

Emicon Advisory Services LLP | Campus Recruitment Drive 2027

EMICON ADVISORY SERVICES LLP

Oracle Cloud & Workday Consulting | Campus Recruitment Drive 2027

Job Description: Associate Consultant – Trainee

About Emicon

Emicon Advisory Services LLP is a specialized IT consulting firm and center of excellence for Oracle Cloud and Workday implementations, founded in 2012. We deliver ERP, HCM, SCM and technical consulting engagements across the BFSI, Manufacturing, Education, and Professional Services sectors, with operations spanning India, the US, UK, and the Middle East. Our consultants combine deep functional expertise with hands-on delivery experience across the Oracle Cloud and Workday ecosystems.

Position Overview

- **Job Title: Associate Consultant – Trainee**
- **Practice Tracks: Oracle Cloud Practice or Workday Practice** — candidates may indicate a preference on their application; final track assignment is based on aptitude, interview performance, and business requirement
- **Employment Type:** Full-time, Training-cum-Employment Program
- **Locations:** Mohali | Bengaluru | Pune | Noida
- **Eligible Batch:** 2026 and 2027 graduating batch

Role & Responsibilities

As an Associate Consultant – Trainee, you will be trained and mentored to become a client-facing ERP consultant. Over the course of the program, you will:

- Undergo structured onboarding and technical training in Oracle Cloud (ERP / HCM / SCM) or Workday (HCM / Financials) applications, as per your assigned practice track
- Assist senior consultants with configuration, testing, and documentation of client business processes
- Participate in solution design discussions and prepare functional and technical documentation
- Support data migration, integration testing, and user acceptance testing (UAT) cycles
- Engage directly with client stakeholders under mentorship as project readiness matures
- Progress from trainee to independent consultant based on performance milestones and training completion

Eligibility Criteria

- BE / B.Tech / MCA / MBA or equivalent degree, from the 2026 or 2027 passing-out batch
- Minimum 60% aggregate marks throughout academics (Class X, Class XII, and Graduation / Post-Graduation)
- No active academic backlogs at the time of the interview
- Strong analytical and problem-solving ability, with a genuine interest in building a career in ERP / cloud consulting
- Excellent verbal and written communication skills in English
- Willingness to relocate to any of Emicon's office locations and to travel for client engagements, as required
- Willingness to execute a mandatory Service Agreement committing to a minimum of 3 years of service with Emicon upon confirmation post-training (see "Service Agreement" section below)

Compensation Structure

Emicon offers three fresher compensation tiers for this campus drive. Placement into a tier is determined by each candidate's composite performance — technical aptitude, presentation skills, and communication proficiency — across the selection process, at the discretion of the Emicon selection panel.

Tier	Annual CTC (Post-Training)	Monthly Stipend (During Training)	Composite Score Band*	Candidate Profile
Tier 1	Rs. 3,60,000	Rs. 10,000 / month	60% - 69%	Sound technical fundamentals; communication and presentation skills still developing
Tier 2	Rs. 4,30,000	Rs. 12,000 / month	70% - 84%	Strong technical/analytical ability with good communication and presentation skills
Tier 3	Rs. 5,00,000	Rs. 15,000 / month	85% and above	Excellent technical aptitude, polished presentation and communication skills; client-ready

**Indicative composite score bands; final tier placement rests with the selection panel and may also reflect practice-track fit and business need.*

Selection Process

Candidates will be evaluated across the following rounds:

- Round 1 – Online Aptitude & Technical Screening Test
- Round 2 – Case Study / Presentation Round (evaluates functional or technical understanding, structured thinking, and presentation skills)
- Round 3 – Technical Interview (Oracle Cloud or Workday track fitment)
- Round 4 – HR & Communication Interview

Tier placement is based on the weightage below:

Evaluation Parameter	Weightage	Assessed Through
Technical Aptitude & Domain Knowledge	40%	Online aptitude test and technical interview
Presentation Skills	30%	Case study / mock presentation round before a panel
Communication & Interpersonal Skills	30%	HR interview and group discussion

Tier Bifurcation — Detailed Expectations

The descriptors below set out what the selection panel looks for at each tier against every evaluation parameter, so panel members apply a consistent bar and candidates understand what distinguishes one tier from another.

Parameter	Tier 1 (Rs. 3.6L)	Tier 2 (Rs. 4.3L)	Tier 3 (Rs. 5.0L)
Technical Aptitude & Domain Knowledge (40%)	Grasps fundamental ERP / IT concepts; needs guidance to work through structured problems; average score in the aptitude test	Strong grasp of technical and analytical concepts; solves case-study problems with minimal guidance; scores well above average in technical screening	Advanced problem-solving with quick conceptual grasp of ERP and business processes; top-quartile aptitude test score; extends concepts to new scenarios unprompted
Presentation Skills (30%)	Delivers the case study with adequate structure; leans on notes; limited eye contact and confidence; content is organized but delivery is hesitant	Confident delivery with a clear structure (situation → approach → outcome); handles panel questions competently; makes good use of visual aids / whiteboard	Polished, structured, and persuasive presentation; anticipates and fields challenging questions smoothly; client-ready delivery style
Communication & Interpersonal Skills (30%)	Understandable English communication; grammar and fluency still developing; adequate for internal team collaboration	Fluent, clear spoken and written English; articulates ideas logically; comfortable and collaborative in group discussion	Exceptional fluency and articulation; adapts tone and style to the audience; demonstrates active listening and rapport-building; ready for direct client interaction from day one

A candidate need not lead on every parameter to reach a tier — the panel forms an overall judgment call using the 40/30/30 weightage above; a marked shortfall on any single parameter (e.g., communication far below the tier bar) can still cap the tier offered even with a strong aggregate score.

Training-cum-Employment Program

- **Duration:** Structured training program of up to 12 months, combining classroom learning, hands-on labs, and live project shadowing
- The training would be conducted in Mohali office of Emicon. Post completion of training, the employees will be posted at one of the Emicon office locations depending on client / project requirements
- The monthly stipend corresponding to the candidate's tier is paid throughout the training period

- On successful completion of training and confirmation, candidates transition to the full annual CTC applicable to their tier and are elevated to the role of Associate Consultant
- Continued progression, project allocation, and compensation growth are based on performance

Service Agreement (Before Day 1 of joining the Training Program)

On successful completion of the training program and confirmation into the full CTC applicable to their tier, candidates are required to abide by the Service Agreement signed while entering the training programme with Emicon as a condition of continued employment.

- **Minimum service commitment:** 3 years, applicable uniformly across all three compensation tiers
- The 3-year period runs from the date of confirmation as Associate Consultant, i.e., it begins after the training period and is not offset by time already spent in training
- The Service Agreement, including any recovery amount or notice terms applicable on premature separation before completion of the 3-year period, will be issued along with the formal offer letter / letter of intent at the time of joining