



Deferred Placement Policy

Rationale:

In the current scenario, entrepreneurship is emerging as a choice of career for many young students and graduates. This trend is also positive news for job creation and spurring economic growth. In India, young graduates (and more importantly their parents) would like to have a safety net before venturing into starting up their own companies. Having a deferred placement policy at BITS Pilani encourages more youngsters to start their own companies. If the start-up does not work out, as is a frequent occurrence, the graduate can come back after either a year or two years, and sit for placements along with that year's graduating class. It is hoped that this policy will go a long way towards getting parental support for students, and will also reinforce BITS's reputation as an institution supportive of innovation and entrepreneurship.

The Policy:

1. A Deferred Placement Approval Committee is to be constituted at each campus, comprising members selected by campus Director. Proposed members could be Unit Chief, Entrepreneurship Development & Intellectual Property Rights, Chief Placement Officer, Managing Director, Technology Business Incubator, Faculty In-charge, Centre for Innovation, Incubation & Entrepreneurship and Faculty In-charge, Placements.
2. Start-up teams or students must apply before the placement season starts, requesting for deferred placement. Applications in the prescribed format, requesting deferred placement must be sent to Placement Unit during the placement registration period i.e., May or December.
3. The Committees will evaluate the start-up and founders on the (i) progress achieved (ii) traction towards product development & customer acquisition, and other parameters to determine the potential.
4. Once a start-up founder is approved, he or she may choose to appear for placement either ONE year or TWO years after graduation by paying the placement registration fee in that year. The deferred placement candidates must communicate to Placement Unit their interest in appearing for placements before the registration deadline of that year's placement season.
5. Placement Division will coordinate the campus interview for deferred candidates along with the regular graduating class, based on criteria provided by recruiters coming to campus. Placement Division will have the final say in scheduling interviews.
6. This policy is meant to encourage only those students who are serious about their start-ups, and must ensure that only dedicated and motivated startup founders are approved by the Committee.
7. Deferred Placement Policy is not a guarantee offered to the students, but a facility to be extended to promising start-ups led by students.

