



This report has been submitted by the BITS Pilani-Rajasthan ACM Student Chapter to be considered in the category **Outstanding Chapter Recruitment Award** at ACM Student Chapter Excellence Awards.

**Submitted by**

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BITS ACM Pilani Chapter is the largest technical association and the most active student body in BITS Pilani, Pilani Campus.

The Chapter has 653 active members.

The Chapter has 1108 original members.

Website: [www.bitsacm.acm.org](http://www.bitsacm.acm.org)





Below is the detailed explanation of the Chapter's recruitment program

- We are not limited to selecting only those students who have a coding background and are selected on the basis of their aptitude, interest and enthusiasm to work for the betterment of the Chapter. We recruit those who are willing to learn and widen their horizons as they work with the Chapter. We also select people who already have previous experience with coding, web development, Photoshop and shell scripting. The selection process is a three stage process that includes an aptitude test and two rounds of interview and interaction.
- The sophomores are mostly those who have been in the Association in their first years. Any new recruit in second year goes through a more intense procedure. Any new student willing to join us goes through a recruitment test and then personal interaction. We take only those sophomores who have any of the above mentioned skill set, are devoted to the working of the association in all its activities throughout the academic year.
- BITS ACM holds its recruitment test twice every year, once every semester in the beginning of the semester. The publicity for the event is handled by the sophomores. An event page is created on Facebook and pamphlets are distributed along with posters that publicize the events. BITS-ACM is considered as the most prestigious association on campus which ensures a huge turnout for the selection test. The recruitment test is based on aptitude, set to test the mental ability of the student. The conducting of the test is overseen by the third year students and the faculty in charge for BITS ACM. Students from disciplines other than Computer Science are also encouraged to join ACM.
- Around fifty students are selected for the first round of interactions. The sophomores interview them under various categories that include technical know-how, interest to learn more and so on. Students who do not possess the technical skills required but have the enthusiasm to learn are also encouraged. A week after that the results for the second round of interactions are out. All of this is displayed on our Facebook page. The next round which is over-seen by the third year students is the final round.
- After the selection the new recruits are introduced to the existing members. There are meetings to help them speak up and come forward with new ideas. The students





are again given specific mentors among the seniors on the basis of the field they are interested in.

- Another recruitment test is conducted in the second semester for those who are interested in joining but couldn't attend the test the first time. This time the test is a notch tougher and requires the participant to have a field of expertise. The numbers of recruits in the second semester of the year are thus, lesser in number.
- All in all, the recruitment for BITS-ACM maintains the standard set by the Chapter.

