

Advertisement No.2/ 2020-21**Appointment of IT Experts on Contract FY 2020-21**

IDBI Bank invites applications from eligible Indian citizens for the below mentioned posts (on contract basis). Candidates fulfilling required eligibility criteria may send their application to recruitment@idbi.co.in on or before February 01, 2021.

Start Date of receiving of Application:	18/01/2021
Last Date of receiving of Application:	01/02/2021

1. Details of POSTS / VACANCY / AGE / CONTRACT PERIOD / SELECTION PROCESS / PLACE OF POSTING / ANNUAL CTC:-

Sl. No.	Post	Vacancy		Max. Age (as on 01.01.2021)	Contract Period	Selection Process	Likely Place of Posting	Annual CTC (approx.)
		Unreserved	Total					
1.	Chief Data Officer	1	1	45 years	3 years (extendable upto 5 years)	Personal Interview	Mumbai	₹40.00 lac to ₹45.00 lac
2.	Head - Program Management & Information Technology (IT) Compliance	1	1					
3.	Deputy Chief Technology Officer (Channels)	1	1					
4.	Deputy Chief Technology Officer (Digital)	1	1					

PLEASE NOTE

- (i) Cut-off date for eligibility criteria is **January 01,2021**
- (ii) Candidate can apply for one post only.
- (iii) The number of vacancies is provisional and may vary according to the actual requirement of the Bank.
- (iv) Candidates belonging to reserved categories for which no vacancy has been announced are free to apply against vacancies announced for Unreserved/ General category provided they meet the eligibility criteria laid down for General Category candidates.
- (v) The process of application is complete only when candidate receives the confirmation mail from Bank on or before the last date for application.
- (vi) Before applying, candidates should ensure that they fulfill the eligibility as on the cut-off date. Admission to Personal Interview (PI), will be purely provisional without verification of documents. Candidature will be subject to verification of details/documents with the originals when the candidate reports for PI, if called.
- (vii) Only Candidates willing to serve anywhere in India, should apply.

- (viii) Candidates are advised to check careers page on Bank's website www.idbibank.in for all further announcements/details. Any revision/ corrigenda will be provided/ hosted on the Bank's website only.
- (ix) IDBI Bank reserves the right to place the selected candidates in any of the functional areas of the Bank other than those advertised, if found suitable for the same.

2. Eligibility criteria

2.01 Nationality/Citizenship:

Candidates must be either (a) a citizen of India, or (b) a subject of Nepal, or (c) a subject of Bhutan, or (d) a Tibetan refugee (who came over to India before 1st January 1962) with the intention of permanently settling in India or (e) a person of Indian origin, who have migrated from Pakistan, Myanmar (formally Burma), Sri Lanka, East African Countries of Kenya, Uganda, the United Republic of Tanzania (formerly Tanganyika and Zanzibar), Zambia, Malawi, Zaire, Ethiopia and Vietnam with the intention of permanently settling in India, provided that the candidate belonging to categories (b), (c), (d) or (e) above shall be a person in whose favour a certificate of eligibility has been issued by Government of India.

2.02 Age, Educational qualification and Experience (as on January 01,2021):

Sl No	Post	Educational Qualification	Specific Skill Required	Post Qualification Work Experience (as on 01.01.2021)	Job Profile
1	Chief Data Officer	Full-time Master or Bachelor degree in any engineering discipline or graduate in science along with MCA from a University/ Institute recognized by the Govt. of India or its Regulatory Bodies.	<ol style="list-style-type: none"> 1. Experience in data governance practices, leading a data governance program and data governance principles and practices. 2. Knowledge of business and technology issues related to management of enterprise information assets and approaches related to data protection. 3. Knowledge of requirements gathering for a data warehouse or similar data systems. 4. Strong knowledge of the banking domain including a thorough understanding of critical operations, customer interactions and other external and internal stakeholder expectations and needs. 5. Knowledge of data related government/ regulatory/ statutory requirements and emerging trends and issues. 6. A good understanding of information management practices including information lifecycle management, data modelling, master data management and carrying out business audits and 	Overall IT experience of 18 to 20 years, preferably in Banks, out of which 8 to 10 years working in IT Projects on Data warehouse/ Data Governance	<ol style="list-style-type: none"> 1. Provide vision and strategy for all data management activities. 2. Responsible for leading data management, governance, quality and vendor relationships across the Bank. 3. Establish data policies, standards, organization and enforcement of Information Management concepts. 4. Establish enterprise standards, oversee and report on data metrics and responsible for all enterprise information/ data management initiatives. 5. Organize and implement policies, procedures, structures, roles and responsibilities that outline and enforce rules of

			<p>requirements gathering.</p> <p>7. Ability to manage senior relationships across all the Business and Functional areas.</p>		<p>engagement, decision rights and the accountabilities for the effective management of Information assets.</p> <p>6. Build business performance dashboards to provide timely information and insights to improve decisions and optimize processes.</p>
2	<p>Head - Program Management & Information Technology Compliance</p>		<p>1. Experience in managing projects and good knowledge of the key components of project management, associated tools, best practices and methodologies.</p> <p>2. Knowledge of audit/ regulatory practices / IT Security Assessments.</p> <p>3. Practical experience in project management, issue reporting and resolution, executive status reporting and cross-functional team leadership.</p> <p>4. Excellent verbal and written communication skills, strong analytical and problem solving skills and strong attention to detail.</p> <p>5. Certifications such as PMP or equivalent will be preferred.</p>	<p>Overall IT experience of 18 to 20 years, preferably in Banks, out of which 8 to 10 years working in IT Projects on Project Management/ IT Audit/ IT risk management or similar compliance functions.</p>	<p>1. Establish program management vision, strategy, policies, processes and procedures for IT Program Management activities across the Bank.</p> <p>2. Establish a common project management methodology, standards and tools for managing projects.</p> <p>3. Standardize reporting formats and ensure timely reporting of overall program status to management.</p> <p>4. Manage dependencies, predicting and mitigating cross-project risks and issues and facilitate project risk assessment and management.</p> <p>5. Evaluate the challenges faced by the business and take action to mitigate risks and develop opportunities.</p> <p>6. Conduct regular reviews of programs/ projects, monitor completion of tasks and ensure good performance.</p> <p>7. Manage and lead the team, ensure adequate staffing levels and supervision to maximize efficient productivity.</p> <p>8. Communicate with senior management on program status, risks and issues in an</p>

					appropriate and timely manner. 9. Maintain compliance to the control frameworks such as the IT Risk Standards, RMP and other regulatory/ legal and other obligations /requirements.
3	Deputy Chief Technology Officer (Channels)		<ol style="list-style-type: none"> 1. Experience in digital banking and/or consumer-facing mobile products in Banks or Financial institutions. 2. Exposure to digital business models like e-Commerce/ B2B/ B2C marketplaces desirable. 3. Experience of managing and monitoring IT systems of the banking channels of one or more areas such as Internet Banking/ Mobile Banking/ ATM/ Cards/ Payment Systems/ UPI/ IMPS/ Wallets/ POS. 4. Techno-functional understanding of one or more banking channels such as Internet Banking/ Mobile Banking/ ATM/ Payment systems/ Cards/UPI/ IMPS/ Wallets/ POS/ Core Banking/ Payments Systems. 5. Knowledge of the latest trends and best practices in technology, digital banking and customer experience. 6. Understanding of banking processes and interlinked systems such as Core banking/ CRM/ LMS/ Card Host/ Switch. 7. Exposure to android / iOS platforms/ payment solution architecture/ QA testing/ SLDC is desirable. 8. Ability to implement strategies by thinking through steps of implementation, taking operational decisions and putting personal effort as needed. 9. Ability to dissect a problem into parts, prioritize issues, find data necessary to support analysis and come out with creative and practical solutions for implementation. 10. Excellent analytical, planning, forecasting, budgeting, prioritization skills. 11. Ability to lead diverse teams across 	Overall IT experience of 18 to 20 years, preferably in Banks, out of which 8 to 10 years working in IT projects related to banking channels such as Internet Banking/ Mobile Banking/ ATM/ Payment systems/ Cards/ UPI/ IMPS/ Wallets/ POS.	<p>Manage IT systems related of the banking channels of one or more areas such as Internet Banking, Mobile Banking, ATM, Cards, Payment Systems, UPI, IMPS, Wallets, POS.</p> <ol style="list-style-type: none"> 2. Manage Card related IT systems in close coordination with networks (Rupay, MasterCard & Visa). 3. Lead the team working on mobile technology, prepaid & debit cards and payment platforms such as NEFT, RTGS, IMPS, UPI, AePS, QR code, ATMs, Micro ATMs etc. 4. Lead technical interactions with Regulator (RBI, UIDAI), Networks (Visa, MasterCard and NPCI), Technology partners, Peer Banks and Fin-Tech to achieve strategic business objectives and ensuring efficient and profitable business. 5. Work with Payment aggregators for technology related matters of Internet Banking PG, BBPS services. 6. Work with key internal support and control stakeholders (Liability & Asset Product, IT, Ops, Compliance, BI and Law) to ideate, build and manage

			<p>different functions.</p>		<p>smooth processes related to digital businesses. 7. Develop and execute IT strategy for Bank Channels such as Internet Banking, Mobile Banking, ATM, Cards, Payment system, UPI, IMPS, Wallets, POS. 8. Deliver superior service quality and experience across all banking channels via continuous improvements and innovation in services. 9. Help the business to develop digital strategy for the Bank conjoint with the channels, digital and products. 10. Help the business to build technical alliances and partnerships and generate revenue streams through monetization of digital assets (Prepaid Cards, Payment capabilities i.e. IMPS, NEFT, AePS etc.) 11. Help the business to build technical alliances for increasing digital Foot print with ecommerce players etc. 12. Program/ project management for upgrades or changes to banking channels. 13. Work closely with the various business product owners to deliver the products on banking channels to the customers in the most efficient, cost effective and simplistic way using appropriate technology. 14. Maintain and track usage, uptimes, faults etc. to ensure the un-interrupted availability of the banking channel.</p>
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					<p>15. Ensure the maintenance of operational efficiency, information security and risk framework related to the banking channels as per Bank's policy and guidelines.</p>
4	<p>Deputy Chief Technology Officer (Digital)</p>		<ol style="list-style-type: none"> 1. Experience in implementing Digital technologies such as Cloud Computing/ API/ DevOps/ Mobile Development/Web applications etc. 2. A good techno-functional understanding on AI/ ML/ Blockchain/ RPA/Bots/ other emerging technologies. 3. Knowledge of Agile development methodologies, technologies such as Java/ DotNet/ Angular/ Node JS/ other web/mobile technologies. 4. Ability to manage decisions at different levels working along with product managers, business stake holders, infrastructure, security managers and rest of technical team. 5. Experience in managing complex technical decisions for enterprise products. 6. Ability to take architecture decisions at team and product level spanning across front end/ middle layer/ backend/ services/ infrastructure automation. 7. Strong communication skills and active coach/ mentor to maximize team's potential. 8. Experience in managing products in digital platform/ API/ Integration/ Monitoring/ DevOps over the entire life cycle in a multi team environment and multi-channel context. 9. Knowledge of service orchestration/ messaging technologies/ high-availability environments/ API gateways/ portals/ other middleware. 10. Exposure to Technological/ Fintech Companies with Banking Domain Knowledge related to Digital Channels is preferred. 	<p>Overall IT experience of 18 to 20 years, preferably in Banks, out of which 8 to 10 years working in IT Projects related to Digital Technologies such as Cloud/ APIs/ DevOps/ Innovation (AI/ ML/ Blockchain/ RPA/ Bots etc.)/web applications using latest technologies.</p>	<ol style="list-style-type: none"> 1. Develop and implement comprehensive digital banking products as per business needs. 2. Deal with techno-functional aspects of various Digital Banking Products. 3. Manage emerging areas of Digital Banking such as UPI Based Solutions, Robotics, Block Chain Applications, Artificial Intelligence, Chat / Voice Bots, online Lending, API Platforms, OMNI Channels Data analysis for new product features etc. 4. Co-ordinate with all support functions (Technology, Operations, Marketing, Finance, Compliance & Risk, Complaint Management) to implement the Digital/ IT Strategy. 5. Responsible for availability, continuity, QoS and performance of the digital banking products. 6. Maintain and track usage, uptimes, faults etc. to ensure the un-interrupted availability of the digital banking products. 7. Guide the technical team to create a modular and scalable solution that addresses future architectural changes and designs. 8. Drive the team's engineering practices in test driven development, continuous

					<p>integration and automated deployments.</p> <p>9. Design the overall technology architecture of the product and guide the team on the technology strategy.</p> <p>10. Lead a technical product team in the area of digital platform, API, integration, monitoring, platforms etc.</p> <p>11. Act as an evangelist and promoter of current technological development and a strong supporter of their use in product team.</p> <p>12. Contribute to the conceptual and physical design of applications using the technologies such as cloud, API, and other innovative technologies.</p>
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The Bank may also assign such other related jobs/ assignments as may be decided from time to time.

3. Terms of Appointment

No.	Particulars	Terms & Conditions
(i)	Period	Contract for a period of 3 years (extendable up to 5 years) to be reviewed every year.
(ii)	Nature of appointment	Contractual appointment
(iii)	Remuneration	Consolidated remuneration of Rs.40-45 Lakh per annum (CTC) subject to deduction of taxes as applicable. Review of performance on annual basis. CTC comprises of all the emoluments/allowances/benefits/perquisites, etc. paid as one time/ monthly/ periodically/ annually except as mentioned in the terms and conditions separately.
(iv)	Reporting	To Chief Technology Officer / Executive Director - Information Technology Department
(v)	Leave	12 days of Casual Leave (CL) for every calendar year. In addition to CL, appointee will be entitled for 15 days of leave. However, if the contractual period starts mid of a calendar year, proportionate CL and other leaves shall be accordingly granted. Un availed leaves, if any, shall neither be eligible for encashment nor carried forward.
(vi)	Other facilities for official purposes	<ul style="list-style-type: none"> • TA/HA, mobile and laptop facility as per entitlement for GM grade. • Air travel entitlement as applicable for GM grade officer. • The facilities will be payable subject to approval of the supervisor.
(vii)	Termination of contract	The contract may be terminated by either party by giving to the other one month's notice or pay in lieu thereof. Further, absence beyond 15 days would result in termination of the contract, unless approved by the competent authority.

(viii)	Superannuation benefits	No superannuation benefit shall be applicable.
(ix)	Service rules	In addition to the terms and conditions of appointment, during the contractual period, the appointee shall generally be governed by the IDBI Bank Limited Officer's Conduct, Discipline and Appeal Rules, 2006 as amended from time to time.
(x)	Accommodation	The applicants shall make own arrangements for his/her stay and it shall not be incumbent on the Bank to provide any residential accommodation.
(xi)	Undertaking	The appointee shall furnish an Undertaking in the prescribed format on the stamp paper of requisite value.
(xii)	Residual Matters	As may be decided by IDBI Bank Ltd. From time to time.

a. **Terms of Appointment & Posting :**

Appointment for all posts will be contractual in nature. Candidate will be posted at the Bank's discretion, to any offices of the Bank or the departments/ offices/ business units/ the Bank's associate institutions. The candidate will also be liable to be transferred to any place in/ outside India, as the Bank may decide from time to time in terms of the Bank's prevailing rules.

4. **Selection Procedure :**

4.01 The selection process will comprise of preliminary screening based on the eligibility criteria, candidate's qualifications, suitability/ experience, etc. submitted with the application. Only such candidates will be called for Personnel Interview (PI).

4.02 Merely satisfying the eligibility norm does not entitle a candidate to be called for interview. Bank reserves the right to pre-screen and shortlist requisite number of prima-facie eligible candidates. The candidature, after preliminary screening and without verification of documents, will be provisional for all grades and will be subject to verification of all details/ documents with the originals when a candidate reports for PI (if called).

4.03 Preliminary screening and shortlisting will be based on the candidate's application of his/her academic track record, experience and the suitability of the candidate as decided by the Bank. Only such shortlisted candidates will be called for PI. Subject to the vacancies available under the respective post, only those candidates who pass PI and are sufficiently high in the merit list will be shortlisted for further selection.

4.04 The center & address of the venue, time and date of interview will be informed to the shortlisted candidates through call letter and candidates have to attend the same at their own cost. Request for change of center will not be entertained. However, the Bank reserves its right to change/ add/ cancel the date, time, center, venue for the PI or hold supplementary selection process on particular date/ session/ venue/ center for set of candidates at its discretion, under unforeseen circumstances, if any. The changes, if any, shall be intimated to the candidates through Bank's website and/or candidate's registered e-mail in advance.

4.05 Selection will be on the basis of marks secured by the candidate in PI. Bank may change the mode of selection depending upon the number of suitable candidates. The final score should be sufficiently high in the merit list for the candidate to be shortlisted for subsequent process.

4.06 The final selection of candidate is subject to qualification in PI, being sufficiently high in the merit list, being declared medically fit as per the Bank's standards of fitness and fulfilling the stipulated eligibility criteria as on the cut-off date.

4.07 In case, more than one candidate scores the cut off marks (common mark at cut off point); such candidates will be ranked according to their age in descending order.

4.08 Mere eligibility, admission/qualification in PI does not imply that the Bank is satisfied beyond doubt about the candidate's eligibility and it shall not vest any right in a candidate for selection. The Bank would be free to reject the candidature of any candidate at any stage of recruitment process, if he/she is found to be ineligible and/or furnished incorrect or false information/ certificates/ documents or has suppressed any material facts. If appointed, such a candidate may be summarily removed from the services of the Bank.

Important: The PI may be held at the Bank's Corporate Office in Mumbai or virtually. While appearing for PI, if called, the candidate should produce valid prescribed documents given below. In the absence of documents candidature of the candidates shall be cancelled. Bank takes no responsibility to receive/ collect any certificate/remittance/ document sent separately.

5. **List of Documents to be produced at the time of PI (as applicable):**

The following documents in original together with a self-attested photocopy in support of the candidate's eligibility and identity are to be invariably submitted at the time of interview failing which the candidate may not be permitted to appear for the interview. Non submission of requisite documents by the candidate at the time of interview will debar his/her candidature from further participation in the recruitment process.

- i) Print out of the original and valid Interview Call Letter.
- ii) Photo Identify Proof as indicated in Point 7 below.
- iii) Mark sheets & provisional / degree certificates for educational qualifications.
- iv) Work Experience: For the Past employer: Relieving Letters and Experience Certificate from the past employer and for the present employer: Experience certificate, Offer Letters, Pay or Salary Slips clearly indicating the date of joining and date of relieving for each of the past or previous

employer(s) mentioning the functional area of experience. The experience certificate or testimonials produced by the candidates should indicate the date of joining and relieving, designation at the time of joining, date of promotion with designation, if any. In case the same is not mentioned in either the experience certificate or Relieving letter, a bonafide experience certificate is required mentioning the experience of the candidate in desired functional area along with the duration. Any adverse remark from the previous employer(s) or any act of misconduct/ wrong committed by the candidate would be a disqualification to apply and render the candidature for cancellation.

- v) Candidates serving in Government/ Quasi Govt. Offices/ Public Sector Undertakings (including Nationalized Banks and Financial Institutions) are required to produce a “No Objection Certificate” from their employer at the time of interview, in the absence of which their candidature will not be considered.
- vi) Candidates will not be allowed to appear for the interview if he/ she fail to produce the relevant eligibility documents as mentioned above.

Note: Inability to produce any of the above mentioned documents (both original and attested copy) at the time of interview will render the candidates ineligible for the selection. **No documents shall be directly sent to the Bank by candidates before or after the interview.**

6. **How to apply:**

- a. **Candidates are required to send their application to “recruitment@idbi.co.in” mentioning the Name of the Post in the subject line.**
- b. **Intimation will be sent to the candidate’s email ID/ Mobile Number specified in the application form. If candidates do not receive the email / SMS intimations at the email ID/ Mobile number specified by them, they may consider that their application has not been successfully registered.**
- c. An application which is incomplete in any respect such as without photograph and signature uploaded in the application form will not be considered as valid.
- d. Any information submitted by a candidate in his/ her application shall be binding on the candidate personally and he/ she shall be liable for prosecution/ civil consequences in case the information/ details furnished by him/ her are found to be false at a later stage.

7. **Identity Verification**

At the time of PI, the original call letter along with a photocopy of the candidate’s photo identity (bearing the same name as it appears on the call letter) such as PAN Card/ Passport/ Driving License/ Voter’s Card/ Bank Passbook with photograph/ Photo identity proof issued by a Gazetted Officer/ People’s Representative along with a photograph / Identity Card issued by a recognized College/ University/ Aadhar card with a photograph/ Employee ID should be submitted to the invigilator for verification. The candidate’s identity will be verified with respect to his/ her details on the call letter, in the Attendance List and requisite documents submitted. **If identity of the candidate is in doubt the candidate may not be allowed to appear for the PI. Ration Card will not be accepted as valid id proof for this recruitment project/ process.**

In case of candidates who have changed their name, they will be allowed only if they produce original Gazette notification/ their original marriage certificate/ affidavit in original, mentioning the changed name.

Note: Candidates have to produce, in original, the same photo identity proof bearing the name as it appears on the application form/ call letter and submit photocopy of the same.

8. General Eligibility

Medical Fitness, Character and Caste (wherever applicable) verification of selected candidates: The appointment of selected candidates will be subject to their being declared medically fit as per medical fitness standards followed by the Bank and upon satisfactory verification of their character, antecedents and caste certificates (wherever applicable). Till such time, the appointment of the selected candidates in the Bank will be provisional. Such appointment will also be subject to the Service, Conduct Rules & Policies of the Bank.

9. General Instructions

- (i) Cut-off date: January 01, 2021.
- (ii) Before submitting the application form, the candidates must ensure that they fulfill all the eligibility criteria with respect to age, educational qualifications, experience, etc. as stated in this advertisement. If the candidates are not eligible, their candidature will be cancelled at any stage of the recruitment. If the candidate qualifies in the selection process and subsequently it is found that he or she does not fulfill the eligibility criteria, his or her candidature will be cancelled and if appointed, services would be terminated without any notice or compensation.
- (iii) **Candidates are required to send their application to "recruitment@idbi.co.in" mentioning the Name of the Post in the subject line.**
- (iv) **Not more than one application should be submitted by any candidate. In case of multiple applications only the latest valid (complete) application will be retained. Multiple attendance/ appearances at the time of PI will be summarily rejected/ candidature cancelled.**
- (v) IDBI Bank reserves the right to modify or amend or reverse or cancel any or all of the provisions of the recruitment process including eligibility criteria.
- (vi) IDBI Bank may at its sole discretion, re-hold PI or additional PI, wherever necessary in respect of a center or venue or specific candidates(s) and/or all centers or all candidates.
- (vii) Any resultant dispute arising out of this advertisement and the selection process shall be subject to the sole jurisdiction of the Courts situated in Mumbai only.

Disclaimer: - Instances for providing incorrect information and/or process violation by a candidate detected at any stage of the selection process will lead to disqualification of the candidate from the selection process and he/ she will not be allowed to appear in any of the recruitment process in the future. If such instances go undetected during the current selection process but are detected subsequently, such disqualification will take place with retrospective effect. Clarifications/Decisions of the Bank in respect of all matters pertaining to this recruitment would be final and binding on all candidates. Merely satisfying the eligibility criteria norms do not entitle the candidate to be called for PI. The Bank reserves the right

to call only the requisite number of candidates for PI after preliminary screening/ short-listing with reference to the candidate's age, qualification, experience, essential requirements, suitability etc.

The Bank reserves the right to reject any application/ candidature at any stage or cancel the conduct of PI without assigning any reason(s) thereof.
