



TRAINING AND PLACEMENT DIVISION
BIRLA INSTITUTE OF TECHNOLOGY, MESRA
Ranchi – 835215

IFORMATION TO OUR RECRUITER

Birla Institute of Technology, Mesra, Ranchi. The campus placement activity is undertaken by the Training & Placement Division, Career Development Cell of BIT Mesra. Once an organisation confirms its participation, the information provided by it is made available to the students. This is followed by a process of deciding upon the dates of placement process for respective organisations. The dates of placement process are fixed on the mutually convenient date with the participating organisation.

Organisations are required to follow the following rules for placement process:

1. Organizations wishing to recruit students from BIT Mesra need to communicate their interest for the same, by filling the on-line Job Announcement Form.
2. The following details are used to allocate the dates: Job profile being offered, compensation and perks, geographical location and mobility, number of positions offered, etc. The procedure for allocating slots for prospective recruiters during the placement process will be according to the convenience of both the parties and/or accommodated on mutually convenient days.
3. The Placement process may comprise of: Pre-Placement Talk (PPT), On-line/Off-line test, handing of CVs of interested candidates to the recruiter, Personal interview etc. or at the discretion of the recruiter.
4. During the pre-placement talk, the recruiter will make a presentation about the organization, the job profile and respond to the queries of students.
5. Organisation should confirm selection of students in writing or through e-mail after the completion of the selection process. If there is delay in declaration of the result the students will be treated as unplaced and shall be allowed to sit for another company.
6. All organizations are requested to prepare a waiting list, in addition to the list of students selected for recruitment.
7. All organisations are requested to share the offer letter of the selected students by post or e-mail to the Placement cell of BIT Mesra.
8. BIT Mesra has the policy of one student one offer either for Full Time Employment or Internship.
9. Students selected for six months internship along with FTE in the same organisation are not allowed to sit for any other internship opportunity.
10. Students selected only for FTE are allowed to sit for any other six months internship opportunity. If the organisation offers PPO after/during the internship, the company needs to consult placement office before extending the same and student needs to take the permission of T&P / PAC (Placement Advisory Committee) before accepting the offer.

Categorisation of Recruiters

The recruiters are categorised in three basic domains -

1. IT Enabled Service Sectors.
2. Core Sectors
3. Dream Recruiter - A recruiter may be given a dream status on case-to-case basis, based on various parameters like the reputation of the recruiter in its domain, the time of visit, job profile, package offered, number of students applied and placed in a particular programme / branch.