



Cognizant | Analyst Trainee Fresher hiring



Analyst Trainee hiring



Designation **Analyst Trainee**

Hiring starts from Nov'25

Why Cognizant

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

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

Recognized as World's Most Ethical Companies® by Ethisphere (Mar 2025)

Ranked 7th in the Fortune "Change the World" List (Oct 2024)

Certified as Great Place To Work® in 20 countries including India (Oct 2024)

Recognized as one of the World's Best Employers by Forbes (Oct 2024)

The GenC benefits



No service bonds

We flourish on trust



Role clarity

Roles that commensurate with your skills, with options to transition

Hiring process

- Only one registration per candidate is allowed.
- Communication and Aptitude assessments are mandatory to attend.
- Interviews will be conducted virtually / in-person. (Round 1 Interview- Virtual, if selected, Round 2 Interview- In-person at Cognizant office / nodal college)
- Letter of Intent (LOI) will be rolled out post selection.

Eligibility criteria

- For IT & Integrated Smart Operations role: 2024 or 2025 graduated batch of 3-year UG degree in BCA, BSc - Computer Science, Information Technology (allied streams), Mathematics, Physics, Chemistry, Statistics & Electronics with minimum **60%** in academics. **(rounding off 59.9% is not allowed)**.
- For Multicloud & Digital Workspace Services role: 2024 or 2025 graduated batch of any 3-year UG degree (For e.g. BCA, BSc, BA, BBA, BCom, BVoc, BMS, etc) with minimum 50% in academics. **(rounding off 49.9% is not allowed)**.
- Students with **standing arrears are NOT eligible**.
- 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.
- Students will get the communications only to the registered mail ID in Superset. It must be their 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.

Mandatory documents for registration

- Resume (maximum of 2 pages) with a high-resolution 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.

Mandatory documents for interview

- All academic documents including the college ID card, X, XII, Diploma, and UG marksheets.

Mandatory documents for onboarding

- PAN card - In the event that a PAN card is not available, please apply for it. 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

- Name of the student and DOB should exactly match with 10th marksheet & PAN card.
- Ensure student 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.
- All communications to students will be predominantly through Superset platform and students can confirm their status in the platform.
- 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.
- 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.
- 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.
- 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.