

My Selection Experience – Cognizant Digital Nurture Hiring

Phase 1: Communication Assessment

The first stage of the Cognizant Digital Nurture hiring process was the **Communication Round**, which focused on evaluating **speaking, listening, and writing skills**.

This round aimed to assess the candidates' overall communication proficiency, and the **shortlisting ratio was highly competitive**, with only about **25% of candidates progressing to the next stage**.

Phase 2: Technical Assessment

The next stage was the **Technical Assessment**, consisting of **five questions** in total: **two SQL**, **two coding**, and **one web development** question.

- **SQL:** Questions ranged from **easy to moderate difficulty**, focusing on **joins** and **query optimization**.
- **Coding:** Covered **easy to medium-level problems** from areas like **dynamic programming**, **subsequence**, and **sliding window patterns**.
- **Web Development:** An easy-level question where I had to **perform a toggle operation on button click using JavaScript**. All instructions were clearly mentioned, and careful reading of the problem statement was crucial.

Tip: Preparing SQL and coding questions from **LeetCode (Top 75 or Top 150)** is highly beneficial, as it helps identify recurring patterns and strengthens problem-solving skills.

Phase 3: Deep Skilling Training and Assessment

After clearing the technical round, I entered the **Deep Skilling Phase**, which lasted **8 weeks**.

Each week introduced **new concepts and tasks**, which we had to complete and **push to GitHub** for mentor review.

Throughout the training, assigned mentors monitored our progress and provided guidance.

At the end of the 8-week training, we underwent a **Deep Skilling Assessment** that included **MCQs** covering all the concepts learned during the training period.

Phase 4: Technical and HR Interview

The final stage consisted of a **Technical Interview followed by an HR Interview**.

The difficulty level of this round varied depending on the panel.

In my interview panel, the discussion began with a **brief self-introduction**, followed by **technical questions** including:

- **Two coding questions** in Java and **one SQL query** (easy to medium level)
- **Core topics:** OOPs, Collections, Data Structures, Linked Lists
- **Project discussion:** Questions related to the **tech stack** used in my project
- **Advanced concepts:** Topics like **JUnit**, **Microservice Architecture**, and **Spring Boot**

The interview lasted approximately **45 to 50 minutes**, covering both conceptual and practical aspects in depth.

Outcome

A few weeks after the interviews, I received the **final results** confirming my **selection in the Cognizant Digital Nurture Hiring Program**.

The overall process was a great learning experience, helping me strengthen both my **technical expertise** and **communication skills**, while gaining valuable exposure to real-world problem-solving approaches.