cognizant®

Campus hiring
2026

Campus hiring 2026

Engineer a smarter, more connected world

Designation:

Programmer Analyst Trainee

Why Cognizant

Recognized
Fortune 500 list for 15th consecutive year; ranked 3rd among IT consultancies
(June 2025)

Ranked
7th on the Fortune "Change the World" List
(Oct 2024)

Named
Fortune's America's Most Innovative Companies
(Mar 2025)

Certified
Great Place To Work® in 20 countries including India
(Oct 2024)

World's
Most Ethical Companies® by Ethisphere
(Mar 2025)
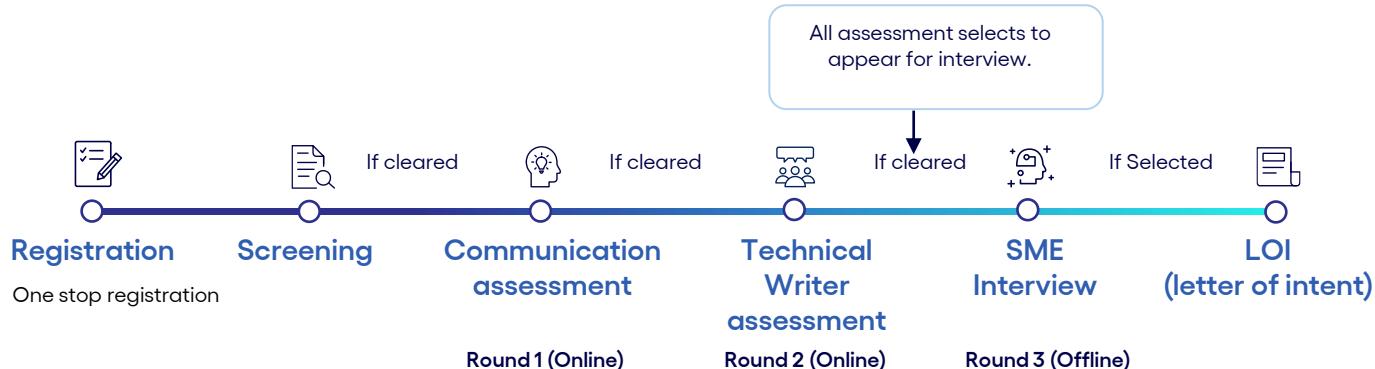
Named
Forbes World Best Employers
(Oct 2024)

No service bonds
We flourish on trust

Hiring process

All assessment selects to appear for interview.

Registration	Screening	Communication assessment	Technical Writer assessment	SME Interview	LOI (letter of intent)
	If cleared	If cleared	If cleared	If Selected	

One stop registration

Round 1 (Online) — Communication assessment
Round 2 (Online) — Technical Writer assessment
Round 3 (Offline) — SME Interview

Please note:

- All assessments are mandatory to attend.
- If selected, you will join as a fresher as no prior work experience will be considered

Eligibility criteria 2026 batch

- Students from 2026 graduating batch with an MA (English, Literature, or any allied branches), or four-year degree BA/BSc in Mass Communication, Journalism are invited to apply.
- Students should possess consistent academic record with minimum 50% in X, XII, Diploma, UG (rounding off 49.9% is not allowed).
- At the time of joining, all recruits need to have a minimum 50% aggregate in the pursuing degree with no standing arrears.
- Appropriate CGPA to % conversion to be considered as per university norms.
- Students with standing arrears are NOT eligible to apply.
- Flexibility to work from any Cognizant office location in a given shift timing and technology is mandatory.
- Open to Indian nationals / OCIs who are currently residing in India.
- 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

- Resume attached with latest passport size photograph.
- Industry accredited certificates if available.
- Portfolio

Mandatory documents for interview

- All academic documents including the college ID card, X, XII, Diploma, UG & PG marksheets.

- Portfolio.

Mandatory documents for onboarding

- PAN card - In the event that a PAN card is not available, please apply for it. 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 the registered name.

- Passport / Voter ID card is required for verifying nationality while joining Cognizant.

Important notes for registration

- The name of the student and DOB should exactly match the 10th marksheet and PAN card.

- Ensure student registration is done accurately, as it will be considered final and no changes will be encouraged later. In case any discrepancy is found in the name (refer to the naming convention matrix), scores uploaded, or educational documents provided, the profile will be disqualified.

Placement office information

- The college placement officer needs to ensure that only students who meet Cognizant's eligibility criteria appear for the placement process.

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 **GenCHRComplianceIND@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 **GenCHRComplianceIND@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 **GenCHRComplianceIND@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.