of more than Rs. 4.5 lacs Per Annum to all the candidates
	Day 2 Onwards	First come First Served Basis (Subject to fulfilling the minimum CTC criteria of paying Rs 4.5 lacs)	
Bhubaneswar, Chandigarh, Coimbatore, Durgapur, Ernakulam, Indore, Kanpur & Thane	On First Come First Served Basis (Subject to fulfilling the minimum CTC criteria of paying Rs. 4.5 Lacs)		

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

Dates for registration, shortlisting and consent giving

S. No.	Centre	Last Date for company Registration	Last Date of online short listing by Companies	Online Consent giving by (1st Round)	2nd round online Short listing by Companies	Online Consent giving by Candidates (2nd Round)	Written Test / Psychometric Test (if any)
1.	Mumbai & New Delhi	28th July, 2017	4th August, 2017	5th -6th -7th August, 2017	8th August, 2017	9th August, 2017	12th August, 2017
2.	Bangalore	28th July, 2017	4th August, 2017	5th -6th -7th August, 2017	8th August, 2017	9th August, 2017	16th August, 2017
3.	Chennai & Kolkata, Jaipur & Pune	28th July, 2017	4th August, 2017	5th -6th -7th August, 2017	8th August, 2017	9th August, 2017	19th August, 2017
4.	Ahmedabad & Hyderabad	28th July, 2017	4th August, 2017	5th -6th -7th August, 2017	8th August, 2017	9th August, 2017	21st August, 2017
5.	Durgapur, Ernakulam & Kanpur	21st August, 2017	6th September, 2017	7th September, 2017	8th September, 2017	9th September, 2017	On the day of Interview
6.	Bhubaneswar, Chandigarh, Coimbatore, Indore & Thane	21st August, 2017	6th September, 2017	7th September, 2017	8th September, 2017	9th September, 2017	11th September, 2017

- Notes :**
- Sharing of database for Companies registered at S. No. 1, 2, 3 & 4 centres begins on 31st July, 2017
 - Sharing of database for Companies registered at S No. 5 & 6 centres begins on 31st August, 2017

INDICATIVE GUIDELINES AND PROCEDURE FOR REGISTRATION

1. STEPS FOR REGISTRATION BY RECRUITING ENTITIES

Step 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 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 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 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. 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, 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.**

3. SHORTLISTING PROCESS

- a. **Sharing of Database only on payment of Participation Fees:** Access to the database of the candidates shall be allowed by the CPABI 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. **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.
- c. **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/>.

d. **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.

4. INFRASTRUCTURE AND OTHER FACILITIES:

- ❖ **Timing:** - The timing for the Interviews at all days shall be from **10 A.M. to 6 P.M.** (In the event of exigencies it may be extended upto 8 P.M., subject to other constraints). To conduct Group Discussion (GD), organizations need to come early as only one hour (**9 A.M. to 10 A.M.**) is allotted for the same.
- ❖ 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 working lunch to all the representatives of the recruiting entities.

5. 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.

6. 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.ica.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.

Note: There would be no-Pre-Placement talk; hence remains the above arrangement.

7. 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.
- BRITANNIA INDUSTRIES LTD.
- GAIL (INDIA) LTD.
- GENPACT
- INDIAN OIL CORPN. LTD.
- ITC LTD.
- KARVY COMPUTERSHARE PVT. LTD.
- LIC HOUSING FINANCE LTD.
- LOHIA CORPN. LTD.
- MOUNT MERU GROUP
- REGENCY HOSPITAL LTD.
- RELIANCE IND LTD.
- TATA CONSULTANCY SERVICES LTD.
- TATA MOTORS LTD.
- THE FEDERAL BANK LTD.
- TOLARAM GROUP
- VEDANTA RESOURCES PLC.



Highlights of Campus Placement Programme held in February-March, 2017

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 Niranjan 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 तद् नात्येति कश्चन। एतद् वै तत् ॥

**Ya esa suptesu jagarti kamam kamam Puruso nirmimananah |
Tadeva sukram tad brahma tadevamrtamucyate |
Tasminloka sritah sarve tad 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, www.jobs4cas.icai.org

