cognizant®

Campus hiring 2026

(SaaS Cloud & SAP FICO)

Campus hiring 2026

Engineer a smarter, more connected world

Category: GenC

Grade: Programmer Analyst Trainee

Hiring starts: February 2026

Why Cognizant ?

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

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

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

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

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

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

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

Ranked among Fortune's America's Most Innovative Companies (March 2025)

Recognized as one of the World's Most Ethical Companies® by Ethisphere (March 2025)

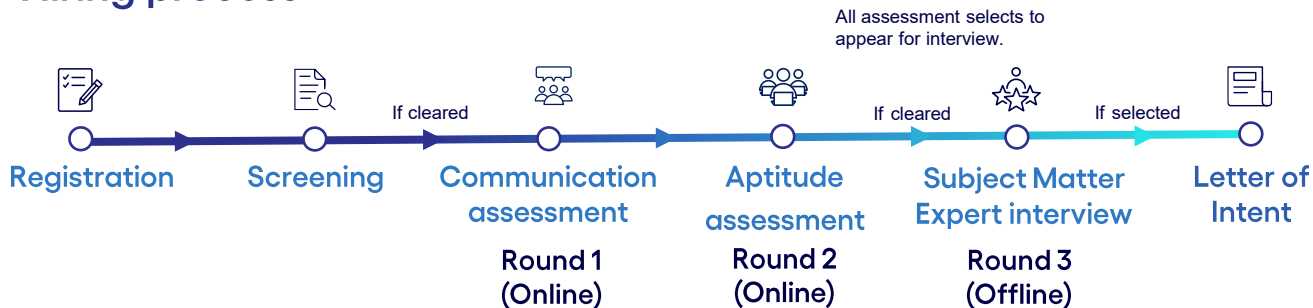**Certified** as a Great Place to Work® in 20 countries, including India (Dec 2024)

The GenC benefits

No service bonds
We flourish on trust

Hirin process

Registration → Screening →(If cleared)→ Communication assessment → Aptitude assessment →(If cleared)→ Subject Matter Expert interview →(If selected)→ Letter of Intent

All assessment selects to appear for interview.

Communication assessment
Round 1 (Online)

Aptitude assessment
Round 2 (Online)

Subject Matter Expert interview
Round 3 (Offline)

Please note:
- Only one registration per candidate is allowed.
- All assessments are mandatory to attend.
- Interviews will be conducted in person.
- If selected, you will join as a fresher as no prior work experience will be considered.
- Candidates should have their college , educational certificates and marksheets ready for the process.
- The decision to map candidates to SAP FICO or SaaS Cloud roles will be at the sole discretion of Cognizant.

Eligibility criteria 2026 batch

- Students graduating in 2026 with a full time B. Com or M. Com degree.
- Applicants who have applied to any of Cognizant's hiring drives within the last six months are requested not to apply for this drive, as such applications will not be considered.
- Consistent academic record of 60% and above in X, XII, Diploma, UG & PG (all subjects will be taken into consideration).
- At the time of joining, all recruits need to have a minimum 60% aggregate (all subjects will be taken into consideration) in the pursuing degree.
- Students with standing arrears are NOT eligible to apply.
- Appropriate CGPA to % conversion to be considered as per university norms.
- Students who have applied for re-evaluation and are waiting for the results would be considered with the initial results score declared during hiring process.
- 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 (maximum of 2 pages) with a high-resolution recent passport size photograph. Please note that the photograph should be clicked in a light background and both the ears of the candidate must be visible.

- Industry accredited certificates if available.

- Kindly upload your recent photograph in the superset platform.

Mandatory documents for interview

- All academic documents including the college ID card, X, XII, Diploma, UG and 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. Passport/Voter ID card is required for verifying nationality while joining Cognizant.

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

- Aadhar card is mandatory for onboarding.

Important notes for registration

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

- 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 : 2021, **12th** completion year : 2023, **UG**: 2023–2026.

- 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.

- Applicants will receive all communications only on the registered email ID in Superset. This must be their personal email ID and will be considered the primary mode of communication. It should not be changed at any point during the hiring process or until onboarding as a Full-Time Employee (FTE).

- All communications to applicants and placement officer will predominantly be through the Superset platform, and applicants can confirm their status on the platform.

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

Placement office information

- College placement officer needs to ensure that only those applicants who meet Cognizant eligibility criteria to appear for the placement process.

For any placement related queries, please reach out to your placement officer / coordinator and do not write to email ids mentioned in the disclaimer mentioned below.