

Recruitment Process

I. Establishment of Central Placement Cell (CPC)

A dedicated Training & Placement Cell operates under the Head (Career Development Centre) with faculty coordinators, and student volunteers.

II. Company Registration & Communication

The Placement Cell invites companies via emails, alumni connections, and the Placement Portal. Interested companies fill out a Job Notification Form (JNF) detailing profiles, CTC, eligibility, and process.

III. Pre-Placement Talks (PPTs)

Companies conduct Pre-Placement Talks either online or offline to explain job roles, expectations, career paths, and company culture to students.

IV. Student Registration for Placements

Eligible students register through the Placement Portal, selecting companies they're interested in, uploading resumes, and accepting the institute's code of conduct.

V. Resume Shortlisting

Companies shortlist candidates based on resumes, academic performance, technical skills, internships, and extracurricular.

VI. Aptitude/Technical Tests

Shortlisted candidates appear for online or offline written tests, which may include aptitude, coding, or domain-specific questions.

VII. Group Discussions (If Applicable)

Some companies conduct Group Discussions to assess communication skills, teamwork, leadership, and analytical thinking.

VIII. Technical & HR Interviews

Selected students undergo Technical Interviews (problem-solving, projects, concepts) followed by HR Interviews (behavioural, situational, culture fit).

IX. Slot Allocation System

A slot-based system (Slot 0, Slot 1, Slot 2...) ensures top companies do not clash and students have fair opportunities based on job role and compensation.

X. One-Student-One-Offer Policy

Once a student is placed in a company (depending on core vs non-core), they may be restricted from further applications to maintain fairness and wide opportunity.

XI. Final Offer Announcement

Selected students are notified through the portal or placement cell, and offer letters are issued by companies within a specified time.

XII. Pre-Joining Formalities & Internships

Some companies initiate background verification, documentation, and internships (especially for PPOs – Pre-Placement Offers).

XIII. Feedback Collection from Companies

After the placement process, companies are requested to provide feedback on student performance, process management, and suggestions for improvement.

XIV. Placement Statistics & Report Generation

At the end of the season, the CPC prepares a detailed placement report including department-wise placement %, median/mean CTC, top recruiters, etc.

XV. Alumni & Industry Networking Initiatives

NIT Rourkela regularly conducts alumni talks, industrial conclaves, and networking events to strengthen industry ties and expand placement opportunities.