CMS Future Leaders Program

Dear CMS Future Leaders,

Welcome to CMS!

At CMS Computers, the future is yours to build!

We promise to engage your mind, challenge your creativity, and lay the foundations of a rock-solid career.

CMS works across diverse sunrise domains of industry, with a strong thrust on Digital services. This helps us develop, support, and grow a diverse pool of talent.

CMS Future Leaders Programme is our campus initiative focused on creating Future Leaders for CMS by hiring people with a lot of passion, curiosity, and, most importantly, self-drive. Our commitment to create talent internally through a carefully crafted process ensures that we do not have to go and hire talent. Our campus recruitment initiates a journey that aims to unlock potential in people who are willing to learn. At CMS, we are working to build a better business, simplifying life for the government, citizens, and enterprises, as well as making employees better.

Through the CMS Future Leaders Programme, you will embark on a journey with the following elements:

- Culture of continuous learning
- Be empowered to take initiatives.
- Participate in our Design and Make in India programmes
- Purposeful action facilitating a long tenure
- Hone skills through unstructured challenges
- Easy access to Leadership
- Opportunities to guide your curiosity

Opportunities at CMS:

Whatever your degree discipline, our Future Leaders programme will give your career an edge. As long as you have a passion for learning and love exposure to cutting-edge technology, you'll be at home with CMS. Our various industry and technology practises will give you real client exposure very early in your career. Our extensive focus and deep expertise in e-government, urbanization, and smart energy technologies will see you participating in our clients digital transformation journeys as they navigate technology cycles. And that is a real responsibility that will help mould a solid professional career, be it in the technology or business domains.

Culture at CMS:

People come first at CMS. We recognize the importance of people and communities and acknowledge and support what is important to them. We are a 45-year-old company with a lot of young people, and our culture is shaped through the employee and client experiences we deliver. Elements that make up CMS culture include:

- Diversity and Inclusion: We are an inclusive, diverse employer of choice where differences are recognized and celebrated.
- Focus on Well-Being
- Continuous T-shaped Development
- Role Clarity
- Transparency and Leading by example
- Community Responsibility: We have a responsibility towards society and continue to make a positive difference by simplifying lives through technology as well as championing initiatives in the environmental and social spheres.

A peek into the CMS Future Leaders Programme

Career Progression

We offer access to a diverse portfolio of businesses and clients with opportunities to work across service and technology practises—in roles and on projects aligned with your skills and your passions. Interns joining from Campus get the opportunity to learn from industry experts and can groom themselves into leaders of the future.

Whether it is our diverse domains, thrust on innovation, our career perspectives, talent development, job rotations, or our value systems, there are many reasons to join CMS.

You will experience all the ingredients key to developing into an accomplished professional with practical technology and business experience – Truly a Future Leader.

Career progression at CMS

Career Tracks	Progression	Learning & Development	Job Enrichment
Accelerated	Fast Track	• Continuous Skill Enhancement • Individual Development Plan • Customized Learning Intervention • Leadership Development Program	• Mentor Mentee Program • Succession Planning • Stretch Assignments • Leadership Connect • "Accelerate" Coach
Traditional	Regular	• Continuous Skill enhancement • Individual Development Plan	• Buddy Program • Role Rotation • Track Based Learning