



Campus hiring

2025

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Engineer a smarter, more connected world

Category	GenC Next	GenC Pro	GenC
Offering	6.75 LPA	5.4 LPA	4 LPA
Designation	PA	PA	PAT



Hiring starts from Jan'25

Reach out to your placement officers for more details.

Why Cognizant?

From internship to higher education - we have you covered!

Ranked #3

LinkedIn top
companies
India

(Apr 2023)

Certified™

Great place to work® in
20 countries including
India

(Oct 2024)

Ranked

amongst world's best
companies by TIME &
Statista

(Sep 2024)

Named

World's Best
Employer
by Forbes

(Apr 2024)

Named

in Fortune 2024
Change the World list.

(Sep 2024)

First

Global IT company to
receive certification for
AI management system.

(Dec 2024)

Recognized

as Google's
Breakthrough
partner of the year.

(Sep 2024)

The Cognizant GenC benefits



Higher education

Co-sponsored higher
education options



Digital Honors program

Accelerated career path for
achievers



No service bonds

We flourish on trust

2025 Hiring process & tentative timelines

One stop registration.

Registration

Mar 3rd - 9th

Screening

If cleared

Round 1
(Online)

Communication
assessment

March 13th

Round 2
(Online)

Aptitude
assessment

&

Technical
assessment

March 15th Onwards

March 17th Onwards

If cleared

All shortlisted candidates will be notified on the hiring category for interview.

Round 3
(In-person)

Technical Interview

GenC
Next

or

GenC
Pro

or

GenC

April 1st Onwards

If selected

LOI (Letter of Intent)

- It is mandatory to appear for **Communication, Aptitude, and Technical assessment** to be eligible for technical interview.
- **Internship** will be offered to subset of selected candidates based on skills, business demand, performance and provisional certificate availability.
- Other selected candidates will be onboarded as **Full Time Employee (FTE)** post successful completion of engineering degree.

Eligibility criteria 2025 batch

- 2025 batch of specific B.E. / B.Tech. / M.E. / M.Tech. (Streams such as Leather technology, Food technology, Fashion technology, etc. are excluded).
- Students should possess consistent academic record with minimum 60% in X, XII, Diploma, UG & PG (rounding off 59.9% is not allowed).
- 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 who are currently residing in India.

Mandatory documents for registration

- Resume attached with latest passport size photograph.
- Industry accredited certificate if available to be uploaded mandatorily.

Mandatory documents for interview

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

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

- Skill Cluster 1 is the default cluster for technical assessment, and candidates will be evaluated on Java, ANSI SQL, HTML, CSS, JavaScript skills. Candidates can choose Skill Cluster 2 or Skill Cluster 3 or Not applicable as their additional skill cluster. Based on the preference of additional Skill Cluster, few candidates will be considered for Skill Cluster 2 or Skill Cluster 3 assessment which will be notified.
 - Skill Cluster 1: Java, ANSI SQL, HTML, CSS, JavaScript (85% questions will be on Java and ANSI SQL)
 - Skill Cluster 2: Python, ANSI SQL, Cloud fundamentals (85% questions will be on Python & ANSI SQL)
 - Skill Cluster 3: C#, ANSI SQL, HTML, CSS, JavaScript (85% questions will be for C# and ANSI SQL)
- Kindly note that final decision of mapping skill cluster for technical assessment is at the sole discretion of Cognizant. If you are selected, you should be flexible to learn any skill areas during training based on business demand.
- Name of the student and DOB should exactly match with 10th marksheet & PAN card.
- Ensure student registration is done with accuracy as the same will be considered as final and no changes will be encouraged later. In case any discrepancy is found in the name (refer naming convention matrix), scores uploaded & educational documents given, the profile will be disqualified.
- All communications are only sent to the registered mail ID in Superset. It must be a 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.
- All communications to students and TPOs will be predominantly through Superset platform and students can confirm their status in the platform.
- Provisional certificate / Degree availability will be mandatory to join Cognizant.

Placement office information

- College placement officer needs to ensure that only those students who meet Cognizant eligibility criteria to appear for the placement process.

Disclaimer:

- 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