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From one cognizant, search for TMP or Talent Market Place. Click on the icon to launch

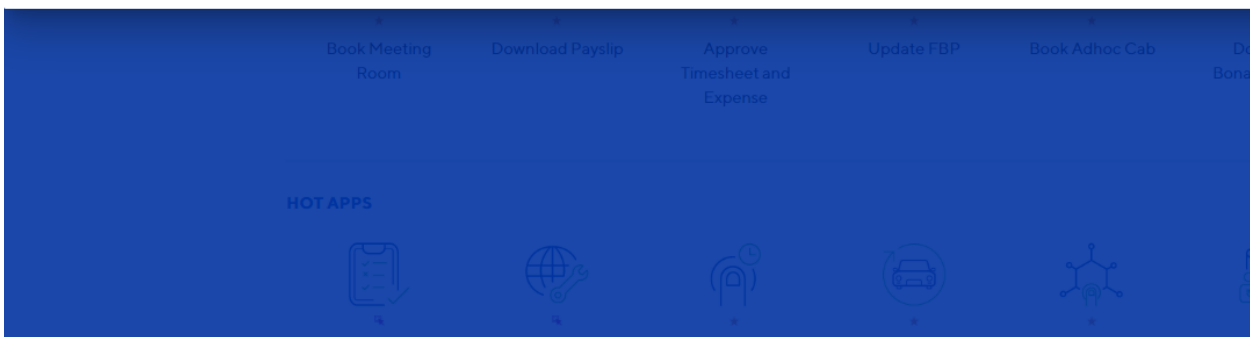
User Login



Application



Talent Market Place



Profile Page

Associates who are having active releases (in Bench) can view their matching requirements/SOs, only after finishing their profile updates. By default, Associate view will be available.

PROFILER DETAILS

Alex James (987654)

Role: Associate
 Department: Product Engineering Group
 Contacts: 9123456789, 123456, Alex.James@cognizant.com

Office: Athulya (ATL) SEZ
 Current Location: Kochi
 Experience: 5 years 11 months
 HCM Supervisor: Mike Rob
 Mike.Rob@cognizant.com

Upload Resume
 Note: Please Upload Resume in doc/ pdf.
 Attach

Skills and Preferences

SKILLS

Skill Family:
 Technical Skills:
 T24 Customization, T24 Interfaces, T24 Multi-company Setup, T24 Open Financial Services, .NET 3.0
 Domain Skills:
 Industrial Manufacturing, Information, Investment Banking & Brokerage, Investment Banking & Wealth Mgmt
 Functional Skills:
 Fidessa - BEAM & other comp, Fidessa - TOP, Fidessa Exchange connectivity, Fin Supply Chain Mgmt
 ML Log
 Behavioral Skills:
 Collaboration, Conflict Resolution, Consulting Skills, Cross Cultural Adaptability, Customer Service

ASSOCIATE PREFERENCES

Domain Preferences: (e.g. BFS, Healthcare etc.) BFS
 Horizontal Preferences: (e.g. QESA, EIM, CBC etc.) Dawdad
 Shift Preference: ☐ Regular Shift ☒ Others
 City Preference: Chennai, Coimbatore, Gurgaon, Kochi
 Location Preference Note: Having fewer location constraints will help secure more opportunities
 Are you willing to relocate? ☐ Yes ☒ No
 Other Preferences: asdasd

Callouts:

- Click to edit Primary and Secondary Contacts
- View your attached resumes here...
- Use this option to attach resume
- Click to edit your skills.
- Click to edit your Preferences

Save & Submit button will be available only for 48 hours, soon after receiving an intimation mail to do profiling. Once clicked on *Save & Submit*, profile will be submitted to Shared Services for approval. After submission, users can navigate to dashboard by clicking on the *back to dashboard* button. If profiling is not done within 48 hours, the profile will be auto submitted for approval and only save button will be available to save changes. Associates, who are willing to travel, can also opt for list of countries they are wishing to travel to (with or without VISA). Based on the eligibility & skill matches, profile will be considered for an SO.

Leave and Travel Status

LEAVE STATUS

Availability: ☒ Yes ☐ No
 Leave Plan:
 End Date:

TRAVEL STATUS

Are you willing to travel for other country opportunities? ☒ Yes ☐ No

Preferred Country for onsite travel:
 (Select the countries you are willing to travel in the below dropdowns. Preferences will be considered subject to Open demand at the time of deployment. Deployment will be based on First Come First Serve Basis including your home country. Opportunity will supersede expiration.)
 If you have any more additional work permits and want to add it in the visa list in iAspire, You may need to raise GSD under Self sponsored Visa category. For any other queries on the visa information displayed, you can raise GSD under the respective visa category.

Home Country: India Other Countries: Oman, Japan

Country	Visa Type	Visa Status	Expiry Date
Oman	WP	Visa Stamped	01-2019
United States	B-1	Visa Stamped	01-2023

Save Cancel

Callouts:

- Indicates Leave & Travel status of Associate
- Home country of an Associate
- List of Visa's holds by Associate
- Click Save

Associates can choose the list of countries, they are willing to travel

Rotation ready Associate's, must select the Role as "Associate" from the top right.

The screenshot shows the Cognizant Talent Market Place dashboard. The user is logged in as Balaji PERUMAL. The role dropdown menu is open, showing options: Associate (highlighted with a red box), Hiring Manager, and Releasing Manager. Below the dropdown, there are search filters for Associate ID, Associate Name, Skill Family, Skill, Grade, and Location. The main content area displays tabs for PDP, CDP, Unbilled, IRise, Travel Ready, and Cross Country Aspirants. A message states: "Please use the search filters to fetch required profiles".

Click on "Back to Dashboard" to see their "SO/Demand" matching their respective skills. Please note – first time iAspire user must wait for 6-8 hours after clicking on "Back to Dashboard" to see the matches.

The screenshot shows the Cognizant Talent Market Place profile details page for Balaji PERUMAL (248012). The page is titled "PROFILE DETAILS". A red box highlights the "Back to Dashboard" button in the top right corner. The profile information includes:

- Role:** Sr. Associate - Projects
- Office:** COG KITS Campus(CKC)SDB 1 SEZ
- Department:** Cognizant Application Services
- Current Location:** Chennai
- Experience:** 13 years 1 month
- HCM Supervisor:** Rama Kumari Revanur
- Contacts:** 988/490-6884, 457249, Balaji.P3@cognizant.com
- Resume:** Upload Resume (Note: Please Upload Resume in doc/ pdf. Attach button)

Below the profile details, there are sections for "Skills and Preferences" and "ASSOCIATE PREFERENCES". The "Skills and Preferences" section includes a note: "RSC's/Skill profiled in the My Career App (MCA) will be used for deployment. Please click MCA Link to update skills." The "ASSOCIATE PREFERENCES" section includes a note: "Domain Preferences: Healthcare, Mortgage, BFS, Insurance, Manufacturing (e.g. BFS, Healthcare etc.)".

Dashboard

Cognizant Talent Market Place - iAspire

Please keep your profile updated for us to help you with better opportunities

Check the contextual messages here...

Show notifications

Click to download User Manual

FAQ

Please update your profile
Increase your profile visibility to maximum projects by filling your skillsets.
Update your profile

Use this option to update profile

Indicates how long the user in bench

495 Days

Click on the Promotion Eligible Filter to filter out SOs that may be considered for promotion workflow

JOBS

TRENDING SKILLS

Applications & Proposals

Promotion Eligible

SO ID 3395608 Cognizant Digital Engg Riverwoods Manager | 26-Dec-2019

SO ID 3545217 Cognizant Digital Engg Atlanta Manager | 28-Oct-2019

Skills

Notes: Upon clicking 'Update your Profile', the user will be redirected to profile details page for updating profile. It may take up to 5 minutes to reflect the updated profile changes in the iAspire portal.

This process is vital for TMP system - as this would help the system to identify the most appropriate job opportunities for the associates.

Promotion Eligible

Manager | 26-Dec-2019

Skills

Richness Index Score 71
Algorator Score H(T),NA(D),NA(F)
View Details

Apply

Manager | 28-Oct-2019

Skills

Richness Index Score 59
Algorator Score H(T),NA(D),NA(F)
View Details

Apply

Cognizant Digital Engg
TECUMSE
Senior Associate | 01-May-2019
KEITH , MARGU (212118)

Skills

Richness Index Score 54
Algorator Score H(T),NA(D),NA(F)
View Details

Apply

Cognizant Digital Engg
Hillsboro
Senior Associate | 23-Dec-2019

Skills

Richness Index Score 54
Algorator Score H(T),NA(D),NA(F)
View Details

Apply

See Admin Notifications here

Project Management
Knowledge Management
Requirements Management
Execution Excellence
Effective Communication
Client Focus
Build Collaborative Relations
Estimation & Resource Planning
Innovation
Technology Trends

● I have ● I don't have

TICKER

Update your profile and enhance your opportunities!

Please keep your profile updated for us to help you with better opportunities!

'Ticker' section shows the common messages shared by Admin as well as the situational messages.

Recommended Jobs

Cognizant
Talent Market Place - iAspire

Welcome BEN MARSHAL

Please keep your profile updated for us to help you with better opportunities

SO ID Skill Grade - Senior Associ... Role Country State City SEARCH JOBS

Please update your profile
Increase your profile visibility to maximum projects by filling your skillsets.
Update your profile

This section shows the list of recommended jobs

JOBS Recommended 4 My Applications & Proposals 0

Promotion Eligible

SO ID 3395608 Cognizant Digital Engg Rivenwoods Manager | 26-Dec-2019

SO ID 3545217 Cognizant Digital Engg Atlanta Manager | 28-Oct-2019

TRENDING SKILLS

Project Management
Knowledge Management
Requirements Management
Execution Excellence
Effective Communication
Client Focus

Users in CDP Pool will be recommended with jobs across domains and associates will be able to apply for opportunities with more than 40% match.

SO ID Skill Grade - Senior ... Role Country State City SEARCH JOBS

Profile last updated 3 days ago
Increase your profile visibility to maximum projects by filling your skillsets.
Update your profile

182 Days Aging Explore more jobs

Click unlock to request for viewing opportunities outside your BU, while in PDP

JOBS Recommended 0 My Applications & Proposals 0

Promotion Eligible Outside My Practice Unlock

TRENDING SKILLS

Knowledge Management Requirements Management
Solution Structuring Innovation
Build Collaborative Relations

PDP users will be recommended with jobs only from their practice and an unlock button will be available from their day one in PDP. On clicking *Unlock*, users have to provide their justification for requesting to view opportunities outside their BU.

The request will be sent to the respective BU approver for approval. On approval users will be moved to PDP VCDP pool from PDP and they will be able to view opportunities across domain and practice. An auto unlock request will be triggered if user's bench aging is beyond 30 days and if there are more than 5 SO application rejections by PM.

SO ID

Skill

Grade - Senior Associ...

Role

Country

State

City

SEARCH JOBS

Please update your profile

Increase your profile visibility to maximum projects by filling your skillsets.

Update your profile

495 Days

Aging

Explore more jobs based on your skill sets.

Recommended 4

My Applications & Proposals 0

Promotion Eligible

SO ID 3395608

Cognizant Digital Engg
Riverwoods
Manager | 26-Dec-2019

Skills

Richness Index Score 71

Algorator Score H(T),NA(D),NA(F)

View Details

Apply

SO ID 3545217

Cognizant Digital Engg
Atlanta
Manager | 28-Oct-2019

Skills

Richness Index Score 69

Algorator Score H(T),NA(D),NA(F)

View Details

Apply

TRENDING SKILLS

Project Management

Knowledge Management

Requirements Management

Execution Excellence

Effective Communication

Client Focus

Build Collaborative Relations

Estimation & Resource Planning

Innovation

Technology Trends

Click on SO ID to view more details about the Job/SO

Job Details

Click here to go back to the dashboard

SO DETAILS

SO ID 3462608

Domain: QE & A

Location: Pune

Role: Test Analyst (Quality Engineering & Assurance)

Account Name: QEA Internal

Hiring Manager:

Start Date: 02-Dec-2019

Job Description:

Test Analyst Bachelors in engineering or equivalent. Understand detailed requirements design test cases prepare test data and execute the test cases WITH THE OBJECTIVE of ensuring least defects WITHIN the client and project specifications. Knowledge Transition. Understand and analyze business requirements based on the review of documents functional specifications document technical specification documents etc as received from client. onsite Participate in KT calls to understand the requirements. Conduct reverse KT with the client. onsite or share the document detailing out the requirement or application domain knowledge to ensure understanding on the same. Prepare and share query log tracker to track queries. Followup to ensure resolution of queries as documented in the query log. Organize KT sessions for new team members. Conduct training on tools like ETL tools etc as applicable. Seek signoff from the client team. Test Requirement Study. Participate in the requirement

Required Skills

Skills

Richness Index Score 69

Algorator Score H(T),NA(D),H(F)

Technical 1/1

Selenium*

Domain 0/1

Compliance Solutions*

Functional 13/13

Requirements Management*

Knowledge Management*

Configuration Management*

Release Mgmt-Process Tool & Tech*

Test & Defect Management*

Test Strategizing and Planning*

Estimation & Resource Planning*

Test Design Techniques*

Testing Execution Techniques*

Testing Process and Metrics*

Prototyping-Tech CoE*

COTS Product Knowledge*

Technology Trends*

Apply

Upskill

Exact Match

Proficiency Mismatch

Non Match

Resume Match

Adjacency Match

Mandatory

Non Mandatory

Back to Dashboard

Associate User Manual | 7

Skill Details

JOBS Recommended **4** My Applications & Proposals **0**

Promotion Eligible

Click on "View Details" to view the skill match details

SO ID	Company	Position	Manager	Start Date
3545217	Cognizant Digital Engg	Riverwoods	Manager	26-Dec-2019
3545217	Cognizant Digital Engg	Atlanta	Manager	28-Oct-2019
3141904	Cognizant Digital Engg	TECUMSE	Senior Associate	01-May-2019
3533817	Cognizant Digital Engg	Hillsboro	Senior Associate	23-Dec-2019

Skills

Richness Index Score **71**
 Algorator Score **H(T),NA(D),NA(F)**
[View Details](#) [Apply](#)

Skills

Richness Index Score **59**
 Algorator Score **H(T),NA(D),NA(F)**
[View Details](#) [Apply](#)

TRENDING SKILLS

- Project Management
- Knowledge Management
- Requirements Management
- Execution Excellence
- Effective Communication
- Client Focus
- Build Collaborative Relations
- Estimation & Resource Planning
- Innovation
- Technology Trends

● I have ● I don't have

TICKER

JOBS Recommended **3** My Applications & Proposals **0**

App, Existing

Shows the no of skill matches against the total skills required in that skill

Skill color indicates whether the Associate possess the exact skill or not

Skills

- Exact Match ● Proficiency Mismatch ● Non Match
- Resume Match ● Adjacency Match ★ Mandatory
- Non Mandatory

Technical 1/1

- Selenium*

Domain 0/1

- Compliance Solutions*

Functional 13/13

- Requirements Management*
- Knowledge Management*
- Configuration Management*
- Release Mgmt-ProcessTool&Tech*
- Test & Defect Management*

Skills

Richness Index Score **64**
 Algorator Score **H(T),NA(D),H(F)**
[View Details](#)

Apply

User can apply only for 5 jobs, which is the threshold limit. Threshold application limit can be configured as required in the server. When a user tries to apply after the threshold limit, system would show a warning message and will not allow the user to apply further.

Please update your profile
Increase your profile visibility to maximum projects by filling your skillsets.
[Update your profile](#)

495 Days Aging
Explore more jobs based on your skill sets.

JOBS Recommended 3 My Applications & Proposals 1

Promotion Eligible

Click here to Apply

SO ID 3545217
Cognizant Digital Engg
Atlanta
Manager | 28-Oct-2019

Skills
Richness Index Score 59
Algorator Score H(T),NA(D),NA(F)
[View Details](#)

SO ID 3141904
Cognizant Digital Engg
TECUMSE
Senior Associate | 01-May-2019
KEITH , MARGU (212118)

Skills
Richness Index Score 54
Algorator Score H(T),NA(D),NA(F)
[View Details](#)

TRENDING SKILLS

Estimation & Resource Planning
Project Management
Requirements Management
Execution Excellence
Effective Communication
Client Focus
Build Collaborative Relations
Knowledge Management
Technology Trends

Please update your profile
Increase your profile visibility to maximum projects by filling your skillsets.
[Update your profile](#)

495 Days Aging
Explore more jobs based on your skill sets.

JOBS Recommended 3 My Applications & Proposals 1

Promotion Eligible

SO ID 3545217
Atlanta
Manager | 28-Oct-2019

Skills
Richness Index Score 59
Algorator Score H(T),NA(D),NA(F)
[View Details](#)

SO ID 3141904
TECUMSE
Senior Associate | 01-May-2019
KEITH , MARGU (212118)

Skills
Richness Index Score 54
Algorator Score H(T),NA(D),NA(F)
[View Details](#)

TRENDING SKILLS

Project Management
Knowledge Management
Requirements Management
Execution Excellence
Effective Communication
Client Focus
Build Collaborative Relations
Estimation & Resource Planning
Innovation
Technology Trends

You have successfully applied for the SO #3395608

Ok

● I have ● I don't have

My Applications & Proposals

On successful Application, the respective proposal will be moved under 'My Applications and Proposals' with the status as 'Initiated for Proposal'. Alongside, a self-proposal will be created in TMP and it will be shown to the Hiring Managers and Talent Supply Chain POC for further processing. Appropriate email intimation will be sent to Hiring Manager and Talent Supply Chain POC. Upon intimation, the status of the proposal will be changed to 'Proposed'.

Click here to view the applications sent by the user

Header:

- Please update your profile: Increase your profile visibility to maximum projects by filling your skillsets. [Update your profile](#)
- Aging: 495 Days. Explore more jobs based on your skill sets.

JOBS:

- Recommended: 3
- My Applications & Proposals: 1

Filters:

- All (1)
- Applied by me (1)
- Proposed by HM (0)
- Proposed by TSC (0)
- Filter By
- Promotion Eligible

Application Details:

- Job:** Cognizant Digital Engg
- SO ID:** 3395608
- Location:** Riverwoods
- Manager:** 26-Dec-2019
- Proposed To:** PETER, DOUGLAS (125765)
- HM POC:**
- Skills:**
 - Richness Index Score: 71
 - Algorator Score: H(T),NA(D),NA(F)
 - [View Details](#)
- [Propos...](#)
- [Cancel](#)

TRENDING SKILLS:

- Estimation & Resource Planning
- Project Management
- Requirements Management
- Execution Excellence
- Effective Communication
- Innovation
- Client Focus
- Build Collaborative Relations
- Knowledge Management
- Technology Trends

'All' option shows the jobs applied by self and the proposals sent by others (Talent Supply Chain / HM)

Click here to view the proposals by others (Talent Supply chain/HM)

JOBS Recommended 3 My Applications & Proposals 1

☒ All (1) ☐ Applied by me (1) ☐ Proposed by HM (0) ☐ Proposed by TSC (0) Filter By Promotion Eligible

Job Details:

- SO ID:** 3395608
- Job Title:** Cognizant Digital Engg
- Location:** Riverwoods
- Manager:** PETER DOUGLAS (125765)
- Proposed To:** PETER DOUGLAS (125765)
- HM POC:**

Skills:

- Richness Index Score: 71
- Algorator Score: H(T),NA(D),NA(F)

[View Details](#) [Cancel](#)

TRENDING SKILLS

- Estimation & Resource Planning
- Project Management
- Requirements Management
- Execution Excellence
- Effective Communication
- Innovation
- Client Focus
- Build Collaborative Relations
- Knowledge Management
- Technology Trends

☒ I have ☐ I don't have

Applied by me

This section shows the list of jobs applied by the user along with their current status.

Click here to see the latest status

Click here to cancel the application

JOBS Recommended 3 My Applications & Proposals 1

☒ All (1) ☐ Applied by me (1) ☐ Proposed by HM (0) ☐ Proposed by TSC (0) Filter By Eligible

Job Details:

- SO ID:** 3395608
- Job Title:** Cognizant Digital Engg
- Location:** Riverwoods
- Manager:** PETER DOUGLAS (125765)
- Proposed To:** PETER DOUGLAS (125765)
- HM POC:**

Skills:

- Richness Index Score: 71
- Algorator Score: H(T),NA(D),NA(F)

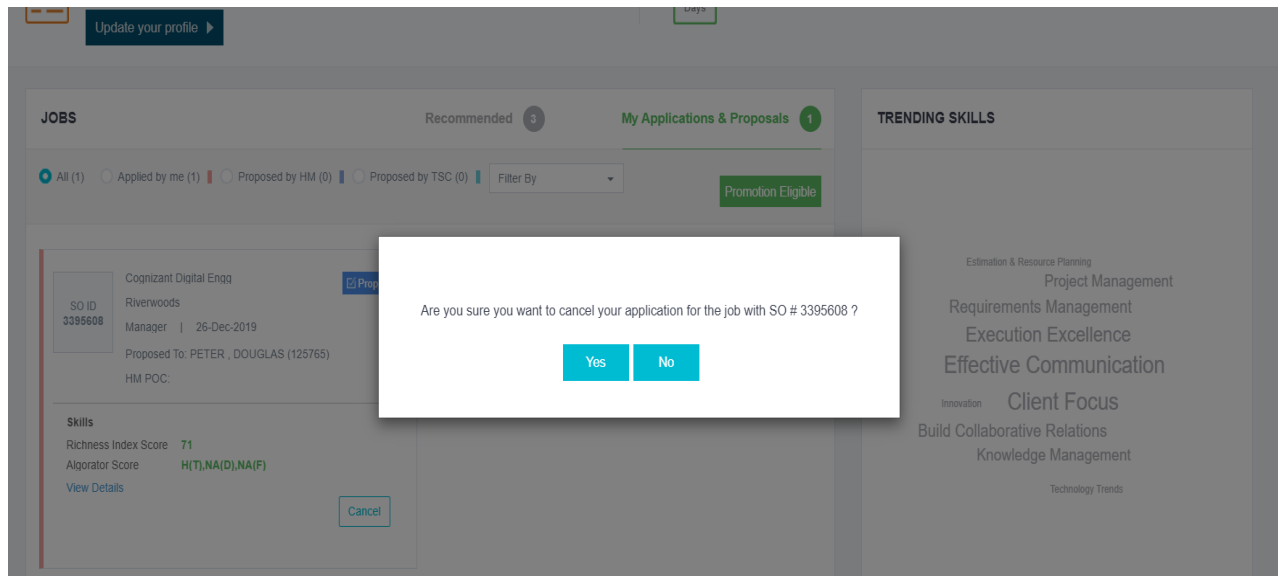
[View Details](#) [Cancel](#)

TRENDING SKILLS

- Estimation & Resource Planning
- Project Management
- Requirements Management
- Execution Excellence
- Effective Communication
- Innovation
- Client Focus
- Build Collaborative Relations
- Knowledge Management
- Technology Trends

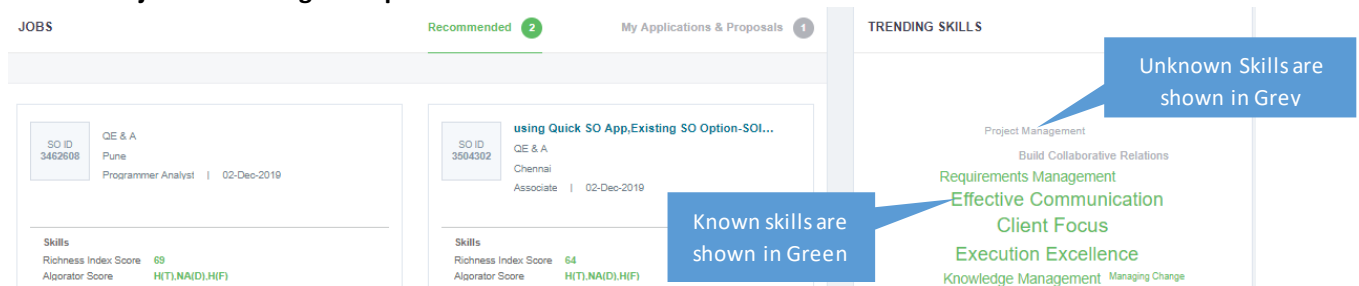
Cancel Application

User can cancel only those job applications which are in 'Initiated for Proposal' or in 'Proposed' status. Once a job application is moved from 'Proposed' status, user will not be allowed to cancel it. Also, User will be allowed to cancel only the Proposals which are applied by them.



Trending skills

Check the job trend using this option...



Notes: Trending skills would show the current trend in CTS - based on the opportunities which are relevant to the user's grade and +/- 1 grade of the user. Only the top 10 trends would be shown in trending skills. This would help the user to identify the trend and the opportunities available in front of them. Skills shown in green indicate that the associate already possesses those skills, and the skills in grey indicate those not possessed by the associate.

Search Jobs

SO ID

Skill

Grade - Senior ...

Role

Enter Necessary details
and click on Search jobs

SEARCH JOBS

Please update your profile
Increase your profile visibility to maximum projects by filling your skillsets.
Update your profile ►

495 Days
Aging
Explore more jobs based on your skill sets.

JOBS
Recommended 3
My Applications & Proposals 0

Promotion Eligible

SO ID
3545217

Cognizant Digital Engg
Atlanta
Manager | 28-Oct-2019

Skills
Richness Index Score 59

SO ID
3141904

Cognizant Digital Engg
TECUMSE
Senior Associate | 01-May-2019
KEITH , MARGU (212118)

Skills
Richness Index Score 54

TRENDING SKILLS

Project Management
Build Collaborative Relations
Innovation Client Focus Technology Trends
Effective Communication
Execution Excellence
Requirements Management
Knowledge Management
Estimation & Resource Planning

● I have ● I don't have

Users can search with skills, grade, CCA role and location – as required. By default, the grade filter will be populated with user's grade and their +/-1 adjacent grades. The search results can further be refined using the filter options available on top of the search results.

Notifications

The screenshot displays the Cognizant Talent Market Place interface for user BEN MARSHAL. The top navigation bar includes the Cognizant logo, the text 'Talent Market Place - iAspire', a welcome message, a user profile icon, a notifications bell icon with a '0' badge, and a language dropdown set to 'English'. A blue callout box points to the notifications bell icon with the text: 'Click on the corresponding notifications, if any, to view complete details'. The notifications dropdown menu is open, showing 'Notifications' and 'No notifications are there.' Below the navigation bar is a search bar with fields for SO ID, Skill, Grade - Senior ..., Role, Country, State, and City, followed by a green 'SEARCH JOBS' button. A banner section contains a 'Please update your profile' message with an 'Update your profile' button and an 'Aging' indicator showing '495 Days' with the text 'Explore more jobs based on your skill sets.' The main content area is divided into two sections: 'JOBS' with a 'Recommended' tab showing '3' items and a 'My Applications & Proposals' tab showing '0' items, and a 'TRENDING SKILLS' section. The 'JOBS' section also features a 'Promotion Eligible' button. The 'TRENDING SKILLS' section lists skills such as Project Management, Build Collaborative Relations, Client Focus, Innovation, Technology Trends, and Effective Communication.

Cognizant
Talent Market Place - iAspire

Welcome BEN MARSHAL

English Associate

Please keep your profile updated

Click on the corresponding notifications, if any, to view complete details

Notifications

No notifications are there.

SO ID Skill Grade - Senior ... Role Country State City

SEARCH JOBS

Please update your profile
Increase your profile visibility to maximum projects by filling your skillsets.
Update your profile

495 Days Aging
Explore more jobs based on your skill sets.

JOBS Recommended 3 My Applications & Proposals 0

Promotion Eligible

TRENDING SKILLS

Project Management
Build Collaborative Relations
Innovation Client Focus Technology Trends
Effective Communication