



Cognizant fresher hiring for 2025 Engineering graduates

About Cognizant

Recognized

Fortune 500 list for 15th consecutive year; ranked 3rd among IT consultancies

(June 2025)

Named

Fortune's America's Most Innovative Companies

(Mar 2025)

World's

Most Ethical Companies® by Ethisphere

(Mar 2025)

Ranked

7th on the Fortune "Change the World" List

(Oct 2024)

Certified

Great Place To Work® in 20 countries including India

(Oct 2024)

Named

Forbes World Best Employers

(Oct 2024)

Job title

Programmer Analyst Trainee / Programmer Analyst



Job location

Chennai, Bengaluru, Hyderabad, Kolkata, Pune, Coimbatore, Kochi, Indore and Bhubaneswar. Candidate must be flexible to relocate to any Cognizant work locations as per the business requirement and demand.

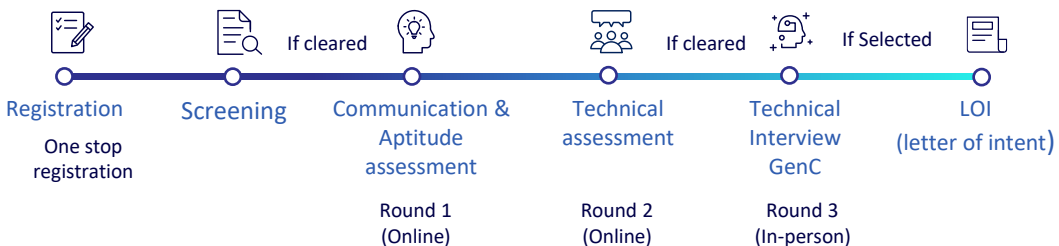
Job description

- Understand business requirements, raise clarifications, and create documentation.
- Develop, maintain, test, debug, and deploy code according to requirement specifications.
- Understand data requirements and develop test scenarios.
- Navigate the Agile application development environment, deliverables due, and follow the SDLC.
- Create low-level designs for components.
- Identify and prioritize tasks to meet deadlines, proactively addressing issues and mitigating points of failure.
- Take ownership to deliver goals in a timely and efficient manner.
- Participate in project team meetings and technical sessions to develop reliable, cost-effective, and high-quality solutions.
- Continuously upskill, reskill, and cross-skill to adapt to new technologies.
- Possess excellent communication skills.
- Work collaboratively in a team environment.

Eligibility criteria

- 2025 batch of specific B.E / B. Tech / M.E / M. Tech (Streams such as Leather technology, Food technology, Fashion technology, etc. are excluded).
- Candidates should possess consistent academic record with minimum 60% in X, XII, Diploma, UG & PG (rounding off 59.9% is not allowed).
- Candidates applied for re-evaluation and waiting for the results would be validated with the initial results score declared.
- Appropriate CGPA to % conversion to be considered as per university norms.
- Students with standing arrears are NOT eligible.
- Flexibility to work from any Cognizant office location in a given shift timing and technology is mandatory.
- Open to Indian nationals / OCIs / PIOs who are currently residing in India.

Hiring process



Note: It is mandatory to appear for Communication, Aptitude, and Technical assessment to be eligible for technical interview.

Please note, if selected, candidate will join as a fresher as no prior work experience will be considered

Student information

Students will get the communications only to the registered mail ID in Superset. It must be their personal mail ID and shall be considered as the primary email ID. This email ID should not be changed at any point during hiring process or until Full Time Employment (FTE) onboarding.

Mandatory documents for registration

Candidates must scan and upload the below mentioned documents while registering.

- Resume (maximum of 2 pages) with a high-resolution passport size photograph. Please note that the photograph should be clicked in a light background and both the ears of the candidates must be visible.

Mandatory documents for interview

- All academic documents including the college ID card (if available), X, XII, Diploma, UG & PG marksheets, provisional / degree certificates.

Mandatory documents for onboarding

The final Cognizant onboarding would be subject to satisfactory background verification.

- PAN card - It is a mandatory requirement for onboarding. Please ensure that your last name, father's name, and other details are accurate. Please note that background verification will fail if the last name is not updated or if the PAN card name does not match with the registered name.
- Passport / Voter ID card is required for verifying nationality while joining Cognizant.

Disclaimer:

- In case of any queries related to hiring, interview schedules, or offer communication, kindly reach out to us at Campus2Cognizant.
- Cognizant does not entertain payments of any kind from candidates or vendors for employment. Requests for such payments should be promptly reported to GenCHRCComplianceIND@cognizant.com.
- If you encounter anyone who claims to offer jobs at Cognizant in return for any benefit (monetary or non-monetary), please do not entertain them. Please be informed that Cognizant shall not be held responsible for any such instances or payments you make.
- We recommend that you do not respond to spam emails/ messages you do not trust; never disclose your personal or financial details to anyone you do not know. If any such mails purporting to come from Cognizant are received, we advise you to contact us at GenCHRCComplianceIND@cognizant.com.
- Cognizant takes its hiring practices seriously and appreciates you keeping the Company informed of any individuals posing as Cognizant employees who make false job offers using Cognizant's name. We remind you that while recruiting employees, Cognizant will only communicate with you through authentic Cognizant email addresses and Cognizant will never extend any job offers to anyone based on an online application without first conducting an in-person, video, or telephone interview through verified encrypted channels. If any such mails purporting to come from Cognizant are received, we advise you to contact us at GenCHRCComplianceIND@cognizant.com.
- To ascertain that you are receiving a genuine call from Cognizant, please ensure to collect the recruiter's details (full name; official email id, employee ID & mobile number) during the call.