

Student Placement Policy

Placement Season 2024-25



Placement Office

Indian Institute of Technology, Bombay

July 2024

The Placement Office welcomes all eligible students to participate actively in the Placement Process for the Placement Season 2024-25. IIT Bombay considers the Placement Process very crucial and extends all-out support to ensure that students are given the right opportunity to streamline their career interests.

The Institute Placement Team consists of the Professor-In-Charge (PIC), Training & Placement Officer (TPO), Placement Office Staff Members, Placement Managers, Strategic Initiatives Lead, Company Coordinators, Department Placement Coordinators, Associate Placement Coordinators, Internship Coordinators, Development Team Lead, Web Coordinators, Web Developers, and Design Nominee.

The team continuously endeavors to ensure IIT Bombay produces the best Placement results and continues to be the most favored destination for recruiting organizations. This is possible only with the assistance and full cooperation of all students.

To maximize the benefits to all the stakeholders, the Placement Policy for the students has evolved over the years. To realize a win-win situation for IIT Bombay and our partner organizations, all students are expected to understand the Placement Policy and follow it strictly. It may be noted that some policy changes may take place during the year in the best interest of the whole batch.

The placement policy is binding on all students who register for the 2024-25 Campus Placements of IIT Bombay (including those who may deregister later) and must be followed throughout the placement season.

The placement office acts as a facilitator between students seeking jobs and organizations seeking to recruit these students. While this office makes every effort to offer placement, due to several external constraints, the placement office cannot guarantee a job to every registered student. Students are advised to make responsible decisions and are liable for any consequences.

1. Placement Season

The Placement Season started on July 16, 2024, and will continue up to June 30, 2025.

2. Eligibility Criteria for B. Tech, B.S., B.Des, Dual Degree, M.Tech, M.Sc., M. Des., M.P.P, MS by Research, and MA by Research Students

- a. All full-time students who are expected to complete their degree requirements during the period April 2025 – July 2025 are eligible to register.
- b. For Master's, only TA, TAP, RA, and RAP students are eligible. M.Sc. students are eligible. Sponsored - self-financed students are eligible with conditions applicable as per Annexure 4. Sponsored (excluding Self-Financed), external, and QIP postgraduate students are not eligible.
- c. M.Sc. + PhD integrated students taking an exit in the 4th semester are eligible only for phase 1 of placements.
- d. Students pursuing IDDDP with SJMSOM are not eligible to register.
- e. International students can register only if they already possess an Indian work permit or are otherwise eligible to work in India without any work permit.
- f. Students can register for placements only ONCE. (Students having to extend their stay at IIT because of backlogs/other constraints might be considered on a case-by-case basis. Students should opt out of placements and de-register at the earliest to have a decent case for re-registration next year.
- g. Students from earlier batches who are specially permitted as per the Deferred Placement Policy.
- h. Only Dual-degree students opting for exit degrees are allowed for rolling placement

registration, unlike the other above-mentioned students.

- i. Project students entering their Master's degree are allowed for placement.
- j. Master's students admitted under TAP, where the project requires an additional year for completion, will be eligible for placements.

3. Categorization of Job Offers

The job profiles offered by recruiting organizations are divided into various categories based on the gross compensation package as follows:

C1 > 20 LPA

20 LPA ≥ C2 > 16.75 LPA

16.75 LPA ≥ C3 > 14 LPA

14 LPA ≥ C4 > 12 LPA

12 LPA ≥ C5 > 10 LPA

10 LPA ≥ C6 > 8 LPA

8 LPA ≥ C7 > 6 LPA

C8 ≤ 6 LPA

(LPA – Lakhs per Annum in INR)

Factors other than compensation packages, like job profiles, past associations with recruiting organizations, etc. may sometimes be considered to alter the category.

The decision regarding the categorization of firms is up to the discretion of the Placement Office, IIT Bombay, and requests regarding this matter shall not be entertained.

The Placement Office will categorize job profiles offered by organizations that offer salaries in other currencies based on the above factors. Job profiles offering varying salaries may be placed in multiple categories, with each category depending on the salary.

4. JAF Signing Details (Job Announcement Forms)

4.1. Regular JAFs

- a. A student shall be entitled to sign a maximum of 40 regular JAFs during Phase 1 of Placements 2024-25, i.e., from July '24 to a date that shall be specified later by the Placement Cell. Post that date, unrestricted regular JAF signing would be allowed. Students unable to secure a job in Phase 1 would be allowed to sign regular JAFs unconditionally in Phase 2. Students securing a job in Phase 1 can refer to point 4(d) for rules for signing of extra regular JAFs.
- b. A student can avail of extra regular JAFs by participating in preparatory activities and earning incentive points. Of the total incentive points completed by the student, a minimum of 5 incentive points must be achieved through the institute-level preparatory activity to avail the opportunity to sign these extra regular JAFs. Extra regular JAFs can be availed by abiding by the following structure:

Incentive Points	< 14	14-23	24-33	34
Total Number of Allowed regular JAFs	40	65	85	110

- c. A student can earn a maximum of 24 incentive points from institute-level activities and an additional 10 incentive points from department-level activities. Incentive points can also be awarded for activities conducted by other institute bodies, subject to approval by the Placement Cell.
- d. Students can avail of a fixed number of incentive points per week for preparatory tests conducted at the institute level. The specific allocation of these points will be determined and communicated by the Placement Cell.

- e. A student appearing in multiple shortlists in a single interview slot will have to submit his/her priority list amongst the organizations that have shortlisted him/her. The instructions for providing the option and its deadline (typically at least one day before the organization's visit for the interview) will be communicated by the Placement Office. On receiving multiple offers, the student has to accept the offer from the organization appearing higher in his/her priority list.
- f. The 2nd Job Policy is strictly applicable only in Phase II from January 2025 for all organizations visiting the campus in Phase II, and thus, a student can only apply for a second job in Phase II as per the below-mentioned rules
 - i. A student securing a job in the C1, C2, C3, C4, C5, or C6 category organization will NOT be eligible to sign any new JAF. The student's name will also be removed from all other JAFs of organizations that he/she has applied and he/she will be de-registered from the placement process.
 - ii. Only a student securing a job in a C7 or C8 category organization (either in Phase I or Phase II) and having incentive points according to clause (4.d.viii.) will be eligible for the 2nd job policy.
 - iii. A student securing a job in a C7 category organization will be allowed to sign extra regular JAFs only of organizations in category C6 or higher, as per point (7).
 - iv. A student securing a job in a C8 category organization will be allowed to sign extra regular JAFs only of organizations in category C7 or higher, as per point (7).
 - v. A student has the option of choosing one out of multiple offers if the said offers were received within the period of one working day for jobs secured in Phase II, subject to the fact that the selection procedure for each of those organizations has been fully completed and only their final results are awaited. It shall be binding on the student to accept the job for which he/she has been selected through the Placement Office after one working day.
 - vi. Any student who gets 2 jobs during Campus Placement will NOT be eligible to sign any more JAFs, and the student will be deregistered from further placement processes, including removal from further signed JAFs. The student must accept the higher-category job, and both organizations will be informed accordingly. This clause is applicable even for students eligible to sign additional regular JAFs as per the incentive scheme.
 - vii. A student completing the specified number of incentive points through participation in institute-level and department-level preparatory activities will get an opportunity to sign additional regular JAFs (applicable after the student has secured his/her First Job). Of the total incentive points completed by the student, a minimum of 10 incentive points must be completed through the institute-level preparatory activity to avail the opportunity to sign these extra regular JAFs.

Minimum Incentive Points for 2 nd Job	22 points	27 points	32 points
Category of 1 st Job			
C7	2	4	6
C8	4	8	12

- g. Inter-Disciplinary Dual Degree students can sign the following JAFs :
 - I. Open for B.Tech./B.S. program of their own B.Tech./B.S. department and any of the dual degree programs.
 - II. Open for the M.Tech./M.Sc. program of their own M.Tech./M.Sc. department and any of the dual degree programs.
 - III. Open for the Dual Degree program of either their B.Tech./B.S. or M.Tech./M.Sc. department.

4.2 Bonus Opportunity JAFs

- a. A student shall be entitled to sign an additional number of JAFs that are not open for his/her own department and program, which will be considered as a bonus opportunity for the students.
- b. A student can avail these Bonus Opportunity JAFs only if he/she has less than 3 penalty points.
- c. Rules of Bonus Opportunity JAFs are independent from the rules of regular JAFs.
- d. If a JAF is signed using Bonus Opportunity but reopens again as a regular JAF for the student, it will be considered as a regular JAF, and the student will be entitled to one extra Bonus Opportunity JAF to compensate for the Bonus Opportunity availed previously for the same JAF.
- e. The Placement Office will notify the students in advance when a particular company is not going to accept Bonus Opportunity JAFs.
- f. Bonus Opportunity JAFs will be allowed in Phase 2 as well.
- g. Students will be allowed to sign the remaining number of bonus JAFs even after getting 1st job, subject to the condition that the total number of JAFs a student can sign will be according to 4.1. (d) and this number shall be inclusive of Bonus Opportunity JAFs.

Bonus Opportunity JAFs can be availed by abiding by the following structure:

Incentive Points	<10	10-15	16-21	22-27	28-33	34
Total Number of Bonus Opportunity JAFs available	2	3	4	5	6	7

5. Off-Campus Application Rules

- a. Students are strictly prohibited from applying to off-campus organizations except as described below. Students are strictly prohibited from making any contact with organizations that are likely to visit or have visited the campus for placement.
- b. Students are strictly prohibited from participating in any sort of competition conducted by organizations or any activity not falling within the purview of the Placement Office. Students are discouraged from sharing their contact details with any organization during any part of the selection procedure of the organization. The exceptional cases where contact sharing is allowed will be communicated specifically by the Placement Office.
- c. Students who register with the Placement Office are strictly forbidden from applying for off-campus recruitment without permission till March 31, 2025. Any student who wishes to apply directly to any organization must contact the Department Placement Coordinator of his/her department so that the organization is officially invited for campus placement. If the organization is not invited as per the decision of the Placement Office or is unable to visit IITB for placement due to their constraints, off-campus application to that organization may be permitted at the discretion of the Placement Office. The decision of the Placement Office will be final and binding on the student.
- d. A student may also directly contact the Professor-in-Charge for permission to apply for off-campus placement in case he/she does not wish to disclose the name of the organization to the other members of the placement team. The decision of the Professor-in-Charge will be binding on the student.
- e. Any student who receives an off-campus offer is required to report the same to the Placement Office within ONE working day. This offer shall be treated as a PPO and he/she shall be permitted to sign JAFs for other organizations, as per the rules for signing JAFs mentioned in section 6, depending on the gross compensation package of the off-campus offer.
- f. Any student found to have applied to or secured a job through off-campus application without

the prior consent of the Placement Office, or is found to have directly contacted any organization, including those participating in Campus Placement, will be debarred from taking part in any further placement process. Further, the organizations to which he/she has applied/secured a job with will also be informed of the policy violation by the student. The matter may also be referred to the institute for further disciplinary action.

6. Rules for Pre-Placement Offers (PPOs)

- a. All Pre-Placement Offers by any organization, extended to any student, have to be immediately reported to the Placement Office by the student after registration. This also includes offers extended by organizations that are not participating or are not likely to participate in the 2024-25 campus placements.
- b. All organizations contacted will also be informed about the PPO policy of the institute, depending on which company may or may not allow the student to sit for placements.
- c. Any form of intimation from an organization about the possibility of a PPO being granted in the future should be informed to the Placement Office without waiting for the formal offer letter/email. The Placement Office will take up the matter with the organization further, and the student will be allowed to sign JAFs as per normal policy until a decision regarding the grant of a PPO is made by the organization.
- d. Students should proactively review the terms and conditions of the PPO. In case of any difference between the company's terms and conditions and the Institute Policy, the same should be explicitly brought to the notice of the Placement Office.
- e. The student will have to accept or reject the offer before the deadline of the organization / 1 week from the date after which the offer has been released / 30th November 2024, whichever is earlier. Failing to do so, the Placement Office will assume the offer to be accepted, and the following rules will be applicable.
- f. Students accepting or rejecting a PPO will have to immediately notify the Placement Office of the same, with a copy of their communication to the organization. If the PPO is accepted, the job will be recorded, and he/she will be allowed to appear for additional placement opportunities based on the discretion of the organization offering the PPO. The companies about the additional JAFs the student signs must visit either before/on the date of the company from which the student has received the PPO. For PPO offering firms that do not visit the campus, the number of additional placement opportunities allowed shall depend on the gross salary (category) of the PPO, and the restriction of the slot till which a student can participate shall be decided by the Professor-in-Charge.

Category of PPO job profile	No. of JAFs students can sign
C1	2
C2	3
C3	4
C4	5
C5	6
C6	7
C7	8
C8	9

Students will have to appear for personal interviews at the companies for which they have

been shortlisted.

- g. Any student who gets a job during campus placement must accept the job offered through campus placement, and the student will not be eligible to sign any additional JAFs. The organization offering PPO will also be informed accordingly.
- h. A student with additional opportunities available as per 6(f), on completing the number of incentive points for participation in the preparatory activities, will get an incentive of signing additional JAFs as follows:

Minimum incentive points for additional JAFs	22 points	27 points	32 points
Category of PPO Job			
C7	2	4	6
C8	4	8	12

- i. A student who is found to have breached any of these rules or secured a PPO and not informed the Placement Office of the same within the stipulated time limit will be debarred from the placement process. If at the time of the breach, the student is already placed, the organization in which he/she is placed will be informed of the violation. The matter may also be referred to the Institute for further disciplinary action.
- j. Pre-Placement Interviews: Students who are offered PPIs can choose to accept or reject PPIs. If a student accepts the PPI and gets a job offer after giving the PPI, standard Pre-Pre-placement offer rules shall apply. If the student chooses to reject the PPI or does not get selected after giving the PPI, he/she can appear for the rest of the placement process as usual.
- k. Any terms and conditions, if applied by the organization offering the PPO, shall override the Pre-Placement Offer guidelines mentioned above by the Placement Office, IIT Bombay, under the discretion of the Professor-In-Charge.

7. Rules for Public Sector Undertakings visiting the campus before Day 1:

- a. PSUs would be allowed to conduct campus recruitment before Day 1.
- b. PSUs conducting campus recruitment before Day 1 will be referred to as Pre-Day 1 PSUs.
- c. The Pre-Placement Offer (PPO) rules will be binding on students selected in Pre-Day 1 PSUs.
- d. All Pre-Day 1 PSUs will also be informed about the Pre-Day 1 PSU policy of the Institute, depending on which the PSU may or may not allow the student to sit for Placements.
- e. Pre-Day 1, PSU JAFs will follow JAF signing details as under point 4 of the IIT Bombay Placement Policy.
- f. Pre-Day 1 PSU JAFs can also be availed under Bonus Opportunity JAFs.
- g. Rules for PSUs visiting during December will be the same as those of other companies.

8. Deferred Placement Policy - Entrepreneurship

Please refer to the Deferred Placement Policy Document, announced separately in Annexure 1.

9. Deferred Placement Policy - Higher Studies

Please refer to the Deferred Placement Policy Document, announced separately in Annexure 2.

10. Deferred Placement Policy - Higher Studies

Please refer to the Deferred Placement Policy Document, announced separately in Annexure 3.

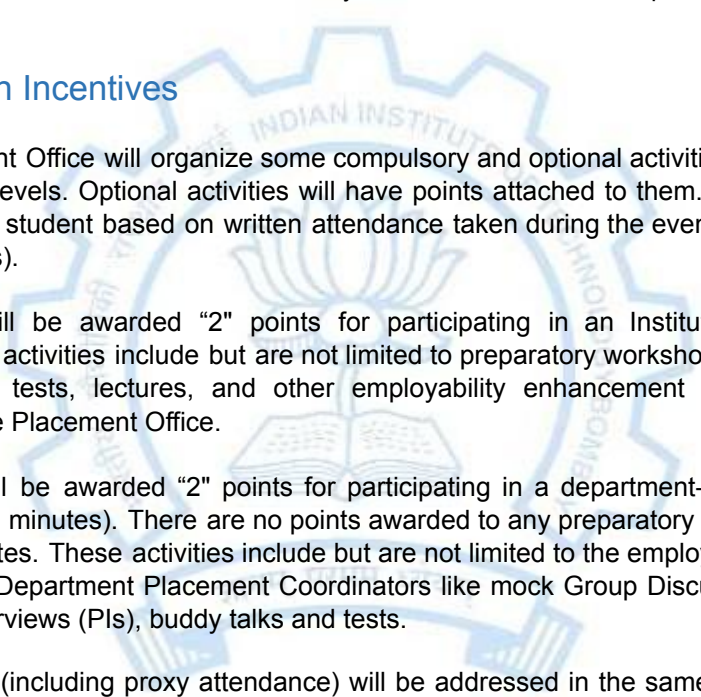
11. Placement Policy - IDC

Please refer to the IDC Placement Policy for Research Scholars, announced separately in Annexure 4.

12. Self-Financed Placement Policy - IDC

Please refer to the Self-Financed Placement Policy Document, announced separately in Annexure 5.

13. Participation Incentives

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- a. The placement Office will organize some compulsory and optional activities at the department and institute levels. Optional activities will have points attached to them. These points will be awarded to a student based on written attendance taken during the event (except in the case of online tests).
 - b. A student will be awarded "2" points for participating in an Institute-level activity. The institute-level activities include but are not limited to preparatory workshops, analytics, coding, and aptitude tests, lectures, and other employability enhancement initiatives under the purview of the Placement Office.
 - c. A student will be awarded "2" points for participating in a department-level activity (lasting more than 45 minutes). There are no points awarded to any preparatory activity requiring less than 45 minutes. These activities include but are not limited to the employability enhancement initiatives by Department Placement Coordinators like mock Group Discussions (GDs), mock Personal Interviews (PIs), buddy talks and tests.
 - d. Any violation (including proxy attendance) will be addressed in the same manner as in PPTs, and corresponding penalty points will be imposed as given in the 'Graded Penalty Structure'.
 - e. A student who earns "15" or more points will get the opportunity to sign extra JAFs as mentioned in sections 4.1(d) and 6(f) from that day onward.

14. Graded Penalty Structure

Some unfair/inappropriate activities have been identified as Dark Violations. The penalty points and/or other disciplinary action (which might range from hours of community service to a semester drop) for Dark Violation will be decided by the Placement Office on a case-by-case basis depending on the severity of the violation. The disciplinary action may range from informing the recruiting organizations of the violation, suspension from placement-related activities for a certain duration, or referring to the institute for further action. In case of Dark Violation after placement, the job offer may be deferred or canceled. The matter may also be referred to the Institute for further disciplinary action. The following describes the violations and the corresponding penalty points.

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Sr. No.	Violation	Penalty Point
1	Not meeting the deadline for a placement-related activity (provided the delay is condoned)	5
2	Missing a compulsory PPT	3
3	Misbehavior during a PPT	
	Use of Cell phones during a PPT (each offense)*	1
	Dress Code violation during a PPT	1
	Walking out of a PPT*	2
	Inappropriate questions or other inappropriate behavior	Dark Violation
4	Not turning up for the selection Procedure after signing a JAF	5/Dark Violation
5	Indiscipline during selection procedure (after signing a JAF)	
	Dress Code Violation	2
	Not abiding by the time deadlines for an activity	3
	Inappropriate behavior during the selection procedure	Dark Violation
6	Indiscipline during institute-level preparatory activity	
	False attendance entry	3
	Walking out of an institute-level activity*	1
	Use of cellphone during an institute-level activity*	2
	Dress Code Violation	1
7	Cheating or using unfair means during any activity conducted by an organization as a part of the selection process	10/Dark Violation
8	Violating norms for Pre-Interview company interactions	Dark Violation
9	Violating PPO Rules or not informing the Placement Office about a PPO	Debarred from the Placement Process
10	Found Guilty of falsifying information in Resume	Dark Violation

The penalty points of a student get carried forward even after disciplinary action has been imposed. The following are the disciplinary actions that the student will have to face:

- i. 3 penalty points: The student will not be eligible to sign any bonus JAFs

- ii. 5 penalty points: The student will not be eligible for the extra JAFs earned as part of the preparatory incentive points.
 - iii. Greater than 5 penalty points: The candidate will be removed from the preceding "2 x (penalty points - 5)" number of JAFs signed from the time of imposition of penalty points.
 - iv. 30 penalty points: The student will be debarred from the placement process. The matter may be also referred to the Institute for further disciplinary action.
- b. Appeal against the penalty can be made in writing to the Professor-in-Charge, whose decision will be final and binding. In the period pending the final decision, the interview shortlisted organizations will continue to be informed of the student's attitude and activities resulting in the imposition of a penalty.

15. Withdrawal of Placement Offer by the company

The placement Office puts all the efforts into verifying and substantiating the company's job role and its components. However, under unforeseen circumstances, things might not turn as expected which is not under the control of the placement cell. The placement Office will always try its best to negotiate with the company for alternate arrangements, but things like the company withdrawing the offer or changing the details mentioned in the JAF might happen. Thus students are advised to make informed decisions before signing of JAF of any company.

- a. In unfortunate circumstances when a firm withdraws a job offer, the student (if he desires) will be allowed to participate in the remaining process thereafter.
- b. Keeping in mind the best interests of future batches, strict action will be taken against the company so that such instances do not happen in the future.

Any further decision regarding this will be taken by the Placement Office and will be final and binding by the student.

16. Withdrawal of Placement Offer by the student

IIT Bombay and its graduates hold an excellent reputation in the professional and industrial space. Students share the responsibility of preserving this image. In the best interest of future batches and the institute, the students are expected to show higher professional and ethical standards. Students securing a job through campus placements are expected to join the respective company as per the joining instructions. However, in exceptional situations, if a student wishes to forgo his/her job offer, it is the responsibility of the student to inform the Placement Office and the company at the earliest in writing with supporting proofs.

The Placement Office will recommend to the Institute appropriate disciplinary action against students who indulge in unprofessional and unethical practices.

17. Responsibility of student

Once a student gets an offer, he/she is not permitted to participate in any off-campus company activities until the completion of the academic commitments at IITB. However, if a company requests the presence of the candidate for any time-critical activities, the student has to get permission from the Placement Office.

Apart from the rules and regulations mentioned above, a student is entitled to maintain the nobility of IIT Bombay and the placement office. No confidential information about the blog or portal, or any other details regarding students placed, or companies visiting should be unveiled to the media. Strict action will be taken against students found violating the above rules.



ANNEXURE - 1

Placement Cell – IIT Bombay

Deferred Placement Policy for Entrepreneurship (Placement Season 2024-25)

“Change is the only constant - Heraclitus.”

Student interest has evolved multi-dimensionally with time with a plethora of career opportunities available post-graduation. One of the major areas experiencing this uphill trend significantly is entrepreneurship.

The Placement Cell strongly believes that students have the acumen, ideas, vigor, and perseverance to create a venture that adds value to the economy. One of the major bottlenecks is the general reluctance among the students because of the huge risk and minuscule success rate of these ventures.

To promote and support this entrepreneurship drive among the students, The Placement Cell, at IIT Bombay offers what is known as “Deferral of Placements”. The following clauses apply to the students deferring their placements to 2025-26 or 2026-27.

1. A maximum of 15 students would be allowed to defer their placements to 2025-26 or 2026-27 from 2024-25 for either entrepreneurship or social fellowship. The deadline for applicants to apply for deferral is the 25th of September.
2. Eligibility – All students eligible to participate in the placement process 2024-25 (refer to Placement Policy for students) may apply for deferral of placements in the pursuit of entrepreneurial activity;.
3. Eligible students should lock their resumes and register according to the corresponding deadlines of the placement season 2024-25.
4. Eligible students should express interest to the Placement office before the placement registration payment deadline, should they be interested in sitting for placements in 2025-2026 or 2026-27.
5. Eligible students would be allowed to edit their resumes; Editing would include only the addition of content related to the entrepreneurship activity pursued.
6. Students deferring their placements, if sitting for Placements in 2025-26 or 2026-27, shall not be allowed to sign the JAFs of those companies that had visited campus on Day 1 (Dec 1) in 2024.
7. Students would be subjected to a one-job rule and would be required to participate in preparatory activities and earn incentive points in the participating year. Bonus JAFs won't be applicable
8. Apart from clauses 3-7, the Placement Policy for 2025-26 or 2026-27 is applicable for the student and would override the Placement Policy of 2024-25.
9. Students will be allowed to participate in the Placement Season 2025-26 or 2026-27 only if sufficient proof is provided and supported by necessary documents.



ANNEXURE - 2

Placement Cell – IIT Bombay

Deferred Placement Policy for Higher Studies

(Placement Season 2024-25)

It has been seen over the years that a lot of students interested in higher studies also sit for placements just as a backup option and later decline the placement offer once they get the option of going for higher studies. Thus, Placement Cell has come with a deferral for such candidates so that they can also focus entirely on their higher education prospects and at the same time have a backup option of landing a job later. The following clauses apply to the students deferring their placements to 2025-26.

1. Seeing the number of applications, a decision will be taken by mid-September. The deadline for applicants to apply for deferral is the 25th of September.
2. Eligibility – All students eligible to participate in the placement process 2024-25 (refer to Placement Policy for students) may apply for deferral of placements in the pursuit of higher studies.
3. Eligible students should lock their resumes and register according to the corresponding deadlines of the placement season 2024-25.
4. Eligible students would NOT be allowed to edit their resumes.
5. Eligible students should express interest to the Placement office before the placement registration payment deadline, should they be interested in sitting for placements in 2025-2026.
6. Students deferring their placements to 2025-26, if sitting for Placements in 2024-25, shall not be allowed to sign the JAFs of those companies that had visited campus on Day 1 (Dec 1) in 2024.
7. Students would be subjected to a one-job rule and would be required to participate in preparatory activities and earn incentive points in the participating year. Bonus JAFs won't be applicable
8. Apart from clauses 3-7, the Placement Policy for 2025-26 would override the Placement Policy of 2024-25.
9. Students will be allowed to participate in the Placement Season 2025-26 only if sufficient proof is provided supported with necessary documents like a Letter of Recommendation from an IIT Bombay faculty and application proof, meant to be sent to the colleges for higher studies applications. The final decision will be taken by the Professor-in-Charge and will be binding to the student



ANNEXURE - 3

Placement Cell – IIT Bombay

Deferred Placement Policy for Social Fellowship

(Placement Season 2024-25)

Students from the CTARA department take up the opportunity to explore social avenues employing a one-year social fellowship from NGOs immediately after completing their degree requirements.

The Placement Cell strongly believes in training and facilitating such students to work in diverse fields, playing different roles at the interface between technology and development, through public, private, and civil society organizations and providing perspectives and skills to students, necessary for resource-based, region-specific technology planning and implementation through field work via social fellowship.

To promote and support social fellowship among the students, The Placement Cell, at IIT Bombay offers what is known as "Deferral of Placements". The following clauses apply to the students deferring their placements to 2025-26 or 2026-27.

1. All social fellowship students from would be eligible to defer their placements to either 2025-26 or 2026-27. Students deferring their placement to 2025-26 are required to provide an NOC as per the placement guidelines.
2. The deadline for applicants to apply for deferral is the 25th of September. Eligibility – All students receiving a fellowship from the GISE/MHRD/NGOs eligible to participate in the placement process 2024-25 (refer to Placement Policy for students) may apply for deferral of placements.
3. Eligible students should lock their resumes and register according to the corresponding deadlines of the placement season 2024-25.
4. Eligible students would be allowed to edit their resumes; editing would include only the addition of content related to the social fellowship.
5. Eligible students should express interest to the Placement Office by the placement registration payment deadline of 2025-2026 or 2026-2027, should they be interested in sitting for placements in 2025-2026 or 2026-2027 respectively.
6. Students deferring their placements to 2025-26 or 2026-27 if sitting for Placements in 2025-26 or 2026-27 respectively, shall not be allowed to sign the JAFs of those companies which had visited campus on Day 1 (Dec 1) in 2024.
7. Students would be subjected to a one-job rule and would be required to participate in preparatory activities and earn incentive points in the participating year. Bonus JAFs won't be applicable
8. Apart from clauses 3-7, the respective Placement Policy for 2025-26 or 2026-27 would override the Placement Policy of 2024-25.
9. Students will be allowed to participate in Placement Season 2025-26 or 2026-27 respectively only if sufficient proof is provided supported by necessary documents.



ANNEXURE – 4

Placement Cell – IIT Bombay

IDC Placement Policy (Placement Season 2024-25)

This Policy document is for the students belonging to the Industrial Design Centre who are registering for the Placement season 2024-25.

1. Regular JAFs

Please refer to clause 4.1b

2. Bonus Opportunity JAFs:

A student shall be entitled to sign 5 additional JAFs that are not open for his/her own department and program which will be considered as a bonus opportunity to the students. Students will be allowed to sign the remaining number of bonus JAFs even after getting 1st job, subject to the condition that the total number of JAFs a student can sign will be according to section 3 of IDC Placement Policy and this number shall be Inclusive of Bonus Opportunity JAFs.

3. 2nd Job Policy

1. A student securing a job in C1, C2, C3, C4, C5 or C6 category organization will NOT be eligible to sign any new JAF. The student's name will also be removed from all other JAFs of organizations that he/she will be de-registered from the placement process.
2. A student securing a job in a C7 category organization will be allowed to sign 2 extra JAFs only of organization with category C6 or higher. If the student gets selected in the higher-category organization, he/she will become ineligible for the job offers by the lower-category organization.
3. A student securing a job in a C8 category organization will be allowed to sign 4 extra JAFs only of organization with category C7 or higher. If the student gets selected in the higher-category organization, he/she will become ineligible for the job offers by the lower-category organization.



ANNEXURE – 5

Placement Cell – IIT Bombay

Self-Financed Placement Policy

(Placement Season 2024-25)

The Placement Cell has decided to modify the eligibility criteria for students belonging to the Self-Financed category, w.r.t. placements. This policy overrides previous documents.

SF category students will be grouped into three broad categories:

Category 1: SF Previously Employed but not Currently:

These students must submit a resignation / termination letter of the last-held job, dated before the start of their academic programme. The cutoff date will be 1 month after the start of their academic programme, which would be considered August 31st for those starting in autumn and January 31st for those starting in spring. The letter must clearly indicate that the candidate no longer has a job at the company. The candidates must also submit a declaration that they are not currently employed, and the attached letter is from their last held job.

Category 2: SF Never Employed:

These students must submit a complete timeline of their education profile and a declaration that they were never employed. The declaration will be verified by the Placement Office.

Category 3: SF Employed:

This category includes those on extended leave; candidates on an extended leave will be considered as employed.

Students in Category 1 and 2 are eligible to appear for placements.

Students in Category 3 are not eligible to appear for placements.

In case a student cannot furnish proof of unemployment, they will be treated as employed, which means they will not be allowed to participate in the Placement Season.

Further, in case of any doubts, the Placement Office is entitled to question the candidate about their employment history, to decide on the category, and the final decision will be taken by the Professor-in-Charge and will be binding to the student.