cognizant

Campus hiring

2026

Campus hiring 2026

Engineer a smarter, more connected world

GenC Next	**Programmer Analyst**
GenC Pro	**Programmer Analyst**
GenC	**Programmer Analyst Trainee**

Why Cognizant?

Named
America's Greatest Workplace for GenZ by Newsweek
(June 2025)

Named
Fortune's America's Most Innovative Companies
(Mar 2025)

World's
Most Ethical Companies® by Ethisphere
(Mar 2025)

Ranked
7th on the Fortune "Change the World" List
(Oct 2024)

Certified
Great Place To Work® in 20 countries including India
(Oct 2024)

Named
Forbes World Best Employers
(Oct 2024)

The GenC benefits

Higher education
Co-sponsored higher education options

Digital honors program
Accelerated career path for achievers

No service bonds
We flourish on trust

Hiring process and tentative timelines

Registration — Screening — *If cleared* — Communication & Aptitude assessment — *If cleared* — Technical assessment — *If cleared* — Technical Interview — *If cleared* — GenC Next *or* GenC Pro *or* GenC — *If selected* — Letter of Intent (LOI)

Round 1 (Online)   Round 2 (Offline)   Round 3 (Offline)

Please note:
- Only one attempt given for all assessments.
- It is mandatory for candidates to appear for the communication, aptitude and technical assessments.
- The Communication and Aptitude assessments will be conducted online, while the platform based technical assessment will take place in-person.
- The technical interview will be done in-person (BOT based / Subject matter expert).
- 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.
- Decision of mapping as GenC Next, GenC Pro or GenC will be at sole discretion of Cognizant. However, during the GenC Next and Pro technical interviews, candidates will also be assessed for GenC suitability.

Eligibility criteria

- 2026 graduates with a B.E. / B.Tech. / M.E. / M. Tech. (Streams such as Leather technology, Food technology, Fashion technology, etc. are excluded).

- Applicants applying for GenC and GenC Pro roles should have a consistent academic record with a minimum of 60% in X, XII, diploma, UG & PG (rounding off 59.9% is not allowed).

- To be eligible for GenC Next roles applicants should have a minimum of 70% in X, XII, diploma, UG & PG (rounding off 69.9% is not allowed). Final selection will be based on the candidate's overall performance in the assessments & at the sole discretion of Cognizant.

- Applicants with standing arrears are not eligible.

- Flexibility to work from any Cognizant office location in given shift timing and technology is mandatory.

- This opportunity is open to Indian nationals/OCIs who are currently residing in India.

Mandatory documents for registration

- Resume, attached with latest passport size photograph.

- Industry accredited certificates if available.

- Kindly upload your recent photograph in the superset platform.

Mandatory documents for interview

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

Mandatory documents for onboarding

- **PAN card-** If not available, kindly apply for one as it is mandatory for onboarding. Ensure that your last name, father's name, and other personal details are accurate and match the registration information. Please note, background verification may fail if these details are inconsistent.

- **Voter ID card/passport** - will be mandatory to verify citizenship.

- **Aadhar card** is mandatory for onboarding.

Important notes for registration

- Skill Cluster 1 is the default cluster for technical assessment, and candidates will be evaluated on below skills.
    - **Skill Cluster 1**: Java, ANSI SQL, HTML, CSS, JavaScript (85% questions will be on Java and ANSI SQL)
- 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 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 on C# and ANSI SQL)

- Kindly note that the final decision of mapping skill cluster for technical assessment is at the sole discretion of Cognizant. If an applicant is selected, the applicant should be flexible to learn any skill areas during training based on business demand.

- Enter the appropriate start and end year for all your academic qualifications, including 10th, 12th / Diploma, UG and PG (if applicable).
  Example: **10th** completion year : 2020, **12th** completion year : 2022, **UG:** 2022–2026.

- Mention any prior association with Cognizant—whether through employment, internships, or any association via a third-party vendor.

- The applicant's name and DOB should exactly match the 10th marksheet and PAN card.

- Ensure applicant registration is done accurately as it will be considered final, and no changes will be allowed later. In case any discrepancy is found in the name (refer to the naming convention matrix), scores uploaded, or educational documents provided, 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.

- A provisional certificate or degree will be mandatory to join Cognizant.

Placement office information

- The college placement officer needs to ensure that only applicants who meet Cognizant's eligibility criteria appear for the 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 **GenCHRComplianceIND@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 **GenCHRComplianceIND@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 **GenCHRComplianceIND@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