



Virtual Campus Recruitment Process



1. Registration

- Candidates will be sent an email by their Placement Officer, which contains the registration link. This link will remain open for a period of three days
- Registration must be done with correct and accurate information.
- Candidates are required to upload their resume in the specified format (as attached with the registration mail)
- Candidates must upload a **recent and clear passport size photograph** along with their resume. This is a **mandatory requirement** for the process



2. Pre-Placement Talk/Branding Session

- The Pre-Placement talk will be conducted over the Zoom virtual meeting platform, at the end of which candidates may ask questions using the “Raise Hand” feature
- The Placement Officer will circulate the Branding Session link among the candidates, a day prior to the session. (It is not necessary to register before the Branding Session. Registration can be done till 2 days after the Branding session, until the link is closed)



3. Pre-Hire Assessment

- The test link will be shared with each eligible candidate individually on their **registered email ID** after the registration period has ended. The link will remain active for a total duration of three days
- Candidates must ensure they are equipped with the technological requirements (mentioned below) necessary for the assessment
- On the day of testing, a call will be set up with all shortlisted candidates before the process begins, to explain the functionalities of the platform and the process
- Candidates will have to upload a recent picture before signing into the test. On accessing the test link, the software will prompt the candidate to click a picture using the webcam which will be verified with the previously uploaded picture
- Based on the scores of the Pre-Hire Assessment, candidates will be shortlisted for the Interview process.



4. Interviews

- Candidates shortlisted for the interview process will receive an email with the sequence, instructions and links to the interviews, on their registered email ID, a day prior to the interviews
- Coordination of the process will take place via on-campus placement coordinators
- Each candidate is to join the designated link when instructed, and stay in the virtual waiting room until allowed onto the call
- Candidates must ensure that they are wearing their college ID and must show this to the panel at the start of each interview round
- Candidates must share their desktop for the entire duration of the interview
- The interview process shall consist of three rounds of interviews- the HR Round, Technical Round and Final Round respectively. Each interview shall be on a one on one basis
- All candidates who have attended the final round of interviews will be required to wait until the end of the process and rejoin the final round interview link, for the results to be announced
- For any queries, candidates must reach out to the designated recruiter from Deloitte



Technology Requirements

- a. Video conferencing platform Zoom will be leveraged for the Pre-Placement session (Zoom Webinar) as well as for the various rounds of interviews (Zoom Meetings). Candidates must therefore have the updated Zoom application accessible on their devices
- b. A stable 1 Mbps or higher internet connection, a good quality Headset with a Microphone as well as a Webcam is required for the Pre-Hire Assessment and Interview process

Disclaimer: Relevant documents/information submitted by the candidate for applying to Campus Recruitment process are subject to scrutiny/background verification. In case any discrepancies or non-compliances are found anytime during the Campus Recruitment process the same will result in offer being rescinded.

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