



# Campus Recruitment Process

2021-2022

# Agenda

Our Story

Where are we?

What drives us?

Why us?

Roles on Offer

Campus Recruitment Process

Compensation Structure



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# Our Story



1959-1963



1964-1966



1967-1968



1969-1971



1972-1980



1994-1998



1981-1998



1998-2002



2002 onwards



A.D. Shroff, Economist



G.D. Birla,  
Industrialist



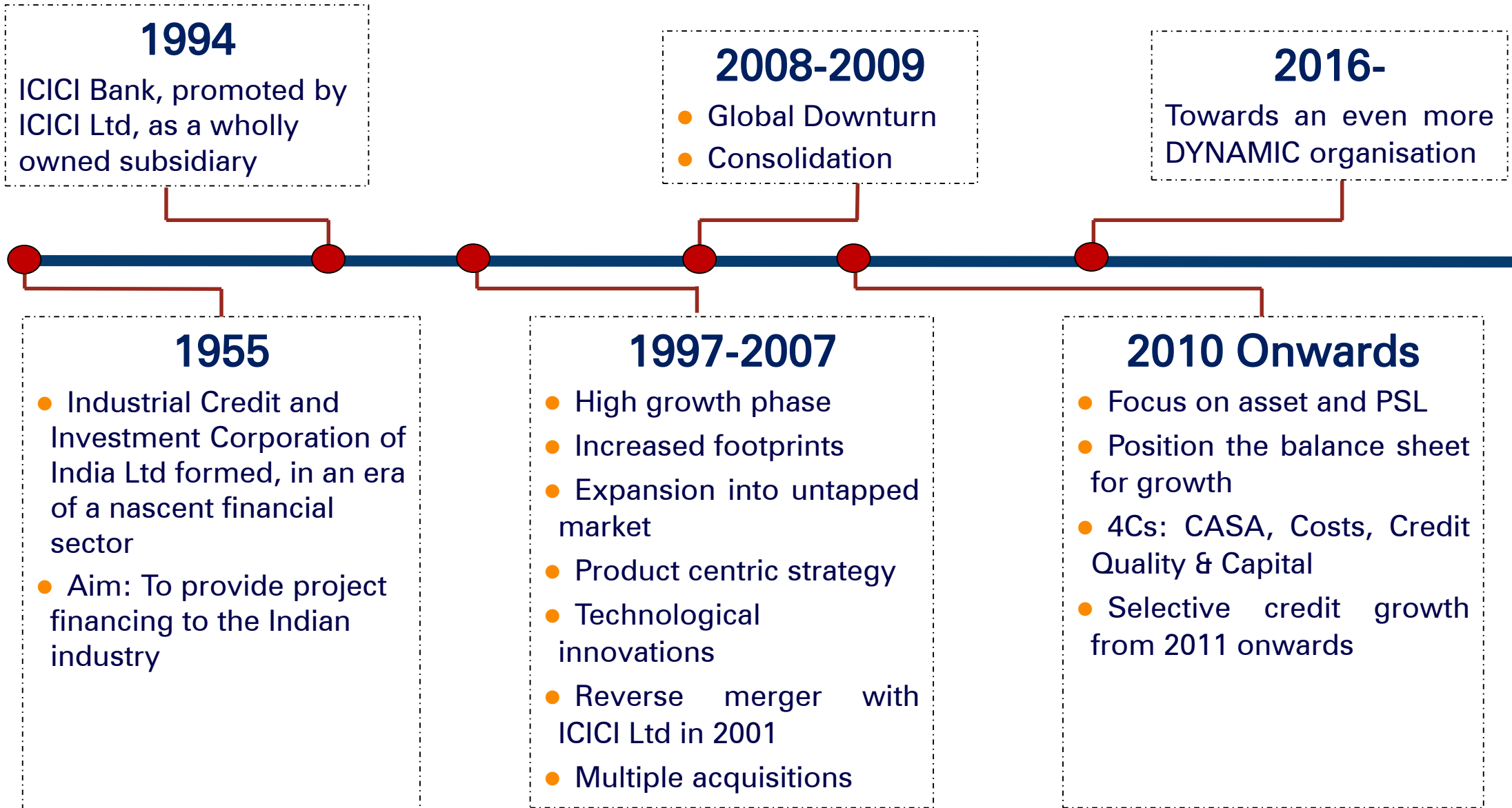
Sir A.R. Mudaliar,  
Bureaucrat

- Steering Committee formed in 1954
- Develop roadmap for ICICI
- Negotiate terms with foreign lenders & investors

- ICICI was founded in 1955
- To fulfill the needs of a financial institution for a new India
- Established with efforts of the Govt. of India and World Bank



# ICICI Bank: The Journey



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# Where are we today?

## Check countries

### A Caring Organization

ICICI Bank believes in the ideology of Saath Aapka - driven by Growth & Learning, Enabling Work Culture, Meritocracy, Care and a Winning Organization

### Global Footprint

ICICI Bank has its presence in 13 countries across the world



### Leader in Private Banks

- Consolidated Assets Rs.13.7 trillion\*
- 5,229 Branches
- 15,101 ATMs

### Socially Responsible

- ICICI Foundation
- 100 Digital Villages
- ICICI Academy of Skills

### A DYNAMIC Workforce

ICICI Bank has a strength of more than over ~93,000+ talented & dynamic employees across business groups



\*Figures as per Annual Report

# Diversification beyond Banking



# Leader in Private Banks



1. Operating profit (profit before provisions and tax, excluding treasury income)
2. Figures as of March 31, 2020



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# Our DNA Anchors



## Threshold Competencies

- Consumer First
- Passion
- Compliance with Conscience

## People Leadership Competencies

- Nurturing Talent
- Collaboration
- Sensitivity

## Task Leadership Competencies

- Strategic Agility
- Leading Change
- Organizational Capability
- Leadership through Execution



# DYNAMIC

Digital

Focusing on intuitive and seamless digital solutions across ecosystems

Young

A youthful mind-set which is ready to experiment and take calculated risks

Nurturing

A culture which emphasizes building capability across the organisation

Agile

An ability to respond to opportunities quickly and create solutions for the customer

Mindful

An organization where employees are keenly mindful of adherence to regulatory and organizational norms

Inclusive

An orientation which values thought diversity and co-holding differing viewpoints

Connected

An organization which is closely connected to the pulse of the end customer and all stakeholders



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# Employee Value Proposition

Saath  
Aapka



Growth & Learning



Enabling Work Culture



Meritocracy



Care



Winning Organization



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# Roles on Offer



Retail Banking

Client Facing Sales Roles

Organization Wide Impact



Rural & Inclusive Banking

Roles & Responsibilities Ahead of Time

Visible Results



*Note : ICICI Bank reserves the right to place the joinees in any function of the bank, basis the organizational requirement  
The role allocated to you shall include sales as per organizational requirements .*

# Role Description – Client Facing Sales Role

## Job Responsibilities

- Understand customer's financial needs, provide solutions and give high priority to customer satisfaction
- Acquire new customers and achieve productivity targets like Savings Account, Current Account and Revenue targets
- Regular engagement with existing mapped customers and handle customers' queries
- Generate revenue from new and existing managed customers through cross-sell
- Enhance customer retention through multiple product penetration of Loans, Forex, Investments, and Cards
- Perform compliance, service, operations in the branch and ensure all regulatory/ statutory requirements are met
- Apply all standard checks and controls during every product sale
- Understand key performance analytics, MIS and benchmarks and co-ordinate with other teams
- Be in close contact with the existing customers through mailers and phone calls and share insights on the fluctuations in interest rates, exchange rates and various product offerings

## Key Skills:-

- Ability to build and manage relationships within and outside the organization
- Ability to proactively respond to the leads generated through various sources to enlarge the client pool
- Ability to gauge and understand the needs of the customers to provide customized solutions
- Aptitude towards delivering high quality customer service with good organizational and interpersonal skills
- Excellent communication skills.



**Note :** Given here is an indicative list of the Business groups across which the roles are on offer. ICICI Bank reserves the right to place the joiners in any function of the bank, basis the organizational requirement  
**The role allocated to you shall include sales as per organizational requirements .**

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# Registration Process

## New Applicant

1. Registration using the following URL:  
<https://www.icicicareers.com/Careers/CP/Requirementapply.aspx?IsProcess=0>
2. Update personal information, resume, education details and employment details on the portal
3. Once the registration process is successfully completed, the applicant will get an e-mail on the registered e-mail ID with login credentials
4. Login with these credentials and change the password on first login
5. After resetting the password, the applicant will be able to view the 'Declaration' and 'Profiler' tabs on the portal
6. Submit the declaration and appear for the Personality Profiler (23 questions) in the 'Profiler' section

## Existing Applicant

1. Use the following URL to login with existing credentials:  
<https://www.icicicareers.com/Careers/CP/CandidateLogin.aspx>
2. Submit the declaration and appear for the Personality Profiler (23 questions) in the 'Profiler' section
3. In case the applicant doesn't remember the password, he/she can use following link to reset the password <https://www.icicicareers.com/Careers/CP/ForgotPassword.aspx>



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# Compensation Structure

- Grade: Assistant Manager

Remuneration Details	Amount (in ₹)	
	Monthly	Annual
Basic	7,000	84,000
Supplementary Allowance	16,500	198,000
Superannuation Allowance	1,050	12,600
Monthly Gross	24,550	294,600
Retirals (PF, Gratuity)	2,383	28,596
Total Fixed Pay	26,933	323,196
Performance Linked Retention Plan (PLRP)*	2,250	27,000
Cost to Company	29,183	350,196

- Compensation details mentioned are for Mumbai location. For other locations, appropriate adjustments will be made for HRA and hence, supplementary allowance will be lesser

\* Please note that there is no minimum guaranteed bonus





**Thank you**