

Placement Guidelines for Recruiting Companies

**International Institute of Information Technology
Bangalore**

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About IIIT Bangalore

IIIT Bangalore is a post-graduate Institute for higher learning in Information Technology.

IIIT Bangalore offers the following programs:

- Mtech (IT)
- Mtech (ESD)
- Integrated M.Tech
- MSc. In Digital Society
- Master of Science by Research
- Doctor of Philosophy

The final year students have to mandatorily complete a full time 6 months internship in one of the following modes:

- As a full-time intern, working on a challenging problem with a company of repute
- Working towards a Thesis on a research topic under the supervision of a faculty member at IIIT Bangalore.
- Completing a project at a partner university under one of our exchange programs.

Company Internships & Final Placements



Companies interested in participating in the Placement Process at IIIT Bangalore typically open up opportunities to the students in either of the following two modes or both:

- 6-Months Internship alone
- Direct Placement Offer

Internships are expected to start by mid December and end by mid June

Students graduate in July after which they are available for full time placement.

Internship and Placement offers are treated independently.

The Process and the Policy described in the rest of this document applies equally to Internship and final Job placements.

IIIT Bangalore Placement Process - I



IIIT-B Placement Process is run largely by the students with oversight from the institute Placement Office.

All placement activities will be held on Wednesday afternoons (depending on the timetable), weekends (Saturday, Sunday) and designated placement week(s) when there will be no classes.

The Placement Process is summarized below:

- Companies fill in the Recruitment form (which is sent along with the brochure and guidelines) and send it to the Placement Office at the earliest.
- Confirmation of participation must include a clear intent to participate, few tentative timelines and dates for the selection process (subject to the IIIT Bangalore Calendar) and a list of Job Descriptions with matching eligibility criteria and indicative compensation packages.

IIIT Bangalore Placement Process - II



- After confirmation of participation, students apply for the opportunity by submitting their CVs.
- The details of the students who have applied for the opportunity along with their CVs is sent back to the recruiting organization well before the scheduled dates for the selection process.
- Direct all queries regarding preferred slots and logistics to the Placement Office at least a week in advance. The Placement office will revert with the required information.
- Confirm the same at least 72 hours prior to the commencement of the Selection Process.
- Conduct a Pre-placement presentation prior to the actual selection process for about an hour including a Q&A session. This will provide an opportunity for the students and the organization to understand each other better.
- Conduct the selection process at the IIIT Bangalore campus.

IIIT Bangalore Placement Policy - I



The Placement Policy and Guidelines are administered by the Institute and are meant to keep the entire process transparent and fair to all the participants in the process.

The Placement Policy is summarized below:

- All students without a confirmed offer at the time of application have an equal opportunity to apply for any of the companies scheduled for their selection process.
- **The students must accept the first confirmed offer announcement that comes their way. Therefore it is important the companies announce their results as soon as possible after the completion of their selection process.** There might be exceptions to the above when two or more companies conduct their selections at about the same time and their results are expected more-or-less together.

IIIT Bangalore Placement Policy - II



- In such cases students who have applied to more than one of these companies will be allowed to wait till all the results are announced for them to accept **exactly one** of these.
- Internship offers with conditional confirmation into a confirmed placement at the end of the internship period is considered just an internship offer. Consequently the students with such offers are free to apply for other final placement opportunities. In case the company offering internship does convert it into a final confirmed offer, the student can choose between the conversion and the already secured final placement if any.
- Students with confirmed offers cannot appear for any subsequent selection process of any other company.
- Students may choose to opt out after Pre-placement presentation.

On Internships



IIIT Bangalore takes the internships that students carry out with companies very seriously and is a prerequisite to the final Master's degree.

It is seen as equivalent to a thesis that they could possibly do otherwise at the institute with a faculty member of their choice, except that it is in actual industry setting.

The internships offered must have a clear description of a problem of relevance to the company that the student is expected to be working on during the internship period and the expected contribution from the student. We would prefer that the problem statements are reasonably open ended to allow the student to use what they have learnt during their Masters Program.

Companies must send at least one mid-term report and a final evaluation scorecard in the prescribed format to the Institute.

In Good Faith . . .

- Companies making combined Internship→Placement offers must ensure that non-conversions to regular placements post the internship period are only under exceptional circumstances.
- It is expected that companies do not interact with the students directly, outside the selection process.
- All interactions/clarifications with students should either happen in person during the pre-placement talks and/or interview or through the Placement Office.
- Selection results must be conveyed only to the Placement Office in strict confidence within 24 hours of the completion of the selection process.
- It is recommended that Companies publish a Waiting List along with the confirmed offers because students with multiple offers are allowed to retain exactly one. This will avoid duplication of effort when students opt for one offer over others.
- Any discrepancies/difference (as compared to the employment form and PPT) in the offer letter after selection gives the student the choice to accept/reject the offer.

Contact Us



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Thank you

Wish you happy placement season with IIIT Bangalore