

## ICICI Bank Probationary Officer Training Programme

### 1. What is the objective of ICICI Bank Probationary Officer Training Programme?

It is an initiative of ICICI Bank to attract young talent from across the country to pursue a career in banking and equip them with relevant banking knowledge and skills.

### 2. How can I apply?

Log on to [www.icicicareers.com](http://www.icicicareers.com) and fill up the application form online. Test Dates & Locations will be announced at a later date for which you will get an e-mail/SMS.

### 3. Which are the locations in which the process is being conducted?

Location for Aptitude Test/Interview (tentative location**)			
SOUTH	WEST	NORTH	EAST
Bangalore	Mumbai	Chandigarh	Ranchi
Chennai	Pune	Jaipur	Raipur
Coimbatore	Ahmedabad	Delhi	Patna
Hyderabad	Nagpur	Lucknow	Kolkata
Kochi	Bhopal	Faridabad	Guwahati
Madurai	Baroda	Dehradun	Bhubaneshwar
Vizag	Rajkot	Ludhiana	
Vijaywada	Jabalpur	Udaipur	
Trivandrum	Indore	Kota	
	Amravati	Varanasi	
	Aurangabad		
	Kolhapur		

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\*\* The above centres are likely to change. The final list of centres will be displayed once the Venue/Date/Time booking opens.

### **4. Can employees and relatives of ICICI Bank and other ICICI Group companies apply to the ICICI Bank Probationary Officer Training Programme?**

Blood relatives (Brother, Sister, Spouse and Children) of ICICI Bank employees cannot apply. Blood relatives of ICICI Group Companies employees can apply.

### **5. What is the selection procedure?**

The selection will be through a multi-stage selection process comprising of:

- Online Aptitude test
- Online Psychometric Assessment
- Case-based Group Discussion (GD)
- Personal Interview (PI)

\*The GD and PI (only for those applicants who will clear the GD) will be concluded on the same day.

### **6. How will you inform me if I am short listed for the selection process?**

Short listed applicants will be intimated by email and SMS. A call letter informing about the venue and date of the process will also be sent through an e-mail.

\*\* Please ensure that your e-mail address & mobile number are updated on [www.icicicareers.com](http://www.icicicareers.com)

### **7. When is the selection process being held?**

The Aptitude Test is likely to be held in July 2016 followed by Group Discussions/Interviews in

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September 2016 & December 2016 for the applicants who clear the Aptitude Test.

### 8. What happens after I am selected?

You will undergo six months of intensive residential classroom and online training at ICICI Manipal Academy, two months of internship and four months of On-the-Job training with the Bank. To pursue the Probationary Officer Training Programme, interested students will have to invest

- a) Rs.3,62,250/- (Loan amount of Rs.3,15,000/- Plus applicable Service Tax, which is presently at 15%)
  - b) Rs.16,354/- (Cost of Tablet + Cover + SD Card + VAT)
- Total amount: Rs.3,78,604/-**

which would be provided by ICICI Bank as a loan at a subsidized interest rate of 2.5% p.a.

On successful completion of the entire training (including internship and On-the-Job-Training), the Probationary Officers will be absorbed as Deputy Managers (Band I) in the Bank. The loan is to be repaid by Probationary Officers in equated monthly installment (EMI) after joining the Bank. There would be no recovery of EMIs or interest during the training period. The interest accrued during this period would be recovered along with the normal EMIs. The EMIs are spread over a period of 60 months to ensure that there is minimal impact on the monthly earnings of the Probationary Officer. However, if the applicant leaves during training or within three years of joining ICICI Bank after training, ICICI Bank would recover the principal and the interest at market rate on the entire loan amount for the period that the amount was given as a loan to the Probationary Officer. The Loan Agreement will have to be signed by the Probationary Officer while joining the campus. However, the Probationary Officer will have to get the Guarantor form ready before joining the campus for training.

The gross salary on joining the Bank after training will be more than Rs. 4 lakh per annum.

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### 9. What is the total amount that I am required to pay?

Details of the amount to be paid are as follows:

- a) Rs.3,62,250/- (Loan amount of Rs.3,15,000/- Plus applicable Service Tax, which is presently at 15%)
  - b) Rs.16,354/- (Cost of Tablet + Cover + SD Card + VAT)
- Total amount: Rs.3,78,604/-**

### 10. How do I as a Probationary Officer stand to benefit as far as the cost of training is concerned?

- The loan is being extended by ICICI Bank at subsidized interest rate of 2.5 % p.a.
- No EMIs/interest will be recovered during the training period when the Probationary Officer would be paid stipend/scholarship during training period.
- The EMI/Interest recovery starts only from the 1st salary drawn by the Probationary Officer on joining the Bank after successful completion of the entire training (including Internship and On-the-Job-Training).
- The salary for the Probationary Officer at the grade that he/she would be joining (Deputy Manager Band I) has been adequately increased to cater for the payment of loan EMI of approximately six thousand four hundred rupees per month.

### 11. What would be the implications if I were to leave/resign from the Probationary Officer Training Programme anytime due to unforeseen circumstances?

If, for any reason whatsoever, the applicant leaves during training or within three years of joining ICICI Bank after training, ICICI Bank would recover the principal and the interest at market rate on the entire loan amount for the period that the amount was given as a loan to the Probationary Officer.

- e.g. If a Probationary Officer leaves 4 months after joining the Bank after completion of the 1 year Training Programme he would be required to pay Rs. 3,78,604/- + Interest @ 15 % p.a. (current market rate) for 16 Months (12 months training plus 4 months as employee) less EMIs/Interest already paid.

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### **12. Would I be required to pay any other amount?**

Yes. If you are selected as the ICICI Bank Probationary Officer you would be required to deposit Rs. 10,000/- Admission Security Deposit into ICICI Bank Account before giving acceptance to the Invitation Letter for the Probationary Officer Training Programme. The procedure for this will be explained in your Invitation Letter. This amount will be refunded to you on the completion of 90 days training at the Academy. However, if you do not join the training after confirmation or leave the training within 90 days of joining, this amount will be forfeited.

### **13. What is the Guarantee that ICICI Bank will give job as Deputy Manager after the one year training?**

All the Probationary Officer selects will be given a job guarantee letter soon after joining for training at ICICI Manipal Academy. Job will be guaranteed to the Probationary Officer who will successfully complete the entire training (including Internship and On-the-Job-Training) in the PGDB programme.

### **14. What would be my salary once I join the Bank after the Training Programme?**

Your gross annual salary on joining the Bank will be more than Rs. 4 lakh (Cost To Company).

### **15. Would I be required to sign any agreement for the loan?**

Yes. Loan agreement, as is required for any loan that an individual avails from a bank, would have to be signed. Processing charges/Stamp Duty of approximately Rs. 500/- or as decided by the Bank will have to be paid by you for the agreement.

### **16. When is the Training Programme starting?**

There will be two batches that will start undergoing the training at IMA in the first week of November 2016 and first week of February 2017.

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### **17. Where will the Training Programme be held?**

The Training Programme will be held in Bengaluru or any other location in India as decided by ICICI Bank.

### **18. Which functional area, location would the Probationary Officers be placed post completion of the training?**

Specialization in a functional area is decided by the Bank based on the prevailing needs and business requirements. Further the location of posting is decided by the bank on the basis of business requirements.

### **19. When will the application process close?**

The applications for November 2016 and February 2017 batches will remain open till 30<sup>th</sup> June 2016.