



Advertisement No. 03/ 2023-24

Engagement of Specialists on Contractual Basis (Full Time) -2023-24

August 19, 2023

Small Industries Development Bank of India (SIDBI) set up on 2nd April 1990 under an Act of Indian Parliament, acts as the Principal Financial Institution for Promotion, Financing and Development of the Micro, Small and Medium Enterprise (MSME) sector as well as for co-ordination of functions of institutions engaged in similar activities.

The MSME sector contributes in a significant way to the growth of the Indian economy with a vast network of about 6.34 crore enterprises. This sector contributes to around 30% of India's GDP, over 45% of India's exports, while creating employment for about 11.1 crore people, which in terms of volume stands next to agriculture sector. Over the years, SIDBI has been working towards the sustainable development of MSME sector, pioneering efforts that have manifested in creation of economic wealth, its distribution for an egalitarian society while preserving the ecological wealth of the country.

The Bank's Mission is to 'To facilitate and strengthen credit flow to MSMEs and address both financial and developmental gaps in the MSME eco-system'. The Bank is working with the Vision 'To emerge as a single window for meeting the financial and developmental needs of the MSME sector to make it strong, vibrant and globally competitive, to position SIDBI Brand as the preferred customer friendly institution and for enhancement of shareholders wealth and highest corporate values through modern technology platform'.

The Bank believes that its people, process and technology are the key drivers for delivering customer service. The Bank firmly believes that its Human Resources are its most valuable asset. SIDBI invites application from interested candidates for the following post on Contractual basis as detailed below:

Sr No	Post	Post Code	Total Vacancies	Reservations					
				UR	EWS	OBC	SC	ST	PwBD*
1	Deputy Chief Risk Officer (Dy. CRO)	01	02	02	-	-	-	-	-

* PwBD vacancies shall include a) LV, b) D, HH, c) OA,BA, OL, BL, OAL, CP, LC, Dw, AAV, d) SLD, MI e) MD involving (a) to (d) above CATEGORY ABBREVIATIONS USED: LV=Low Vision, D=Deaf, HH= Hard of Hearing, OA=One Arm, OL=One Leg, BA=Both Arms, BL=Both Leg, OAL=One Arm and One Leg, CP=Cerebral Palsy, LC=Leprosy Cured, Dw=Dwarfism, AAV=Acid Attack Victims, SLD= Specific Learning Disability, MI= Mental Illness MD=Multiple Disabilities

Deputy Chief Risk Officer (Dy. CRO)

A.	Name of the Post	Deputy Chief Risk Officer (Dy. CRO)
B.	Post Code	01
C.	Type of the Post	Contractual on full time basis .
D.	No. of Posts	2 (Two)
E.	Place of Posting	Mumbai / Lucknow
F.	Period of Posting	The term of the contract would initially be for a period of 5 years, extendable, at the sole discretion of the Bank, for a further period of up to 5 years. The contract can be terminated at one months' notice on either side or salary and allowances (if any) in lieu thereof.
G.	Scope of work	<p>The Deputy Chief Risk Officer [DCRO] of SIDBI will be directly reporting to the Chief Risk Officer of SIDBI and shall act in the areas / domain allotted to him/ her. The role of DCRO, shall be broadly classified under the following area of operations,</p> <ol style="list-style-type: none">i. Credit Risk Managementii. Market Risk Managementiii. Operational Risk Managementiv. Liquidity and Interest Rate risk Management <p>The roles and responsibilities of DCRO are given below: -</p> <ul style="list-style-type: none">➤ Overall supervision of Risk Management function of the Bank.➤ Overseeing the functioning of each section of the Risk Management Vertical dealing with Credit Risk, Market Risk, Operational Risk, Asset Liability Management, Treasury Mid-Office and Cyber and Information Security.➤ Ensuring continuous improvement in the Risk Management practices/policies of the Bank.➤ Attending meetings of Credit Approval Committee (CAC).➤ Representing the Bank at various forums on risk management related issues.➤ Framing and reviewing the Risk Management policies covering Credit Risk, Market Risk, Operational Risk, Fraud Risk, Asset Liability Management and Fund Transfer Pricing.➤ Responsible for business continuity planning (BCP) framework of the Bank and crisis incidence management.➤ Acting as the member / convenor of the Asset Liability Management Committee (ALCO), Enterprise Risk Management Committee (ERMC), BCP Committee etc.➤ Ensure compliance with applicable regulatory and statutory guidelines.➤ Implementation of BASEL III Capital Regulations for FIs.

		<ul style="list-style-type: none"> ➤ Defining Qualitative and Quantitative tolerance for key risks, risk appetite framework, etc. ➤ Risk management analytics, risk modelling, validation/ calibration of models, etc. ➤ Any other work entrusted by the Bank from time to time.
H.	Eligibility Criteria	
	a Age limit	The age of the candidate should not be less than 40 years as on July 31, 2023 .
	b Educational Qualification	<p>1. Mandatory educational qualification as on July 31, 2023: Graduate Degree from a recognized and registered College / University with:</p> <ul style="list-style-type: none"> i. Professional certification in Financial Risk Management from Global Association of Risk professionals, <li style="text-align: center;">OR ii. Professional Risk Management Certification from PRMIA Institute, <li style="text-align: center;">OR iii. Certification in all the following specialized areas: <ul style="list-style-type: none"> (a) Credit Risk, (b) Market Risk, (c) Operational Risk, (d) Enterprise-wide Risk, (e) Information Security and (f) Liquidity Risk. <p>2. Desirable additional Qualification: Degree/ diploma / certificate in or Knowledge/appreciation of -</p> <ul style="list-style-type: none"> i. Statistics methods, including forecasting, time series, hypothesis testing, classification, clustering or regression analysis; ii. Python/ Tableau/ R, other statistical/ mathematical tools, etc. for performing data modeling, analysis, dashboarding, etc.
c Work Experience as on July 31, 2023	<p>Mandatory Experience: Minimum 20 years of experience in a Bank /Financial Sector of which 5 to 7 years should have been in the Risk function.</p> <p>Desirable additional Experience: Understanding of market risk and / or liquidity management and /or operational risk, with exposure to analytics being an added desirable experience.</p>	

	d	Desirable aptitude	<p>Strong analytical and problem-solving skills.</p> <p>Strong business acumen to design research and identify data analytics opportunities.</p> <p>Guide analytics process by framing hypotheses and stating research problems to accurately reflect the research situation.</p>
			<p>Important: The Bank reserves the right to raise/modify the eligibility criteria in educational qualification and minimum work experience in order to restrict the number of candidates to be called for Interview, commensurate with the number of posts.</p>
I.		Remuneration	<p>The remuneration would be at market linked compensation. The same shall not be a limiting factor for the right candidate and will be on case-to-case basis.</p>
J.		CTC and Increment	<p>The CTC offered is negotiable. Annual CTC will depend upon experience & emoluments of candidates in the present employment and place of posting. Salary shall not be a constraint for the right candidate. Annual increment on CTC finalized initially, shall also be considered by the Bank based on the performance review.</p>

Other Conditions (Applicable for All posts):

1.	Only one Post to be applied by each candidate	One candidate can apply for only one post under this advertisement. Multiple candidatures, involving one post or several posts shall result in rejection of all applications from the candidate.
2.	Right to raise/modify the eligibility criteria	Important: The Bank reserves the right to raise/modify the eligibility criteria including educational qualification and minimum work experience in order to restrict the number of candidates to be called for Interview, commensurate with the number of posts.
3.	Selection Procedure	<p>Selection would be by way of shortlisting and Personal Interview to be held online on a suitable date (to be informed in due course) before the Selection Committee. The Bank will undertake a preliminary screening of the applications for preparing, if necessary, to prepare a shortlist of eligible candidates to be called for interview. Thus, merely fulfilling the requirements laid down in the advertisement would not automatically entitle any candidate to be called for interview. The decision of the bank to call the candidates for the interview shall be final. No correspondence will be entertained in this regard.</p> <p>Merit List: Merit list for selection will be prepared in descending order on the basis of scores obtained in interview only. In case more than one candidate score the cut -off marks (common marks at cut-off point), such candidates will be ranked according to their age in descending order, in the merit.</p> <p>Wait List: SIDBI reserves the right to draw wait lists of candidates in different Grades and consider such wait listed candidate(s) for meeting actual requirement.</p>
4.	HOW TO APPLY	<p>i. Duly filled in application (in English or Hindi), as per the format available on the Bank's website with a recent passport size photograph pasted thereon and Curriculum Vitae, bearing full signature of the candidate across the same with date, should be sent / forwarded only through email at recruitment@sidbi.in on or before August 28, 2023. While forwarding the respective applications, the subject line shall clearly indicate the following details only, viz. "Application for the post of <<Post Code>>, <<Name of the Post>> <<Candidate Name>>."</p> <p>ii. Applications should be accompanied by self-attested copies of relevant certificate(s) / documents, in support of proof of identity, address, age, educational qualification (educational certificates/mark - sheets), work experience, as mentioned in the application form.</p> <p>iii. An application not accompanied by photocopies/ scanned copies (in cases of applied online) of relevant certificate(s) / documents, or not in prescribed format or not signed by the candidate or incomplete in any respect or received after due date will not be entertained under any circumstances.</p> <p>iv. Handwritten Applications/ or Curriculum Vitae may be rejected.</p> <p>v. The candidates who had already applied / shortlisted / selected / waitlisted need not to apply again.</p>
5.	Others	<p>i. The relevant experience certificate from employer must contain</p>

		<p>specifically that the candidate had experience in that related field as required.</p> <ul style="list-style-type: none">ii. The candidate must be a citizen of India.iii. The number of vacancies mentioned above are provisional and may vary.iv. The designations / name of the post mentioned above are only indicative. The Bank reserves the right to change the name of post / designation at any time without prior notice on the requirement of the Bank.v. Intimation/ call letter for interview will be sent by email or will be uploaded on Bank's website. NO HARD COPY WILL BE SENT.vi. Candidates are advised to indicate a working e-mail ID and mobile phone no. in their application under this advertisement and maintain the same active for receiving communication viz. call letters/ Interview date advices etc. The indicated e-mail ID and mobile phone no. should not be changed during Interview process. The Bank takes no responsibility for any delay in receipt or loss of any communication.vii. The Interview shall take place online. Candidates should ensure availability of necessary infrastructure as specified in call letter in this regard.viii. Candidates serving in Govt./ Quasi Govt. offices, Public Sector undertakings including Nationalized Banks and Financial Institutions are advised to submit 'No Objection Certificate' from their employer at the time of interview, failing which their candidature may not be considered and travelling expenses, if any, otherwise admissible, will not be paid.ix. In case of selection, candidates will be required to produce proper discharge certificate from the employer at the time of taking up the appointment.x. Candidates are advised that they should not furnish any particulars or information that are false, tampered/ fabricated or should not suppress any material information while applying for the post.xi. Appointments of selected candidates will be subject to his / her being declared medically fit by Bank Medical Officer, satisfactory report about his / her character and background verifications, satisfactory report from his / her previous employer and referees and completion of all other pre recruitment formalities to the complete satisfaction of the Bank.xii. In case it is detected at any stage that a candidate does not fulfill any of the eligibility criteria for the post applied for and / or that he / she has furnished any incorrect information or has suppressed any material fact(s), or has resorted to Impersonating or procuring impersonation by any person; his / her candidature will stand cancelled forthwith. If any of these shortcomings is / are detected even after the appointment, his/her services will be liable to be terminated forthwith.
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	<p>xiii. The applicant shall be liable for civil/ criminal consequences in case the information submitted in his/ her application are found to be false at a later stage.</p> <p>xiv. Decisions of the Bank in all matters regarding eligibility, shortlisting, conduct of interview, selection, calling for joining etc., would be final and binding on the applicants for the posts. No representation or correspondence will be entertained by the Bank in this regard. Canvassing in any form will lead to disqualification of candidature.</p>
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