



TRAINING AND PLACEMENT DIVISION

BIRLA INSTITUTE OF TECHNOLOGY, MESRA Ranchi – 835215

INFORMATION FOR RECRUITERS

The **Training & Placement Division** at **Birla Institute of Technology (BIT), Mesra, Ranchi** coordinates all campus recruitment activities. Organizations interested in recruiting from BIT Mesra are invited to partner with us by participating in our campus placement programme.

Recruitment & Internship Engagement Opportunities

Organizations can engage with BIT Mesra students through the following opportunities:

1. Full-Time Employment (FTE)

For final-year students for regular full-time positions (July onwards).

2. Six-Month Internship

For final-year BTech, MTech, IMSc, MCA & MPharm students during their final semester (January to June).

- May be offered **as a mandatory internship along with a confirmed FTE offer** in the same organization.
- May also be offered as an internship with a **possible PPO based on performance**.

3. Eleven-Month Internship

For final-year MTech students during their final year (July to June).

4. Two-Month Summer Internship

For pre-final-year students during the summer break, offering short-term industry exposure and practical experience (May to July).

Note: All internship durations and engagements are subject to the respective programme curriculum, academic calendar and prevailing Institute policies.

Upon receipt of the **Job Announcement Form (JAF)**, the opportunity is shared with eligible students. The recruitment schedule is then finalized in consultation with the recruiting organization, ensuring mutual convenience and effective coordination with the institute's placement calendar.

Recruitment Process

Organizations wishing to recruit from BIT Mesra are requested to:

- Submit the duly completed **Job Announcement Form (JAF)**.
- Share the complete details of the job profile, compensation package, work location, eligibility criteria, and number of positions.
- Coordinate with the Placement Office for scheduling the recruitment process.

Recruitment dates are finalized based on factors such as:

- Job profile



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- Compensation and benefits
 - Location and mobility requirements
 - Number of positions offered
 - Overall placement schedule
 - Mutual convenience of the organization and the Institute
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Selection Process

Recruiters may design their recruitment process as per their hiring requirements. The process may include one or more of the following stages:

- Pre-Placement Talk (PPT)
- Online / Offline Assessment
- Resume Shortlisting
- Group Discussion (if applicable)
- Technical Interview(s)
- HR Interview(s)
- Any other assessment considered appropriate by the organization

Pre-Placement Talk

The Pre-Placement Talk provides an opportunity for recruiters to interact with students and present:

- Company overview
 - Business domains and work culture
 - Job roles and career opportunities
 - Compensation and benefits
 - Growth prospects
 - Interaction with students through a Q&A session
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Selection Results & Offer Letters

Organizations are requested to:

- Communicate the final selection results promptly through email or official communication.
- Share a waiting list, wherever possible, in addition to the final list of selected candidates.
- Send copies of offer letters to the Training & Placement Division for institutional records.



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Note: If there is a significant delay in the declaration of results, the concerned students may be treated as unplaced and may be permitted to participate in subsequent recruitment processes.

Placement Policy

BIT Mesra follows a **One Student – One Offer** policy within the following recruitment categories:

Category	Description
Category I	IT Enabled Services (CTC below ₹6 LPA) and entry-level non-technical roles such as Business Development Associate (BDA) in EdTech sector.
Category II	Core Engineering, IT/Product, BFSI, Consulting, Analytics, Manufacturing and Other Domains
Category III	Dream Offers*

Dream Offer status is determined on a case-by-case basis considering factors such as:

- Organization's reputation
- Job profile
- Compensation package
- Timing of the recruitment process
- Number of positions offered
- Opportunities available for a particular programme/discipline

Note: The **Training & Placement Division / Placement Advisory Committee (PAC)** reserves the right to determine the final categorization of any role based on the nature of work, career progression, industry relevance, compensation structure, and the overall profile of the recruiting organization. The categorization decided by the Institute shall be final and binding for the purpose of campus placements.

Internship & Full-Time Employment (FTE) Policy

Full-Time Employment + Six-Month Internship

Students selected for **Full-Time Employment (FTE) along with a mandatory six-month internship in the same organization** are **not eligible** to participate in any other internship opportunities.

Six-Month Internship (PPO Opportunity)

Students selected **only for a six-month internship**, with a possibility of a **Pre-Placement Offer (PPO)** based on performance, are eligible to participate in **Full-Time Employment (FTE)** recruitment processes.



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Full-Time Employment Only

Students selected **only for Full-Time Employment (FTE)** are eligible to participate in six-month internship opportunities coordinated through the Placement Office.

Pre-Placement Offers (PPO)

Organizations intending to extend a PPO during or after the internship are requested to:

- Inform and consult the Placement Office before issuing the offer.
- Ensure that students obtain prior approval from the **Training & Placement Division / Placement Advisory Committee (PAC)** before accepting the PPO.

Our Commitment

The Training & Placement Division is committed to facilitating a smooth, transparent, and efficient recruitment experience. We look forward to building long-term partnerships with organizations and supporting their talent acquisition needs by connecting them with the bright and diverse student community of BIT Mesra.