Guidelines for Recruiters

2025 and 2026 Graduates

ABOUT US

IIIT Bangalore is a post-graduate institute for higher learning in Computer Science, Electronics and Communication, and Digital Society.

The programs offered are:
- Integrated MTech (CSE & ECE)
- MTech (CSE & ECE)
- MSc. In Digital Society
- Master of Science by Research
- Doctor of Philosophy

The curriculum of IIIT Bangalore states that the students in their final semester (Mid December – Mid June) must complete 16–20 credits, in one of the following modes:

- As a **Full-Time intern**, working on a challenging project in their area of interest, with industry.
- Carrying out a **Thesis** on a research topic under the supervision of a faculty member at IIIT Bangalore.
- A **research project/exchange program** in IIIT Bangalore or any other university in India or abroad.
- Create a **Startup** under the mentorship of the IIIT Bangalore Innovation Center.

Companies recruiting from IIITB normally offer:
- 6/11 Months Internship + Full Time Employment (**I + F**)
- Full-Time Employment (**F**)
- 6/11 Months Internship (**I**)
- 11 months internship

Internship Period: Either 1 August – 20 June (11 months) or 15 December / 1 January – 20 June (6 months).

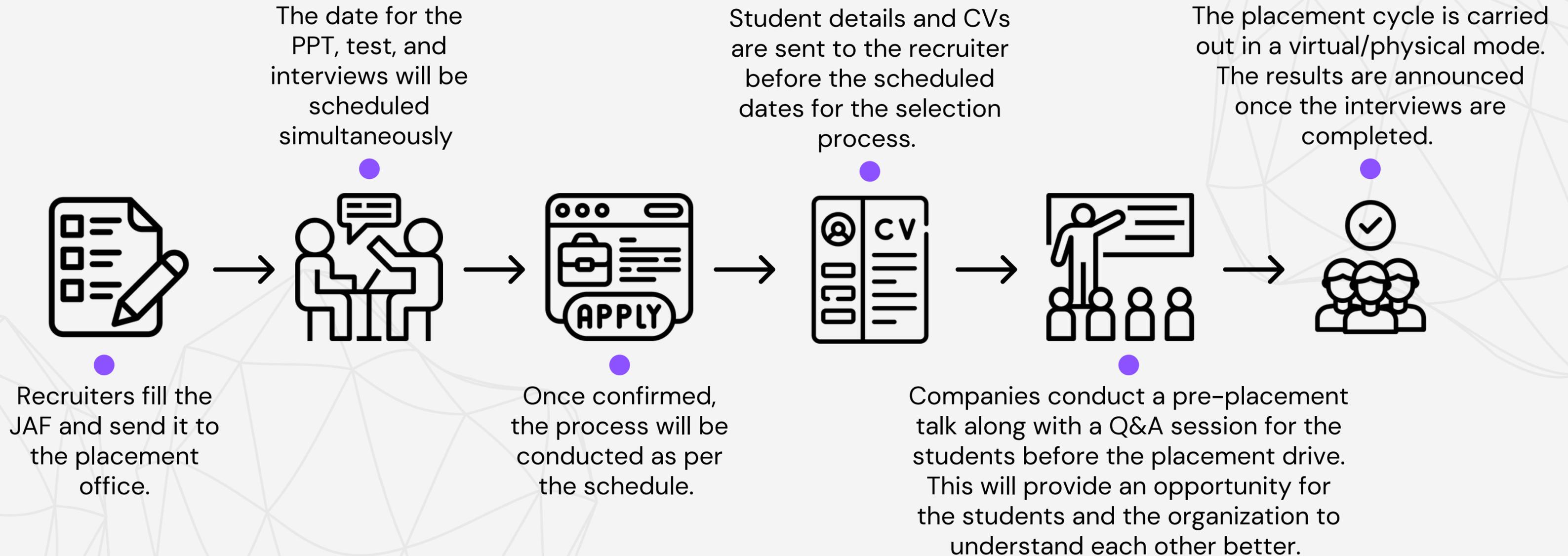**Full-Time Onboarding**: 2nd week of July onwards

The process and the policies described in the upcoming slides **apply equally to internship and full-time job placements**.

PLACEMENT PROCESS

IIIT Bangalore Placement Process is carried out by the student representatives and with oversight from the Placement Office.

- Recruiters can write to iiitb_placement@iiitb.ac.in and placement.committee@iiitb.org stating their interest in recruiting. An invite will be sent accordingly.
- It is important for recruiters to fill out the employment form completely and not vaguely so that students get a clear picture of what is being offered.
- Upon receipt of the Job Application Form (JAF), a Single Point of Contact (SPOC) will be assigned to the organization for a smooth placement process.
- Once the JAF is rolled out, a list of applicants and CVs will be sent to the organization.
- The dates for the Pre Placement Talk (PPT), test, and interviews could be finalized simultaneously.
- After confirmation of participation, students apply for the profiles offered, submitting their CVs in the placement portal and the details of applicants will be shared with the recruiter.

- The drive will be conducted in **virtual /physical mode**. We sensitize the students, however, it is the organization's responsibility to conduct a proctored test and virtual interviews. If there are specific requirements, the organization needs to inform the SPOC in advance. Request to be sensitive towards network and other issues as many students live in remote areas.
- Companies conduct a pre-placement talk along with a Q&A session for the students before the placement drive. This will provide an opportunity for the students and the organization to understand each other better. The students are allowed to back out of the application after the PPT if they do not find a match in their profile and the JD offered.
- There could be possibilities of pending results of previous interviews or summer PPOs, which could come during the drive, hence request the recruiter to maintain a waitlist of students apart from the final list of selected students. This is in accordance with the institute placement policy of "one student, one job offer".
- Please direct all queries regarding software to be downloaded for PPT/ test/interview **at least 72 hours prior** to the commencement of the placement process.

PLACEMENT PROCESS

The date for the PPT, test, and interviews will be scheduled simultaneously

Student details and CVs are sent to the recruiter before the scheduled dates for the selection process.

The placement cycle is carried out in a virtual/physical mode. The results are announced once the interviews are completed.

Recruiters fill the JAF and send it to the placement office.

Once confirmed, the process will be conducted as per the schedule.

Companies conduct a pre-placement talk along with a Q&A session for the students before the placement drive. This will provide an opportunity for the students and the organization to understand each other better.

PLACEMENT POLICY

The Placement Policy and Guidelines are administered by the Institute and are meant to keep the entire process transparent and fair to all the participants in the process.

The Placement Policy is summarized below:
- Companies need to fill out the employment form and MOU before beginning the placement process.
- We expect the companies to adhere to the promised CTC (including the base package) and placement cycle hiring (**I+F, F, I**).
- Students without a confirmed offer at the time of application have an equal opportunity to apply for companies scheduled for the selection process.
- The students must accept the first confirmed offer announcement. Therefore it is suggested that companies announce the results as soon as possible after the completion of their selection process. An exception to the above policy is when two or more companies conduct their selections at around the same time and their results are expected more or less together. In such cases, students will be allowed to choose the company whose offer they wish to accept.

- In case the company offering an internship converts it into a full-time confirmed offer, the student can choose between the conversion and the already secured final placement (if any).
- Internship offers with conditional confirmation into a confirmed placement at the end of the internship period is considered just an internship offer. Verbal confirmation cannot be accepted. Consequently, the students with such offers are eligible to apply for other full-time placement opportunities.
- Students with a confirmed offer cannot appear for any subsequent selection process and are considered out of the placement pool.
- Students may choose to opt out after the pre-placement presentation.
- Companies should declare their results within EOD of completion of the final interview of all the candidates.
- Written test results need to be declared on the same day or at most 18 hours after the exam.
- The organization is requested to maintain a waitlist of students, if they go back on the promised Job offers(I+F). In the case where a company offers an internship(I) to students who applied for an internship + Full-time offer(I+F), the students have an option to reject the offer within a stipulated time frame. We request companies to provide the opportunity to the students on the waitlist in such cases.

- At IIITB we realize that the needs of every company varies, and hence we are flexible in allowing the placement process to be conducted to suit your specific needs – from selection of applicants to offer letters.
- As you may be aware, IIITB is a tier-1 institute on par with the IITs. Our MTech students are admitted after a very high GATE score cut-off. With a highly qualified and experienced faculty and a carefully planned curriculum, our students are industry-ready as they graduate.
- Hence, it is only natural that their expectations on the compensation front is on par with students from other elite institutes in India. We are confident that you would like to hire the right high quality talent for your organization, and therefore we request you to increase the compensation package in line with industry standards. We will be happy to address any concerns or questions you may have on this front.
- Most students are not comfortable to sign a bond, if you have the policy, we will inform the students about the same and it is upto them if they would like to apply for the respective job.

- The average compensation is INR 27.08 LPA for CSE and INR 31.6 LPA for ECE programs.
- We follow a one-job-per-student policy. However, we have a threshold for the compensation offered. If students are given offers below the minimum compensation mentioned, they are allowed to sit for jobs in other organizations.
- Min CTC for CSE and ECE – 8 LPA (Base compensation)
- Min CTC for MSc Digital Society – 6LPA (Base compensation)
- Though most of the companies send the JAF at the same time, the companies will be invited in order of JD and CTC.

ON INTERNSHIPS

- IIIT Bangalore takes the internships that students carry out with companies very seriously and is a prerequisite to the final Master's degree.
- It is seen as equivalent to a thesis that they could possibly do otherwise at the institute with a faculty member of their choice, except that it is in actual industry setting.
- The internships offered must have a clear description of a problem of relevance to the company that the student is expected to be working on during the internship period and the expected contribution from the student.
- We would prefer that the problem statements are reasonably open-ended to allow the student to use what they have learned during their Master's Program.
- **Companies must send at least one mid-term report in the prescribed format to the Institute. This is needed to understand the progress of the students and help them improve where needed.**
- **Companies must send a final successful internship completion certificate in the prescribed format to library@iiitb.ac.in before the end of the internship period (mentioned earlier).**
- Companies are requested to start the 11 months internship latest by 5th Aug and 6 month internship latest by 5th Jan each year.

IN GOOD FAITH

- Companies making combined Internship plus Full-Time placement offers must ensure that non-conversions to full-time placements post the internship period are allowed only under exceptional circumstances.
- It is expected that companies do not interact with the students directly, outside the selection process.
- All interactions/clarifications with students should either happen in person during the pre-placement talks and/or interview or through the Placement Office.
- Selection results must be conveyed only to the Placement Office in strict confidence within 24 hours of the completion of the selection process.
- It is recommended that companies publish a **wait list** along with the confirmed offers (happens rarely as mentioned earlier) because students with multiple offers can retain exactly one.
- **Revoking an offer after it has been extended can have detrimental effects on both the individuals affected and the reputation of your brand.**
- Any discrepancies/difference (as compared to the employment form and PPT) in the offer letter after selection **gives the student the choice to accept/reject the offer.**

CONTACT US

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**Wish you happy placement
season with IIIT Bangalore!**