ELIGIBILITY CRITERIA FOR EWS HIRING

- B.E, B.Tech (All streams/branches) and MCA graduated in 2019 and 2020
- Aggregate of 65%/6.5 CGPA for 2019 and 2020 graduates.
- No active backlogs in all semesters during onboarding
- Maximum 1-year gap in education (post 10th standard till completion of graduation)
- Candidates must be eligible to work in India either by citizenship/have relevant work permit documents

ELIGIBILITY CRITERIA FOR PWD HIRING

- B.E, B.Tech (All streams/branches) and MCA graduated in 2019, 2020 or graduating in 2021
- No active backlogs in all semesters during onboarding
- 2021 pass out should meet this criteria upto 6th semester for B.E/ B.Tech at the time of recruitment process and upto till IV Semester in MCA during application and no backlogs in all semesters during onboarding
- Maximum 1-year gap in education (post 10th standard till completion of graduation)
- Candidates must be eligible to work in India either by citizenship/have relevant work permit documents

PHASE 1 OF HIRING:

- **EWS:** WOMEN ONLY APPLICANTS
- **PWD:** MOBILITY DISABILITY AND PARTIAL HEARING/VISUAL DISABILITY CATEGORY CANDIDATE TO START WITH FOR BOTH PERMANENT HIRE AS WELL AS BRIDGE PROGRAM

HIRING PROCESS FLOW:

- **Data Upload:** Partners upload candidate details on Accenture approved recruitment portal with EWS & PWD certificate of the candidate
- **Candidate Registration:**
  - Accenture will trigger candidate registration process based on our screening check.
  - Candidate will be required to register and submit their application to participate in our recruitment process.
- **Eligibility Check:** Candidate's eligibility will be reviewed based on our criteria – and will be invited to participate in our recruitment process.
- **Assessments:** Candidate will go through a series of assessments.
  - (Cognitive & Technical MCQ > Coding assessment > Communication Assessment) followed by a panel Interview
- **Selection:**

o Candidate who clear our assessments and qualify in our interview will be reviewed for a full-time opportunity at ASE career level.
o Offer Letter/ LOI (Letter of Intent) will be released to our shortlisted candidates.

Additional step: Integrated Internship (Bridge) Program

- For non-selected candidates, their assessment performance data will be evaluated to identify who will qualify for our unique Integrated Internship Program (IIP)
- Selected candidates for IIP will receive an internship opportunity with us for a specified duration.
- Candidates will undergo a program closure assessment to review their progress in our internship program. Based on the review:
  o They will be extended an offer to join us as ASE or
  o Will exit post closure of the program duration
- Candidate must mandatorily acknowledge to participate in the entire program duration before proceeding ahead with the program.
- Candidate enrolling to bridge program will be eligible for monthly stipend.

SELECTION CONSTRUCT:

All our hiring process will be conducted virtually. Our selection process will be based on 2 stage assessments and a panel interview. The entire process will be administered by us centrally.

Stage 1.A: Cognitive and Technical assessment (MCQ based), 90 minutes/90 questions

Cognitive assessment
- English Ability
- Analytical Reasoning
- Numerical Ability

Technical assessment
- Common Applications and MS office
- Pseudocode
- Fundamentals of Networking Security and Cloud

Stage 1.B: Coding Assessment (45 minutes): Consists of 2 coding problems which can be solved opting for any 1 of the 5-coding languages as per candidates choice (C, C++,Dotnet, Java Python)

Stage 2: **Communication Assessment (20 minutes)**
- Sentence Mastery
- Vocabulary
- Fluency
- Pronunciation

Stage 3: Interview (15 minutes): Focused on communication skills; Innovation and collaboration skills

PHASE 2 OF HIRING: we will focus more stringently on other disability categories as we design and enable our entire eco system of recruiting till training and project deployment based on the varied disabilities.