Campus hiring
2025

cognizant

Campus hiring 2025

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
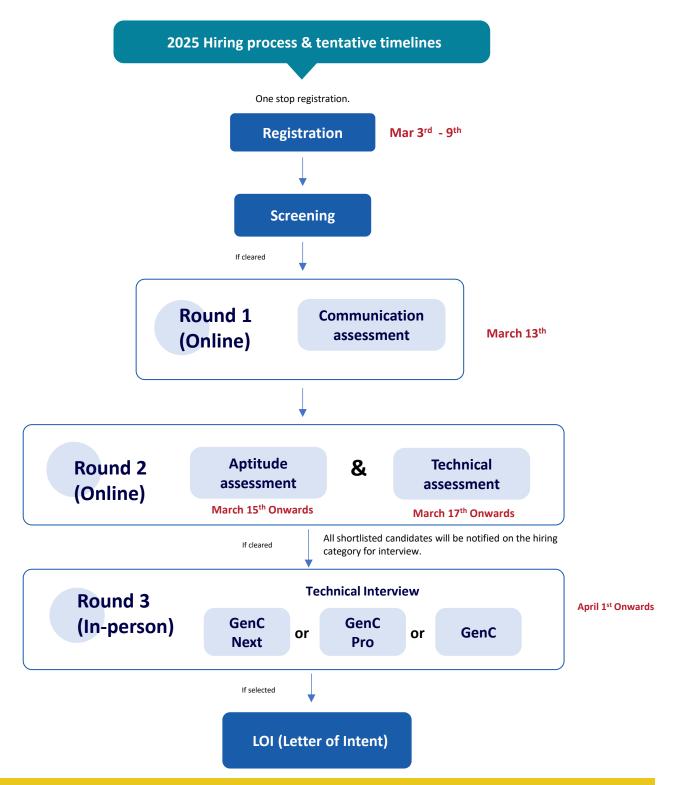
Higher education
Co-sponsored higher education options

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.