

**Office of the Comptroller and Auditor General of India 9,
Deen Dayal Upadhyaya Marg, New Delhi
Knowledge & Capacity Building Wing**

No. 103/K&CB/F 319-2023

Dated: 03/10/2025

YOUNG PROFESSIONAL PROGRAMME

Subject: Advertisement for Engagement of Young Professionals – Reg.

The office of the Comptroller and Auditor General of India invites applications for engaging Young Professionals (YPs) on contract basis for one year (extendable up to a maximum of two years) to work in its functional wings. The Annexures in connection with the said engagement are as under:

- i) Advertisement inviting applications for engagement of Young Professionals with Job Description is enclosed.
- ii) Application link <https://forms.gle/WeBEbQZWtjURtt4F8>

3. Eligible candidates may apply through the above link **on or before 05.11.2025**. Applications sent through any other mode will not be accepted.

Sd/-

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Inviting applications for the CAG Young Professionals Programme – Cohort of 2026-2028

The Comptroller and Auditor General (CAG) of India is a constitutional authority established under Article 148 of the Constitution of India. As the supreme audit institution of India, the CAG plays a critical role in ensuring transparency, accountability, and good governance in public financial management. Through independent and objective audits, the CAG assures the legislature and citizens that public resources are being used effectively.

The CAG Young Professionals Programme

The CAG Young Professionals Programme (YPP) is designed to engage talented and motivated early-career professionals in strengthening public financial management, accountability systems, and enhancing institutional capacities to address challenges in financial management and service delivery.

With focus on Urban Financial Reform Governance in Municipal Bodies, the CAG Young Professionals Programme (YPP) aims to harness the skills, energy, and commitment of these professionals to make meaningful contributions to research, policy analysis, audit innovation, and capacity building, while also mentoring a new generation of leaders in public accountability and governance.

1. The Young Professionals (YPs) would support initiatives of the office of the CAG of India, working across departments and regional offices.
2. The YPs would be expected to take initiative, work on challenging assignments, and contribute meaningfully to the project department's evolving priorities. In addition to working on specific projects, they may also be assigned to support ongoing departmental functions.
3. The number of Young Professionals engaged by the Office of the CAG of India varies based on requirements at a particular point in time. Interested candidates are advised to visit the official website regularly for updates and opportunities.

About the Cohort of 2026 - 28

The Office of the CAG of India invites applications from young, talented and dynamic individuals for the CAG Young Professionals Programme 2026-28. The programme aims to attract individuals who

are curious, committed, and capable of making significant contributions to high-impact work in public financial management and governance. We encourage applications from candidates across diverse academic, professional, and regional backgrounds, with a special emphasis on women candidates.

Qualifications

1. Graduate/post-graduate/research scholar with a background in public policy, urban governance, economics, finance, business or other relevant fields.
2. Minimum 2 years of work experience would be preferred, with the willingness and ability to transition to public finance.
3. Not more than 30 years of age at the time of application.

Desired Skills

1. Strong analytical and problem-solving abilities.
2. Project planning and execution skills. Ability to effectively liaise with government departments, civil society organisations, and technical partners.
3. Excellent written and verbal communication and interpersonal skills, with strong capabilities in documentation, reporting, presentations, and formal correspondence.
4. Ability to adapt and perform effectively in complex, dynamic, and multicultural environments.
5. IT skills, especially in data analysis and visualisation.

Structure of the Programme

Tenure of Engagement - The duration of engagement for Young Professionals under the CAG YPP will initially be 1 year, with the option to extend up to 2 years based on performance and requirements.

Project & Location Details: The YPs will be deployed in one of the Regional Offices or functional wings of the CAG's office. For detailed information on project assignments and locations, please refer to Annexure 1.

Learning & Development Support- To ensure YPs are equipped to deliver impactful outcomes, the programme provides comprehensive learning and professional development support throughout the engagement period. The key components include:

1. **Orientation Workshop:** The Programme will commence with a 5-day residential induction workshop. This immersive experience will introduce YPs to the fundamentals of public

finance, public audit, the urban governance landscape, and the challenges and innovations shaping the sector. It also aims to foster peer learning and cohort collaboration.

2. **Webinars with Domain Experts:** The YPs would participate in a curated series of webinars led by the subject matter experts, covering advanced topics in public financial management, urban development strategies, and municipal finance reforms.

Tentative timelines for the selection process of YPP 2026-28

Stage	Details	Timelines
Round 1	Open applications	October 06, 2025
	Submission of the application form, with resume, statement of purpose, and two professional references.	November 05, 2025
Round 2	Data assessment/case study/Finish case evaluation	November 25, 2025
Round 3	Online screening to evaluate motivation and fitment to the programme	First week of December, 2025
Round 4	In-person interview, group discussion and case presentation	03 rd week of December, 2025

Application Process:

1. Eligible candidates may apply through the following link [\[https://forms.gle/WeBEbQZWtjURtt4F8\]](https://forms.gle/WeBEbQZWtjURtt4F8)
2. Candidates are advised to refer to Annexure 1 for details regarding project locations. Any preferences may be indicated in the application form.
3. The deadline for application submission is [\[05 November 2025\]](#)
4. For any queries regarding the Programme or the Application process, please refer to the FAQs in Annexure 2, or reach out to [\[trgwing@cag.gov.in\]](mailto:trgwing@cag.gov.in)
5. Statement of Purpose should contain how, through this programme, the Young Professionals will:

- Support the CAG in enhancing transparency and accountability in public financial management.
- Contribute to flagship projects such as revamping the National Municipal Accounts Manual (NMAM) and strengthening municipal audit systems through the Technical Guidance and Support (TGS) and 104 cities audit initiative.
- Engage in research, data analysis, policy review, capacity building, and programme implementation.
- Collaborate with various regional offices, functional wings, government departments, and other stake holders to implement urban financial reform initiatives.

6. References:

- The YPs shall provide integrity certificates from two (02) references known to them preferably from the present Institute or the Institute last attended.
- A self-undertaking shall be provided by the YPs to the effect that he/she has no criminal record or criminal case in any court pending against them.

Terms of Reference

Remuneration:

1. A fixed monthly Remuneration of Rs. 80,000 (all inclusive) shall be payable to the YP.
2. Payments to YPs will be released by the Office of the CAG within one week following the end of each month (by the 7th of the subsequent month), subject to verification of attendance and certification by the designated mentor at the place of deployment.

Other Allowances:

1. The YPs shall be eligible to claim Travel and Dearness Allowance as per the TA/DA provisions as applicable to the AAO of the department.
2. No other facilities such as accommodation, residential phone/conveyance/transport, foreign travel, personal staff, medical reimbursement, CGHS, etc. would be admissible.
3. The Office of the CAG shall not reimburse travel and logistics expenses incurred for attending the interview.

Attendance & Working days:

The working hours of professionals shall be the same as the regular office hours in which the YP is deployed. No extra remuneration shall be provided for working beyond office hours or on Saturdays/Sundays/Gazette Holidays.

Leave:

The YPs shall be eligible for 8 days of leave in a calendar year. The leave shall accrue every month, calculated from the date of joining, on a pro-rata basis. The YP will not be eligible for remuneration for any absence beyond 8 days in a year. The unused leave in a calendar year shall not be carried forward to the following calendar year. The intervening Saturdays, Sundays or Gazetted holidays during a spell of leave shall not be counted against the 8 days' leave.

Outplacement:

At the end of the engagement, an Experience Certificate/Recommendation letter will be given to the YPs.

Termination:

1. Unauthorised absence from the project/work for a continuous period of 8 days or without any information or valid reason shall lead to automatic termination of the engagement.
2. The CAG of India can terminate the contract at any time without prior notice and without providing any reason for it. However, in the normal course, YP will be given one month's notice. The YP can also seek termination of the contract by giving one month's notice.

Other Terms & Conditions-

1. The YPs shall be subject to the laws of secrecy of the country and will sign a Confidentiality and Non-Disclosure Agreement before reporting.
2. The engagement will not constitute a regular job or appointment of any nature in the office of CAG of India or the Indian Audit & Accounts Department, nor is it in a relationship of employer and employee between the CAG of India and the YP.
3. Income Tax or any other tax liable to be deducted as per the prevailing rules will be deducted at source before effecting the payment, for which the CAG of India will issue TDS certificate/s. The CAG of India shall not be liable for taxes or other contributions payable by the YP on payments made under this contract.

The CAG office reserves the right to revise the guidelines of the programme as and when required.
The candidates are advised to visit the website regularly for programme updates.

Annexure 1- Projects for the Cohort of 2026-28

The Young Professionals (YPs) will play a critical role in supporting reforms being undertaken under a recent collaboration between the Office of the CAG of India and Janaagraha Centre for Citizenship & Democracy. This engagement aims to strengthen accountability systems in Urban Local Governments (ULGs) to address challenges in financial management and service delivery. This partnership builds on the CAG of India's municipal accounting and audit initiatives. The YPs will support two Flagship programmes running under this partnership:

1. Revamping accounting practices in ULGs by introducing a new and improved National Municipal Accounts Manual (NMAM), which is digital in its conception and implementation.
2. Strengthening audit systems in ULGs, through Technical Guidance and Support (TGS) and the 104 cities audit initiative through the lenses of the ease of living and ease of doing business in India's large cities.

The YPs will assist in research, capacity building, audit planning, programme implementation, and stakeholder coordination.

S. No.	Project Details	Description
1.	Project ID	YP_01_UAF/2026-28
2.	Project Name	Urban Financial Reform Initiative: <ul style="list-style-type: none">• Revamping National Municipal Accounts Manual (NMAM)• Strengthening Municipal Audit Systems through Technical Guidance and Support (TGS) & Place-Based 104 cities Audits initiative.
3.	No. of Posts	12 (twelve)
4.	Place of Deployment	Ten (10) young professionals (YPs) will be deployed across the following Regional Offices of the Office of the Comptroller and Auditor General of India. The number of positions available at each location is indicated in parentheses: <ul style="list-style-type: none">• Mumbai, Maharashtra (1)• Lucknow, Uttar Pradesh (1)• Chennai, Tamil Nadu (1)• Rajkot, Gujarat (1)• Patna, Bihar (1)• Kolkata, West Bengal (1)• Bhubaneswar, Odisha (1)

		<ul style="list-style-type: none"> • Guwahati, Assam (1) • Bangalore, Karnataka (1) • Hyderabad, Telangana (1) <p>Two (2) young professionals will be deployed at the International Centre for Audit of Local Governance (iCAL), located in Rajkot, Gujarat.</p> <p><i>Candidates are requested to indicate their location preferences in the application form accordingly.</i></p>
5.	Key Responsibilities	<p>Roles and responsibilities of the YP would include, but not be limited to:</p> <ol style="list-style-type: none"> 1. Research and Analysis of the urban landscape, global accounting best practices, digital systems and implementation. 2. Assist in carrying out data analysis where required to support audit teams. 3. Help in collecting feedback and engage in providing support as necessary for field teams. 4. Extend MIS support for the engagement and help prepare reports/dashboards for top management. 5. Programme management support for large projects involving multiple states and very challenging timelines. 6. Digital Project Development and testing where required. 7. Support for complex audit engagements, develop effective communication strategies to facilitate citizens' engagement. <p>Support in designing and coordinating multi-stakeholder workshops and events.</p>

Annexure 2- Frequently Asked Questions (FAQs)

Timelines

Q1. When will applications open, and when will applications close?

Applications will open on [06 October 2025](#) and the last date to apply will be [05 November 2025](#).

Q2. When will the shortlisted candidates be informed?

Candidates will be informed of their selection status for further rounds in due course. Details regarding all further rounds of interviews will be communicated to shortlisted candidates.

Q3. When and where will the Induction Workshop be held?

The Induction Workshop is scheduled to take place around [January 2026](#). The workshop will be held in a residential setting; details of the location will be shared before the event.

Q4. Is the induction workshop mandatory to attend?

Yes. The 5-day residential induction workshop is a core component of the programme, setting the foundation for YPs.

Q5. Does the programme offer deferrals for accepted applicants?

We do not currently offer a deferral option.

Eligibility

Q1. Who can apply for the CAG Young Professionals Programme?

You should apply for the programme if you hold:

- A graduate/post-graduate/research scholar in public policy, urban governance, economics, finance, business or other relevant fields.
- A minimum of 2 years of work experience in any field, along with a willingness and ability to transition to work in public finance.

Q2. Can I apply if I am scheduled to graduate from an ongoing academic programme in 2026?

The programme is only for the candidates who will have a minimum of 2 years of work experience at the time of application.

Q3. Is it mandatory to have experience in public finance management, governance or auditing to apply for the programme?

No, the experience is not restricted to Public Finance. We encourage interested candidates with academic backgrounds in the social sciences, business, finance, urban planning or design, or any other relevant field to apply.

Q4. What are the qualities of an ideal candidate?

- Creative problem-solving skills
- Project planning skills
- Data Analysis expertise
- Communication, documentation and presentation skills
- Teamwork skills
- Ability to thrive in a culture of diversity, complexity and ambiguity

Q5. What does “not more than 30 years of age” mean? Is there any relaxation for any category?

Applicants must be 30 years or younger at the time of application submission.

Application

Q1. What documents are required for my application?

- Your latest résumé in PDF format.
- A 500-word statement of purpose.
- Official contact details of 2 professional references.

Q2. How will the interviews be conducted?

There will be a case study/data assessment round followed by one round of virtual interviews and another round of in-person interviews.

Q3. What can I expect in the interview rounds?

The virtual screening interviews will be one-on-one conversations with the Programme Team, during which they will assess your fitness for the programme.

The third round of interviews will be in-person, with three components:

- Presentation of the case analysis that you submitted during online applications
- Group discussion
- Individual interviews with the Programme Team

Q4. What are the locations for the in-person interviews?

The in-person interviews with the Programme Team will be tentatively held in Delhi. Further details will be shared with the selected candidates closer to the interview dates.

Q5. Would the travel cost for the interviews be reimbursed?

No, the candidates must bear it.

Locations & Projects

Q1. Is the programme only for candidates based in India?

Yes. The Programme is only for Indian Residents.

Q2. Can I choose my deployment location?

You can specifically indicate your choice and preference for a location in the application form. Final placement will depend on availability and project requirements.

Q3. Am I required to relocate?

Yes. You will be working from your assigned project location. Unless you already live in the allocated city, you will have to relocate for the duration of your engagement.

Q4. Will I be working directly with the CAG or through Janaagraha?

YPs will be deployed in the Regional Offices of the CAG and will support initiatives under the CAG–Janaagraha partnership. You will report to the head of the department of that regional office.

Q5. Is this a government job or a contractual engagement?

No, this is a contractual engagement only and does not constitute a regular government job or an employer–employee relationship with the CAG of India.

Q6. Will there be rotations or transfers from one project location to another during the programme?

Rotations are not scheduled as part of the programme. Once onboarded for a specific project location, a YP will be expected to remain there until the programme is completed.

Q7. What is the monthly remuneration?

The YPs will receive a competitive monthly remuneration of ₹80,000.

Q8. Will accommodation be provided for YPs who need to relocate to the project location?

No. The YPs shall cover the expenses for their own accommodation during the programme.

Q9. What career support is available after the programme?

Upon completing the programme, YPs are free to pursue opportunities of their choice.

Q10. My question is not listed here; how can I get more information?

If your query isn't covered in the FAQs, feel free to reach out to trgwing@cag.gov.in