



# Fresher hiring 2026

Analyst Trainee  
(Digital Workplace Practice)

# About Cognizant



**Ranked** among Fortune's America's Most Innovative Companies  
(March 2026)

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**Certified** as Great Place to Work® in 31 countries, including India  
(March 2026)

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**Recognized** as one of the World's Most Ethical Companies® by  
Ethisphere (March 2026)

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**Ranked** among Newsweek's Most Reliable Companies (October 2025)

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**Named** in Forbes' World's Best Employers list 2025 (October 2025)

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**Ranked** among the World's Best Companies by TIME (September 2025)

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**Achieved** a Guinness World Record for the largest online generative  
AI hackathon (August 2025)

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**Recognized** in the Fortune 500 list for the 15th consecutive year and  
ranked 3rd among pure IT consultancies (June 2025)

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**Named** as one of America's Greatest Workplaces and Greatest  
Workplaces in Tech by Fortune (June 2025)

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**Featured** in Newsweek's America's Greatest Workplaces for Gen Z  
(May 2025)

## Job title

Analyst Trainee

## Job location

PAN India



## Job description

This is a Service Desk role. You will be responsible for providing technical support to our clients, including troubleshooting and resolving IT issues and ensuring the smooth functioning of their computer systems and IT services.

## Key responsibilities

- Serve as the first point of contact in the Service Desk for end-users reporting IT issues.
- Log, track, and resolve Service Desk tickets accurately and within defined SLAs.
- Troubleshoot hardware and software issues to minimize downtime and disruption.
- Collaborate with internal IT teams to escalate and resolve complex scenarios.
- Build and maintain knowledge base articles to enable faster resolutions.

## Role expectations

- Client-focused mindset with the ability to support users across diverse cultures.
- Strong verbal and written communication skills suited to a Service Desk environment.
- Sound technical knowledge and willingness to work in shifts from the office.

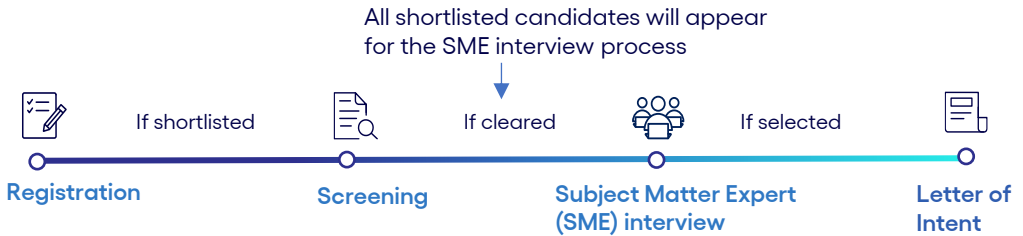
## Support & benefits from Cognizant

- No Service bonds.
- Cognizant sponsored Higher Education from BITS Pilani (applicable only to candidates from Science, Technology & Mathematics background).
- Night shift allowance.
- Safe and comfortable cab facilities for pick-up and drop.
- Timely rewards and recognition for top performers.

## Eligibility criteria

- Students graduating in 2025 and 2026 from any 3-year UG degree (BCA, BSc, BA, BBA, B.Voc, BMS, BCom etc.) are eligible to apply.
- Students currently enrolled into full time post graduate courses are not eligible.
- Students should possess consistent academic record with minimum 50% in X, XII, Diploma, UG (rounding off 49.9% is not allowed).
- At the time of joining, all recruits need to have a minimum 50% aggregate in the pursuing degree with no standing arrears.
- Students applied for re-evaluation and waiting for the results would be validated with the initial results score declared.
- Appropriate CGPA to % conversion to be considered as per university norms.
- Students with standing arrears are NOT eligible to apply.
- Flexibility to work from any Cognizant office location in a given shift timing and technology is mandatory.
- Open to Indian nationals/OCl's who are currently residing in India.

# Hiring process



## Note:

- If selected, you will join as a fresher as no prior work experience will be considered.
- Candidates who are recommended for training post selection are required to successfully complete the training for confirmation.

## Student information

### Mandatory documents for registration

- Resume (maximum of 2 pages) with a high-resolution passport size photograph. Please note that the recent photograph should be clicked in a light background and both the ears of the candidates must be visible.

### Mandatory documents for interview

- All academic documents including the college ID card and school/college UG mark sheets.

### Mandatory documents for onboarding

The final Cognizant onboarding would be subject to satisfactory background verification.

- PAN card - If a PAN card is not available, please apply for one, as it is a mandatory requirement for onboarding. Make sure 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.
- Voter ID card / Passport will be mandatory to verify citizenship.
- Aadhar card is mandatory for onboarding.

## Disclaimer:

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