



# Campus hiring 2026

(SaaS Cloud & SAP FICO)



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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](#))

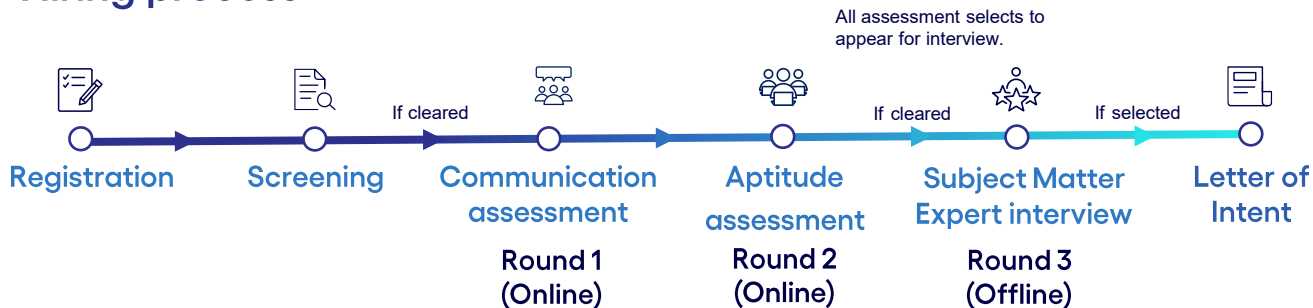
## The GenC benefits



**No service bonds**

We flourish on trust

# Hiring process



## 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 marksheet 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 10<sup>th</sup> grade marksheet and PAN card.
- Enter the appropriate start and end year for all your academic qualifications, including 10<sup>th</sup>, 12<sup>th</sup> / Diploma, UG and PG (if applicable). Example: **10<sup>th</sup>** completion year : 2021, **12<sup>th</sup>** 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.

### 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 [GenCHRCComplianceIND@cognizant.com](mailto:GenCHRCComplianceIND@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 [GenCHRCComplianceIND@cognizant.com](mailto:GenCHRCComplianceIND@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 [GenCHRCComplianceIND@cognizant.com](mailto:GenCHRCComplianceIND@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.