



# Cognizant fresher hiring for 2025 Engineering graduates

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Engineer a smarter, more connected world



**GenC:** Programmer Analyst Trainee  
4 LPA

Hiring starts from November 2025

## Why Cognizant?

### Recognized

Fortune 500 list for 15<sup>th</sup> consecutive year;  
ranked 3<sup>rd</sup> among IT consultancies  
(June 2025)

### Named

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

### World's

Most Ethical Companies® by Ethisphere  
(Mar 2025)

### Ranked

7<sup>th</sup> 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

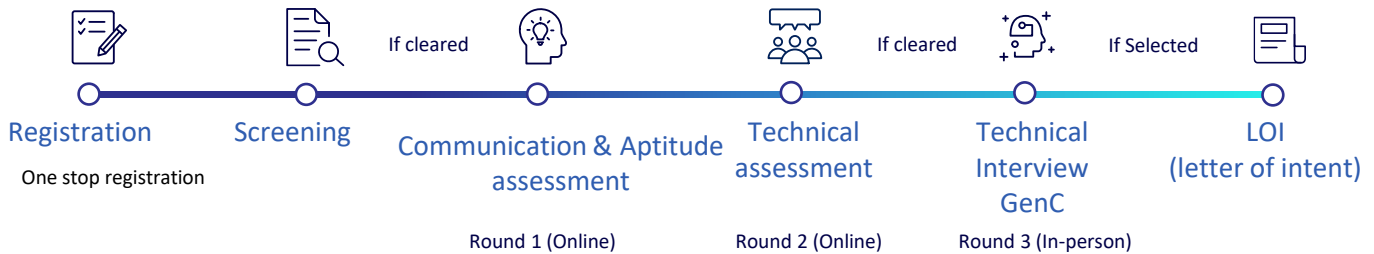
Accelerated career path for  
achievers



### No service bonds

We flourish on trust

## Hiring process and tentative timelines



### Please note:

- It is mandatory to appear for Communication, Aptitude, and Technical assessment to be eligible for technical interview.
- Please note, if selected, candidate will join as a fresher as no prior work experience will be considered.

## Eligibility criteria 2025 Graduates

- 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.
- Appropriate CGPA to % conversion to be considered as per university norms.
- 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.
- Portfolio.

## Mandatory documents for onboarding

- PAN card - 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 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.
- Provisional certificate / Degree availability will be mandatory to join Cognizant.

Disclaimer:

- In case of any queries related to hiring, interview schedules, or offer communication, kindly reach out to us at Campus2Cognizant.
- 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](mailto: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](mailto: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](mailto: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