



TATA SCIP

Programme FAQs

Answers to Frequently Asked Questions



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About the Criteria – Who can apply?

Gender

I am a male. Can I apply? Why is the programme restricted only to women?

Tata Group is an equal opportunity employer. SCIP is a career transition programme. The modules offered initially are for women who have taken a break. Other modules of the Programme are being developed for different segments across genders. If you are male and interested in pursuing a career with the Tata Group, please visit www.tata.com to check out other career opportunities.

Location

Where are SCIP projects available?

Project locations under SCIP will be based on requirements uploaded by various group companies. Please view the "Projects" tab on the website to see where these projects are currently based out of. If you do not see any projects in your preferred location, check back with the site frequently.

From which cities can people apply and where will the projects be?

The projects will be in the locations mentioned in the "Projects" Section. Please [click here](#) to find out more.

Why should I register if there is no suitable project for me?

Projects will be added through the year. We encourage you to register with us so you are a part of our database that we will access to find suitable profiles for our new projects."

Career Break

I have more than 4 years of work experience, but have not taken a break. Can I apply?

SCIP is specifically for those who have taken a break from professional career. If you are looking for full time roles, please visit www.tata.com to check out other

career opportunities. If you are planning to move away from full time work, post completion of one year of career break you can apply for SCIP

What is the maximum period for the career break?

Currently a project under SCIP is aimed at professionals with not more than eight years of break in their professional career. In exceptional cases this criteria may be relaxed. We encourage you to register and explore options.

I have a career break of more than 8 years. Can I apply?

Due to the nature of SCIP projects and the level of engagement required, this phase of the programme is open only to women who have taken a career break ranging between 1 and 8 years. However, in exceptional cases this criterion may be relaxed.

Age

I am over 50 and am keen to do a project with TATA. Can I apply?

Is there a maximum age limit to apply?

Currently the Programme has an upper age limit of 50 years. However, if you are interested in pursuing a career with the Tata Group, please view other opportunities at www.tata.com.

Work Experience

What are the minimum years of work experience I need to have to apply?

Applicants must have minimum 4 years of relevant experience.

I have less than 4 years of work experience. Can I apply?

The programme is currently open only to women who have work experience of at least four continuous years or more in specific domain areas. If you are interested in pursuing a career with the Tata Group, please visit www.tata.com.

Why are you restricting the Assignments to those with more than 4 years of work experience?

The expertise requirements of SCIP projects as well as the remuneration offered requires the minimum stipulated work experience.

I have worked in Government service. Can I apply?

Yes, if you have at least four years' experience in the stipulated domain areas and 1-8 years continuous career break.

I have worked in the Public sector. Can I apply?

Yes, provided you meet the other criteria covering qualifications, experience duration, career break duration and place of residence. Please proceed to apply at www.tatasecondcareer.com.

Qualification

Is there such opportunity for women who are not professionally qualified?

At the moment SCIP does not offer this but please feel free to register and we will get back to you.

What are the professional qualifications that I must have to apply?

All women professionals with the required professional, post-graduation or equivalent technical qualifications with at least four years continuous working experience can apply

SCIP Projects

What is SCIP?

SCIP is an initiative by the Tata Group, which would like to benefit from the expertise of Women Professionals who opted to take a career break after some initial years of work. Tata group companies will provide 'Live' business projects of approximately 500 hours of engagement spread over 6 months on a flexi-time basis. The programme does not guarantee full-time employment at the end of the project. However, both the SCIP participant and the guide have the option of exploring full-time employment on mutually acceptable terms. Tata Group companies will offer projects, which can be completed in 5 to 6 months, across multiple domain areas.

SCIP participants will get a project stipend of 3 to 4 Lakhs for 500 hours of project period in monthly instalments, less applicable taxes. The exact remuneration for each project will be decided by the Tata Group Company based on experience & skill sets required for that particular project & is not open to negotiations

I want to apply for a job at the Tata's right now without doing a Project. Can I apply?

If you are interested in pursuing a career with the Tata Group, please visit www.tata.com.

What is the duration of the projects?

SCIP projects will involve approximately 500 hours of engagement. These will be spread over 6 months (approximately) on a flexi-time model with a defined number of core hours on-site at the office as decided mutually between the SCIP participant and Guide.

What if the duration is inadequate? Can it be extended?

SCIP projects are designed for completion in 6 months (approximately). Hence, all the SCIP participants are expected to finish the project within 500 hours. Should the project require extension, this will be mutually discussed between the Project Manager and the SCIP consultant.

How many assignments are available presently?

The number of Projects will depend on the number of projects available with various group companies. You can view the projects available online.

Project Stipend

What will be the project stipend paid per project?

Each SCIP participant will be paid a project stipend of 3 to 4 Lakhs (approximately) for the entire project. Taxes as applicable will be deducted at source before the stipend is paid. The exact remuneration for each project will be decided by the Tata Group Company based on experience & skillsets required for that particular project

Will the stipend be paid monthly?

The project stipend will be paid in monthly instalments', less tax as applicable.

Is the stipend linked to performance?

The stipend is not linked directly with performance but with the completion of milestones. However, this should not deter consultants from completing the project in a time bound professional manner. Performance will be a criterion while deciding on the availability of employment at the end of the project, should the same be available.

Tax

Will the stipend be taxed?

Yes, appropriate tax deduction at source will be made before the stipend is paid. TDS certificates will be issue to facilitate Tax refunds, where applicable

Can we get the complete details about the project before saying yes?

The applicants have to apply for specific projects on www.tatasecondcareer.com. Else they are also free to register online so we can contact them for projects that can come up in the future

What kinds of projects are available?

Please view the Projects listing on our website to know more.

Project team

How many people will be there in a single project?

SCIP projects are conceived as individual projects. Hence, each project will be allotted to one woman professional. There may however, be partnership projects when the delivery requires more than one person.

Expenses

Will my travel expenses be reimbursed - from home to office?

The Project stipend is all inclusive except official expenses. Should you be required to travel on project work, these expenses will be paid to you.

Will my Internet expenses be reimbursed? Is there an expense limit?

Internet expenses connected with the project will be reimbursed on actuals. The limits of downloads will be determined by the nature of project and can be discussed and closed with the Project Manager once you have joined.

Laptop

Will I get a laptop?

Laptops will be made available on need basis that will be decided by the project guide.

During the Project Period

Working Days

Will it be a 5-day week during the project period?

Will we have to work 5 days or 6 days a week during the Project Period?

Projects will require approximately 500 hours of engagement. This will be spread over 5-6 months on a flexi-time model. The working days and the working hours will be mutually decided between the project guide and the SCIP participant.

Timing

What will be the timing during Project Period?

The working days and the working hours will be mutually decided between the project guide and the SCIP participant.

Flexi - timing

How flexible can the flexi timing be? Can I work most of the time from my home?

The programme requires 300 core hours spent on-site at the office. However, this is open to discussion and decision between the Guide and SCIP participant. The working days and the working hours will be mutually decided depending on project requirements.

Break during project

Can I take a break during the project period?

Projects will require approximately 500 hours of engagement. This will be spread over approximately 6 months on a flexi-time model. Extended breaks are not envisaged during the execution phase of the project.

[About the Registration Process](#)

How to register

How do I apply or register?

All applicants to SCIP are required to register online at www.tatasecondcareer.com along with their CV. However, applicants seeking clarifications can contact a call centre set up exclusively for SCIP on Telephone No. 040-66306000 between 9:30 am to 7.00 pm - 'Monday to Saturday'.

Applicants are also encouraged to SMS "scip" to 54999 or e-mail to scip@cnkrpo.com for an E-booklet on the programme.

Why should I register if there is no suitable project for me?

Projects will be added through the year. We encourage you to register with us so you are a part of our database that we will access to find suitable profiles for our new projects.

Email CV

Can I send my CV by Email?

No. All email respondents will receive an e-booklet on the Tata SCIP Programme. All applicants to SCIP are required to register online at www.tatasecondcareer.com along with their CV.

Registration problems

Who do I call if I have some problems in registering online?

Please send an email to scip-issues@cnkrpo.com or call our dedicated call centre at 040-66306000 from 9 am - 7 pm, Monday to Saturday. We will respond immediately to resolve your issues.

What can I do if I cannot access the Internet?

All applicants to SCIP are required to register online at www.tatasecondcareer.com along with their CV. Hence, we request you to register on-line. No hard copies of CVs will be processed. If you have problems with online registration, please send an email to scip-issues@cnkrpo.com or call our dedicated call centre at 040-66306000. We will respond immediately to resolve your issues.

What do I need to have to fill up registration form?

1. You must choose a Project where you are most suitable. You MUST HAVE the Professional Qualification and required experience mentioned against each project; otherwise, your application will be invalid. You can apply for multiple projects. However, our expert recruitment team will consider your profile for the project where you are most suited. If you are not selected for a project, you might be considered for other projects to which you have applied.
2. You must have a softcopy of your CV (.doc or .docx formats) ready with you as you will require it to upload when you try to fill the form.

What do I take care of while filling the form?

1. Type your details number carefully and correctly. In case you happened to type it incorrectly, click on the RESET button to erase and then re-enter.
2. Verify your data before clicking on submit button.
3. Avoid clicking on BACK button of the browser.

About the Selection Process

What is the selection process?

What is the interview process?

How many rounds of interview would I need to attend?

How long will the selection process take?

The Tata Group has created a SCIP team to ensure a timely and transparent selection process. The shortlisting process has four stages including a telephonic discussion and a personal interview with the Tata selection panel.

After the Project

Placement Assurance

Is placement assured after the project?

No, there is no placement assurance. Should there be a full time opportunity that exists post project completion, the project guide and the woman professional will discuss this and take this forward on mutually acceptable terms at the end of the project.

Timing of Placement

When will we know whether one is getting a permanent placement?

There is no guarantee of permanent placement. Should there emerge a full time opportunity, the consultant can explore the same in line with employment policies of the company. Projects under SCIP do not assure you of a natural progression to full time job.

Change of company

Can I work for a company different from the company where I do the project?

The intention of Tata SCIP Programme is to create a platform for women professionals to hone their business skills. After the programme, you are free to work for any company of your choice.

Salary during final placement

What salary can we expect if we get a full-time employment opportunity with TATA?

The amount of salary offered is something that the Company offering full-time employment will decide upon. The same will be discussed with you while extending the offer.

Growth Opportunities

What is the growth opportunity in TATA if I get a full-time employment opportunity after the assignment?

Careers with Tata offer immense growth opportunities. You can grow within a function to become a specialist. Or move across functions. Or move into any of the 96 Tata companies spread across 6 continents

Relevance of Project to joining Tata

Is a project mandatory for me to get a job at the Tata Group?

No, it is not. If you are interested in pursuing a career in the Tata Group, please visit www.tata.com

Will I get preference for a full-time opportunity with Tata at a later date?

Each case is evaluated based on your competency and fitment for the role. However, a candidate who has undergone TSCIP Programme is expected to perform better in the assessment process

Certificate

Will we get a certificate at the end of the project?

Yes, the Tata Group will award work/project certificates to all SCIP professionals completing the project satisfactorily.

Will we get a certificate even if we are unable to complete the project?

Project completion Certificates are awarded only to participants who successfully complete the projects.

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