



Create your Imprint

Message from the MD & CEO



Dear Aspirant,

Congratulations on taking your final step to a rewarding career in financial services!

From a pioneering step taken in 1987 to playing an integral role in India's development, CRISIL is today India's leading Ratings, Research, Risk and Policy Advisory Company. Being an integral part of Standard & Poor's global network, our analysts have a strong influence on global industry and markets. We believe that, in the fast - changing world that we now live in, we need to constantly put our experience to work and learn from it instead of wasting time in this ever churning cycle. While there are great educational experiences that await you in India and abroad, we believe that few of them get you to the market soon enough and allow you to learn and experience at the same time.

I believe this dynamic world of ours needs to look at education as a whole new paradigm. My colleagues have designed a comprehensive Programme in finance that meets industry requirements and is capable of producing world-class finance professionals. I am glad to present to you the CRISIL Certified Analyst Programme, a unique Programme that I trust has set a new benchmark for finance education across the globe.

The CCAP follows a unique work-cum-study format that ensures effective learning of theory coupled with efficient application of the same at work. Our Programme allows you to focus on the learning and groom yourself to be the best finance professional while assuring you a successful career and a bright future. Needless to say, CRISIL will absorb all the successful CCAP participants at attractive market related compensation.

We were truly overwhelmed by the response we received from applicants across the country during the launch of the first four batches of the Programme. Our participants of the first two batches have graduated in April 2009 & 2010. They have set a benchmark in the industry thanks to the rigorous learning they have undergone over the 2 years. The third batch is close to course completion and will be joining the ranks of finance professionals in the next few months. The performance of CCAP participants has been very encouraging and has been commended both within and outside CRISIL.

If you think you have the ability to succeed, the confidence to excel, and a passion to achieve, along with a good comfort level in finance, then hop on for the journey of a lifetime! I am sure this is one decision you will always be proud of!

I wish you the very best for the selection process and look forward to having you on board with us!

Warm wishes,

Roopa Kudva
Managing Director & Chief Executive Officer, CRISIL
Region Head, South Asia, Standard & Poor's

January, 2011

About CRISIL Limited, a Standard & Poor's Company:

CRISIL is India's leading Ratings, Research, Risk and Policy Advisory company. CRISIL's majority shareholder, Standard and Poor's, is the world's foremost provider of independent credit ratings. Standard & Poor is a part of The McGraw-Hill Companies.

In the 23 years since its inception, CRISIL has become one of the most admired and respected companies in India. Its credibility and success stem from its relentless pursuit of analytical rigour, and commitment to serve the market place well, with independence, integrity and innovation.

CRISIL's domains of expertise transcend areas of credit ratings, evaluations, risk assessments, research in industries, companies, capital markets, financial modeling, infrastructure consulting and financial consulting. CRISIL provides its employees with early responsibility and tremendous learning opportunities with the cream of academic intelligentsia.

CRISIL Certified Analyst Programme (CCAP)

CCAP is a two-year intensive entry-level Programme. It combines coursework, job assignments, and interactive seminars that equip the learner with exceptional financial and business skills. The Programme is aimed at developing world-class financial professionals for Analyst positions in CRISIL.

The CCAP Advantage

CRISIL believes that to be successful in the financial services industry, individuals need the following:

- ❑ Excellent analytical capability
- ❑ In-depth knowledge of finance
- ❑ Strong communication and presentation skills
- ❑ Good inter-personal and leadership skills

CCAP is a comprehensive Programme that provides holistic training to participants, and serves as a stepping stone to an exciting career in financial services. The Programme structure has been finalised after thorough research into the curricula of MBA, CA, CFA and ICWA Programmes, and into the needs of businesses both in India and abroad. It is also designed to provide hands-on, on-the-job training. This ensures that each CCAP participant is capable of succeeding within CRISIL as elsewhere in industry.

The Work Culture at CRISIL

CRISIL

- ❑ Appreciates and encourages independent ideas and thoughts
- ❑ Strives for continuous growth and development of employees, and the organisation
- ❑ Presents opportunities for working with global thought leaders
- ❑ Offers a vibrant and energetic work atmosphere, with professionals drawn from diverse backgrounds
- ❑ Provides a truly young workplace, where the average age of employees is in the 20s
- ❑ Offers avenues for you to develop your analytical thought process

The projects you may be associated with include:

- ❑ Credit rating assignments for domestic and international clients
- ❑ Consultancy for infrastructure projects in areas such as transport, urban development, fuel, and public private partnership
- ❑ In-depth research on an industry or company
- ❑ Analysis of credit and operational risk in organisations

The Programme Fees

CRISIL does not charge any fee for the Programme, other than the application fee of Rs.1500.

Assistantship

Participants will be paid a monthly assistantship of Rs.8000 during the first year, and Rs.10,000 during the second year of the Programme.

CCAP Design

The two-year Programme comprises of four semesters-two semesters in each year. During the first five weeks of the Programme, participants will attend classes full-time (Monday to Saturday) to complete the fundamental courses in finance as part of the induction process. On completion of the induction process, classes will be held twice a week (9 am to 6 pm, on Fridays and Saturdays). From Monday to Thursday, participants will work in CRISIL business units to which they are assigned.

The Programme will cover 24 subjects in finance, in addition to courses in communication, and personality development. The Programme's continuous evaluation process ensures that learning outcomes on each course is assessed.

CCAP Class Work

CCAP's intensive training strategy ensures that participants not only excel academically but also groom themselves to take on professional roles in the organisation. The class work focuses on providing the necessary academic fundamentals. The pedagogy includes a mix of lectures, case studies, and group discussions. Participants are required to work on individual and group assignments, and projects. A regular evaluation process will monitor the participant's performance throughout the Programme.

The classes are conducted at the National Institute of Industrial Engineering (NITIE) campus in Mumbai.

CCAP Class Work Structure

The class work follows a semester system. There are four semesters, each of six months' duration. Participants will be offered courses under three categories each semester: Core Courses, Leaders' Incubation Lab, and IT Lab.

- ❑ **Core Courses:** These comprise six finance subjects
- ❑ **Leaders' Incubation Lab:** Workshops on team work, attitudes, leadership, and time management
- ❑ **IT Lab:** IT is integral to every business. This course, therefore, ensures that participants are adept at using IT applications designed for the workplace

Academic Partner:



National Institute of Industrial Engineering (NITIE) is a Government of India institution under the Ministry of Human Resource Development, is a premier Business School in India. NITIE has achieved significant milestones in the course of its progress since 1963. Sincere and dedicated pursuance of the objectives encrypted at the beginning, has led it to register itself as a pioneer educational institution and a peerless one in the field of Industry specific research and teachings.

NITIE is dedicated to help Indian businesses to make their presence felt globally. It has aligned its vision and activities in line with the current and future needs of the Indian economy and its vibrant and growing sectors.

Visit www.nitie.edu to learn more about our academic partner.

CCAP Faculty

The courses are led by the best faculty handpicked from the top business schools, and by senior CRISIL professionals and industry experts.

Course Structure

Semester I

July 2011 to December 2011

Core Courses

1. Basic Financial Accounting
2. Financial Statement Analysis
3. Managerial Economics
4. Financial Institutions & Markets
5. Commercial Banking
6. Organisational Behavior
7. Business & Corporate Law

Leaders Incubation Lab

1. Attitude Makes a Difference
2. Business Communication

IT Lab

- Basics of computing workshop
- MS Office

Semester II

December 2011 to May 2012

Core Courses

1. International Trade & Finance
2. Security Analysis & Portfolio Management
3. Cost & Management Accounting
4. International Economics
5. Financial Management
6. Corporate Taxation

Leaders Incubation Lab

1. Teamwork Works

IT Lab

Modeling approach to business finance

Semester III

June 2012 to November 2012

Core Courses

1. Project Management
2. Financial Derivatives
3. Mergers & Acquisitions
4. Fixed Income Securities
5. Asset Valuation
6. Econometrics

Leaders Incubation Lab

1. Time Management

IT Lab

1. Financial Spreadsheet Modelling
2. Econometrics - Eviews

Semester IV

December 2012 to June 2013

Core Courses

1. Structured Finance
2. Credit Rating
3. Services and Marketing Management
4. Financial Risk Management
5. Industry Risk Analysis
6. Project Appraisal & Project Finance

Leaders Incubation Lab

1. Leadership competency

Apart from the scheduled courses, seminars and workshops will be organised, wherein CRISIL leaders and industry experts will interact with participants, and provide them with practical insights into their areas of specialisation in finance. Additional full-length modules to develop overall managerial competency will also be included.

CCAP Work Experience

On completing the induction module, CCAP participants will be required to work at their assigned business units for four days in a week. Participants will gain experience in one of CRISIL's business units during the two years. This will ensure that participants gain an in-depth understanding of the organisation as a whole, in addition to the assigned business areas. On-the-job performance will be evaluated during this period.

Participant Responsibilities and Obligations

The role of a participant encompasses the entire domain of finance, including data, information and research, analytics, and consultancy services. The participant will provide data and analytical support to senior analysts, and work on analytical projects that involve data analysis, industry and regulatory trend analysis, and financial modeling. The participant may also be assigned to consulting, which involves working on converting data into insightful information and sector-related models, to help CRISIL draw inferences. CCAP participants will also play an active role in CRISIL's businesses, which is central to the development of India's capital markets, industry and economy.

The participant needs to obtain the minimum selection score stipulated for each semester to progress in the Programme. The minimum score will be set by the CRISIL management, depending on the subjects in each semester. CRISIL reserves the right to suspend / terminate the assistantship if the participant does not score the minimum selection score.

The participant is obligated to reimburse the cost of education and assistantship (as estimated by CRISIL) spent by CRISIL in training the participant in case he/she discontinues the Programme; this is irrespective of whether the discontinuation was on the participant's own will or inability to obtain the stipulated minimum score. A service agreement to this effect will be signed on admission.

Placements

On successful completion of the Programme, participants will be absorbed into CRISIL's business units at market-related compensation with a minimum salary of Rs.5 lakh per annum. Successful completion of the Programme implies that the participant has obtained the minimum selection score set by the CRISIL management.

Growth Path on Completion of CCAP

Growth within the organisation will depend entirely on the individual's performance. CRISIL is a meritocratic organisation that rewards employees for good performance, and promotes employees for their inherent potential.

CCAP Eligibility Criteria

The minimum requirements for admission to the Programme are:

1. A bachelor's degree with at least 50 per cent marks or the equivalent Cumulative Grade Point Average (CGPA). This should be an aggregate score for the course. Candidates appearing for the final year bachelor's degree/equivalent examination may also apply.
2. The candidate must have taken CAT (Common Admission Test conducted by the Indian Institutes of Management) held in 2010-11 or XAT (Xavier's Admission Test conducted by XLRI, Jamshedpur) held in 2010-11. Candidates who have not appeared/applied for any of these exams will be required to take the CRISIL Aptitude Test.
3. The Programme is open to candidates born on or after January 1, 1984.

Note: Candidates who are in the final year of graduation must produce a certificate from the Principal/Head of the Department/Registrar/Director of the University/Institution certifying that the candidate has obtained 50 per cent marks or the equivalent based on the latest grades/marks. Such candidates, if selected, will be allowed to join the Programme provisionally only if they submit a certificate latest by June 30, 2011 from the principal/registrar of their college/institute stating that they have completed all requirements (the results may, however, be awaited) for obtaining the bachelor's degree/equivalent qualification. Their admission will be confirmed only when they submit their mark sheet and a certificate of having passed their bachelor's degree/equivalent qualification with at least 50 per cent marks. The deadline for submission of mark sheets and certificate is December 31, 2011. Non-fulfillment of this condition will automatically result in the cancellation of the provisional admission.

Batch Size

The batch for 2011-13 will have a maximum of 50 participants.

Application Process

Aspiring candidates can apply online at www.crisil.com/ccap for admission to the Programme. Upon successfully filling the online basic information form, the application form can be downloaded. The applicant must print a copy of the application form, fill it and mail it to: The Programme Leader, CRISIL Certified Analyst Programme, CRISIL House, Central Avenue Road, Hiranandani Business Park, Powai, Mumbai 400 076, accompanied by an application fee (non-refundable) of Rs.1500/- in the form of a cheque (payable at par in Mumbai) or a Demand Draft favouring CRISIL Ltd, and payable at Mumbai. On receipt of the application form along with the Cheque/DD for the required amount, candidates will receive an acknowledgement of acceptance of the application.

The last date for submission of forms is February 24, 2011.

CRISIL Aptitude Test

CRISIL Aptitude Test, based on the CAT pattern, will be conducted in 12 locations across the country. The Test will have five sections: Verbal Ability, Quantitative Ability, Data Interpretation & Logical Reasoning, and Essay Writing. The test is likely to be held on March 26 and 27, 2011. Candidates will be intimated about their respective centre, date and time of exam once they send in the application form.

Selection Process

CRISIL will decide the section-wise and total cut-off marks, which will be used in short-listing candidates for Group Discussion (GD) and Personal Interview (PI). The first round of GD and PI will be held in Mumbai, New Delhi, Kolkata and Chennai. Final selection will be based on the candidate's profile, performance in the qualifying examination (MBA entrance examination/CRISIL Aptitude Test), group discussion and personal interview rounds.

The selected candidates will be informed by mail by the last week of April 2011. The selected candidates are required to confirm their registration before May 13, 2011, failing which their admission will be cancelled. Candidates in their final year of graduation are required to send their original 10th Standard and 12th Standard mark sheets, and graduates are required to send their original degree mark sheets immediately on receipt of the Admission Offer Letter. Please note that the other original certificates need to be produced for verification on the inaugural day of the Programme, failing which the admission will be cancelled.

Medical Test and References

All admitted candidates will have to produce a medical report certifying physical fitness before they join the Programme. Candidates will be informed of the specifications of the tests once the selection process is complete. Candidates who are offered final admission will also have to provide two references, either professional or academic.

Programme Start Date

Admitted candidates are required to report by 8:30 am on Monday, June 13, 2011 at the venue specified in the Admission Offer Letter.

Programme Location

The Programme will be conducted entirely in Mumbai. Admitted candidates have to make their own arrangements for accommodation, local conveyance, etc. in Mumbai.

Batch of 2009-11 & 2010-12



Batch (2009-11 & 2010-12) at NITIE, Mumbai

Participants Speak

"This Programme gave me the rare opportunity to discuss problems I encounter at work with my professors and colleagues, and enabled me to arrive at the best possible solutions, thereby bridging the gap between the theoretical and practical."

Achin Biyani
Batch 2007-09

Gautam Pal
Batch 2007-09

"CCAP grooms you to be an analyst and to think well. The unique blend of work and study that the Programme offers, combined with CRISIL's knowledge-driven culture and NITIE's world-class academic training, ensures that you have a solid foundation in finance. I strongly recommend this Programme to people who want to make a mark for themselves as analysts."

"The CCAP Programme has given me a sound foundation in finance, unmatched practical exposure, and the opportunity to be groomed by the best academics and professionals in the industry."

Anvesha Mehrotra
Batch 2008-10

Pooja Hingorani
Batch 2008-10

"For a journey to be successful, one needs a strong platform. CCAP provides you with the knowledge and skill sets you need to be a successful financial analyst. The knowledge-intensive academic sessions, the strong skill-enhancing work environment at CRISIL, and diverse student base, with participants drawn from all over the country, the experience has been exciting and wonderful!"

"My one-year stint at CRISIL on completing the CCAP Programme has been immensely rewarding. It has helped build a strong foundation for career growth. I have had opportunity to witness the growth of CRISIL Independent Equity Research business right from its pre-launch phase. If you are game for challenges, and aspire to be a well-groomed financial analyst, CCAP is the place to be."

Neeta Khilnani
Batch 2009-11

Puneet Bagrii
Batch 2009-11

"CCAP's unique work-while-you-study approach gives participants a keen grasp of financial theory and hands-on experience. The course is structured to bring out the best in us; it keeps us on our toes, and makes us do things we didn't know we were capable of. The faculty is the best in the business, and the learning never stops! I feel blessed to be part of the CCAP family. Hats off to CRISIL for designing such an innovative Programme!"

"It's the course everyone who is passionate about finance wants to go through. This well-structured, expertly-taught course is an unparalleled learning experience. The application of learning through analytical work at CRISIL, the organisation's brand value, and interaction with domain experts inside and outside CRISIL are priceless add-ons."

Satish R
Batch 2010-12

Gowrishanker R
Batch 2010-12

"CCAP bridges the gap between theory and practice. The course enables me to work fulltime, and attend lectures by top NITIE professors and industry experts. Working at CRISIL helps me apply what I learn in the classroom, and to deal with the complexities and dynamics of working in a team. The highly capable student mix adds to the learning curve, and presents opportunities for intellectually stimulating discussions. A finance Programme of this composition and quality is unique in the professional world."

Frequently Asked Questions

1. What degree will I receive on completing the Programme?

You will receive the 'Certified CRISIL Analyst' certificate on completion of the Programme.

2. Will the Programme make me eligible for jobs in companies other than CRISIL?

On successfully completing the Programme, you will be absorbed in CRISIL. You can also look for job opportunities elsewhere.

3. Will it help me pursue a career in equity research?

Yes. Equity research is part of the finance domain that the Programme covers.

4. I have not appeared for any entrance examination to management courses. Can I still apply?

Yes, but you will be required to appear for a CRISIL Aptitude Test that will be conducted on March 26 and 27, 2011. On clearing the test, you will qualify for the next stage of the selection process.

5. Is there an age limit for the Programme?

You must be born on or after January 1, 1984.

6. What is the course fee?

Apart from the application fee of Rs.1500, CRISIL does not charge any course fee for the Programme.

7. I am an MBA already. Can I apply? Will I be exempted from the entrance test?

You may apply, but will not be exempted from the CRISIL Aptitude Test. Please note that CRISIL evaluates all applications solely on the merit of the degree-the PG qualification will not carry any weightage during the admission or during the Programme.

8. I am an MBA/a CA already. Will I be entitled to exemptions on some subjects?

No. All subjects in the Programme are compulsory.

9. I am a graduate, but have no work experience. Can I apply for CCAP?

Yes. You can apply even if you do not have work experience.

10. What will I receive on completing the two-year Programme-a degree or a certificate? Is it equivalent to a postgraduate Programme?

You will receive a 'Certified CRISIL Analyst' certificate. This neither a degree nor a diploma, nor is the course equivalent to a postgraduate Programme since it is not affiliated to any university or government body, or approved by the All India Council for Technical Education (AICTE).

11. How valuable will this certificate be if I decide to leave CRISIL a few years later?

CRISIL employees are respected as thought leaders, and have strong market value in the financial services industry. The CRISIL certification will add to the value.

12. I shall appear for my final semester in May 2011. Can I apply to the CCAP Programme for 2011-13?

Yes, You can.

13. Do you provide accommodation in Mumbai during the two-year Programme?

No. You will need to make your own arrangement for accommodation in Mumbai.

14. What are the expenses for the course?

CRISIL does not charge any course fees for the Programme. The only expenses the participant will bear will be his living expenses, accommodation, travel etc.

Batch of 2008-10



Batch (2008-10) with Mr. Subhir Gokharn, Deputy Governor, Reserve Bank of India.

Batch of 2007-09



Batch (2007-09) with Mr. N. Vaghul, Ex-Chairman, ICICI Bank Limited

Important Dates:

Last date for submission of application forms: February 24, 2011

CRISIL Aptitude Test: March 26 and 27, 2011

Group Discussion and Personal Interviews: Between April 16 and April 25, 2011

First list of admission: April 28, 2011

First list of admission confirmation: May 13, 2011

Second list of admission: May 16, 2011

Second list of admission confirmation: May 25, 2011

Commencement of Programme: June 13, 2011

CRISIL Aptitude Test Centers:

Ahmedabad, Bangalore, Bhopal, Chandigarh, Chennai, Delhi, Hyderabad, Jaipur, Kolkata, Lucknow, Mumbai, and Pune.

For further details log on to www.crisil.com/ccap
or call CCAP Helpline at 022 3342 3411/ 976 9797 440
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