

## 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. It is an attempt to create specialists with 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		

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

## ICICI Bank Probationary Officer Training Programme

### **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 February 2013 followed by Group Discussions/Interviews in February/April 2013 for the applicants who clear the Aptitude Test.

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

You will undergo a 9 months intensive residential classroom training and 3 months internship with

## **ICICI Bank Probationary Officer Training Programme**

a stipend. To pursue the Probationary Officer Training Programme, interested students will have to invest Rs. 3.37 lakh (The course fee is Rs. 3 lakh. Along with the applicable service tax at the current rate of 12.36%, the total amount to be paid is Rs. 3.37 lakh. However, during repayment of the loan, the prevalent service tax rates will apply ) 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 training and internship, the Probationary Officers will be absorbed as Assistant 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 five 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.

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

The fee for the first phase is Rs. 3.00 lakh plus applicable service tax at the current rate of 12.36%, the total amount to be paid is Rs. 3.37 lakh. However, during repayment of the loan, the prevalent service tax rates will apply and if one opts for the second phase, one has to pay Rs. 1.25 lakh (plus applicable service tax) for the same .

### **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

## **ICICI Bank Probationary Officer Training Programme**

would be paid stipend/scholarship (Rs. 2500/- during class room training phase of 9 months to meet the out of pocket expenses & Rs. 10,000/- plus a city allowance during the Internship phase of 3 months) .

- The EMI/Interest recovery starts only from the 1st salary drawn by the Probationary Officer on joining the Bank after completion of the training & internship.
- The salary for the Probationary Officer at the grade that he/she would be joining (Assistant Manager Band I) has been adequately increased to cater for the payment of loan EMI of approximately Rs. 6,000/- 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 five 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 after 3 months of joining the Training Programme, he would be required to pay Rs. 3,37,080 + Interest @ 15 % p.a. for 3 months (15% is the prevailing market rate of interest)
- 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. 3,37,080 + Interest @ 15 % p.a. (current market rate) for 16 Months (12 months training plus 4 months as employee) less EMIs/Interest already paid.

### **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

## ICICI Bank Probationary Officer Training Programme

the training within 90 days of joining, this amount will be forfeited.

### **13. What is the Guarantee that ICICI Bank will give job as Assistant Manager after the training and internship?**

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 training and internship 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. 310/- or as decided by the Bank will have to be paid by you for the agreement.

### **16. What are the areas in which training will be provided?**

Applicants joining the Probationary Officer Training Programme will be enrolled for MBA in Banking and Finance and Manipal University awards the degree.

#### **Course Duration**

MBA (Banking & Finance) course duration is for a period of 30 months (2 ½ years) with the maximum period for completion being 48 months.

**MBA** (Banking & Finance) program consists of two phases,

#### **Phase I (12 months ):**

· Comprising of 12 months of On-campus training (9 months of classroom training & 3 months of internship in ICICI Bank).

## **ICICI Bank Probationary Officer Training Programme**

- On successful completion of the first 12 months of training Probationary Officers will be awarded the Post Graduate Diploma in Banking from ICICI Manipal Academy.
- On-Campus training is designed to provide banking skills to perform effectively in a banking environment.
- On successful completion of the first 12 months of training, the Probationary Officers will be absorbed as Assistant Managers (Band I) in the Bank.

The students are provided with an exit option after successfully completing the first year of the MBA (Banking & Finance) program. Such students are allowed to exit the MBA program with a Post Graduate Diploma in Banking (PGDB). However Probationary Officers who wish to continue with the MBA (Banking & Finance) program are allowed to rejoin the MBA (Banking & Finance) program within 6 months of their completion of PGDB from IMA campus. Such students, by virtue of their being Assistant Managers working at different branches/locations of ICICI Bank will be provided their lectures and study materials online.

### **Phase II [Optional] (18-30 months ):**

- Comprising of 18 months of online training are designed to provide managerial skills to the students in a working and business environment.
- Probationary Officers who have chosen to continue with their MBA (Banking & Finance) program can pursue the second phase along with their job at ICICI Bank.
- Second phase will attract tuition fees of Rs 1.25 lakh.

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

There will be two batches who will start undergoing the training at IMA in the first week of May, 2013 and first week of August, 2013.

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

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

### **19. Which functional area, location would the Probationary Officers be placed post**

## **ICICI Bank Probationary Officer Training Programme**

**completion of the training and internship?**

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.

**20. When will the application process close?**

The last date for applying is **7<sup>th</sup> February, 2013**.