

# ITC

## Recruitment process

- **Profile:** Techno-managerial
- **Number of offers:** 4-5 (PPO generally given to 2)
- **Eligible branches:** electrical, chemical and mech in 2020; chem and mech in 2019
- **Processes involved:** application form, psychometric test, GD, 2 rounds of PIs
- **CGPA cutoff:** 8 (not a hard filter)
- **Psychometric test:**
  - **situational questions:** for eg - how good you rate yourself for XYZ.
  - **General observation:** same questions are tweaked in different ways and consistency is expected in the answers.
  - **Preparation material:** any mock psychometric test can be found easily.
- **GD:**
  - case-based discussion, the group must arrive at a consensus within a given time.
  - selection depends on how valid your points are.
  - initiating the discussion is a plus but not if your points aren't valid.
  - tests the applicants' thought process and how well the group can work together.
  - GD question - your plane crashes into a jungle, you're given a list of items for survival - rank them on the basis of decreasing priority.
  - Highly eliminative
- **Interviews:**
  - 2 PIs (eliminative), with 2 different panels - junior and senior (on the basis of their tenure in the company). Both panels consist of one core and one HR rep
  - resume driven PIs, how well you can explain your resume plays a major role
  - Panel members will dig deep into your resume and projects that you put on there
  - Core rep will test if your fundamentals are strong, you won't get brownie points for remembering fancy equations, your basics must be very strong
  - If you're lucky, the core panel member will ask you to pick and explain some of your favourite topics
  - HR rep will ask behavioral questions in both rounds and these play a major role - they look for positive body language and good personality traits
  - Behavioral question example - describe a situation where you faced difficulty and how you had overcome it - have 20 of these situations ready to go so that you can pick one and tailor the narration according to the question
- **Word to the applicants:**
  - CGPA isn't everything
  - they prepare a whole scorecard for resume evaluation and everything on there gets a certain weightage - CGPA has a good weightage but POR, sports, cultural, projects - all of these have a lot of weightage as well
  - they're looking for ppl who have a good overall growth - once you get through the resume shortlist, you're on level ground with everyone

## **Time at the company**

- **Gist:**
  - year-long induction and immersion program (10 months), introduced to business verticals, projects in each vertical, April 2020 positioned into the final role
  - KITES orientation - offline - they'll tell you what you're expected to deliver
  - 2 months intern - mid and end review - there will be a guide that you report to regularly
- **Expectations vs reality:**
  - in the intern you get to learn a lot about corporate culture, but other than that nothing surprising or unexpected
  - ITC expects a lot from recruits, work stretches out for long hours, even senior managers work for longer periods, not a typical 9-5 job
- **Growth:**
  - 1st year - AUT (Assistant Under training) - you'll come in at a pretty high level in the management hierarchy - positioned after 8 to 10 months - promotion after 2 years for everyone who came through the AUT program - after 1-2 years in a role, you can shift to another role - they'll never say no if you've learnt everything in your current role - they're very open to you switching - have a slight bias towards IITs and NITs for promotion
- **Projects:**
  - productivity improvement, efficiency improvement in production processes
  - induction program takes you through the entire value chain - procurement, supply chain, production aspect, a stint on sales and marketing, retail channels, process improvement.
- **Work culture:**
  - They won't stop you from diving deep into some subjects, they'll give you mentors, resources, you'll understand the business vertical very well
  - For a papermaking process project in intern, they arranged for travel, and all other resources were paid for
  - work culture is so so (for an Indian company it's good) - they pay you a lot but it's a lot of work too - no rigid work timings - come and go as you please as long as you get the job done - they push you in a good way and a bad way - some projects you have to be ready to stay in late

## **Employees interviewed:**

- [Atharva Godse](#)
- [Srihari Mohan](#)