



Advertisement No. 10/ 2024-25

Engagement of Deputy Chief Risk Officer (Dy. CRO) on Contractual Basis (Full Time) - 2024-25

January 15, 2025

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 coordination of functions of institutions engaged in similar activities.

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 is an equal opportunity employer and provide equal employment opportunities, without any discrimination on the grounds of age, color, disability, marital status, nationality, race, religion, sex etc.

The Bank invites application from interested candidates for the following post on Contractual basis (Full Time) as detailed below:

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

* PwBD – Persons with Benchmark Disabilities as defined in the "The Rights of Persons with Disabilities Act, 2016" (i) VI – Visually Impaired. The vacancy for VI is horizontal and included in the vacancies of parent category.

Note: - The candidates who had applied for the above posts in response to advertisement No. 03 /2023-24 dated August 19, 2023, need to apply afresh, if eligible as per the parameters advertised hereinbelow.

Deputy Chief Risk Officer (Dy. CRO) (Market Risk)

A.	Name of the Post	Deputy Chief Risk Officer (Dy. CRO) (Market Risk)
B.	Post Code	01
C.	Type of the Post	Contractual on <u>full time basis.</u>
D.	No. of Posts	1 (One)
E.	Place of Posting	Mumbai
F.	Period of Posting	The term of the contract would initially be for a period of 3 years, extendable, at the sole discretion of the Bank, for a further period of up to 3 years. The contract can be terminated at three 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) for Market Risk at SIDBI will report to the Chief Risk Officer of SIDBI and focus exclusively on the domain of Market Risk Management. The key roles and responsibilities include:</p> <ul style="list-style-type: none"> ➤ Supervision of Market Risk Management: Overall responsibility for the Market Risk Management function of the Bank, ensuring effective oversight and management of all market risk-related activities. ➤ Policy Development and Review: Farming, implementing, and periodically reviewing the Bank's Market Risk Management policies, aligning them with regulatory guidelines and industry best practices. ➤ Compliance and Reporting: Ensuring adherence to applicable regulatory and statutory guidelines related to market risk, including periodic reporting to the relevant authorities and internal committees. ➤ Asset Liability Management (ALM): Acting as a member/convener of the Asset Liability Management Committee (ALCO) to manage and mitigate market risk effectively. ➤ Risk Modelling and Analytics: Developing and validating risk models related to market risk, performing analytics to support decision-making, and ensuring calibration of risk models as per regulatory requirements. ➤ Risk Tolerance and Appetite Framework: Defining and maintaining the risk appetite framework specific to market risk, including setting qualitative and quantitative tolerance levels. ➤ Implementation of Regulatory Frameworks: Overseeing the implementation of BASEL III Capital Regulations pertaining to market risk for Financial Institutions. ➤ Representation and Advocacy: Representing the Bank in various forums on matters related to market risk management. ➤ Continuous Improvement: Driving ongoing improvements in market risk practices and policies to align with evolving regulatory standards and business requirements. ➤ Crisis Management for Market Risk: Supporting the development and execution of market risk-related elements of the Bank's Business Continuity Planning (BCP) framework. ➤ Other Duties: Performing any other market risk-specific tasks entrusted by the Bank from time to time.

H.	Eligibility Criteria		
	a	Age limit	The candidate should not be less than 40 years old and not more than 57 years old as on December 31, 2024 .
	b	Educational Qualification	<p>1. Mandatory educational qualification as on December 31, 2024: 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, OR ii. Professional Risk Management Certification from PRMIA Institute, OR iii. Certification in specialized areas of Market 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 December 31, 2024	<p>Mandatory Experience: Minimum 18 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: Experience in Market Risk with exposure to analytics will be an added advantage.</p>
	d	Desirable aptitude	<p>Strong analytical and problem-solving skills. Strong business acumen to design research and identify data analytics opportunities. Guide analytics process by framing hypotheses and stating research problems to accurately reflect the research situation.</p>
I.	Remuneration		The remuneration would be market linked. The same shall not be a limiting factor for the right candidate. Apart from initial remuneration offered on Cost to Company (CTC) basis, there would be provision for annual increment on CTC finalized initially, which shall be considered by the Bank based on the performance review from time to time. The salary would also have a suitable variable component.

Deputy Chief Risk Officer (Dy. CRO) (Operational Risk)

A.	Name of the Post	Deputy Chief Risk Officer (Dy. CRO) (Operational Risk)
B.	Post Code	02
C.	Type of the Post	Contractual on <u>full time basis.</u>
D.	No. of Posts	1 (One)
E.	Place of Posting	Mumbai
F.	Period of Posting	The term of the contract would initially be for a period of 3 years, extendable, at the sole discretion of the Bank, for a further period of up to 3 years. The contract can be terminated at three 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) for Operational Risk at SIDBI will report to the Chief Risk Officer and focus exclusively on the domain of Operational Risk Management. The key roles and responsibilities include:</p> <ul style="list-style-type: none"> ➤ Supervision of Operational Risk Function: Overall responsibility for the effective management and oversight of operational risk across the Bank. ➤ Policy Development and Review: Framing, implementing, and regularly reviewing the Bank's Operational Risk Management policies to ensure alignment with regulatory standards and industry's best practices. ➤ Business Continuity Planning (BCP): Responsible for developing and implementing the Bank's BCP framework and ensuring its regular testing to maintain readiness for operational disruptions. ➤ Crisis Incident Management: Leading the Bank's response to operational risk-related crises, ensuring timely and effective incident management to minimize disruptions. ➤ Compliance and Regulatory Adherence: Ensuring compliance with all applicable regulatory and statutory guidelines related to operational risk, and facilitating effective reporting to internal and external stakeholders. ➤ Risk Tolerance and Appetite Framework: Defining and maintaining the risk appetite framework for operational risks, including setting both qualitative and quantitative tolerance levels. ➤ Operational Risk Analytics and Modelling: Leading initiatives in operational risk analytics, including the development, validation, and calibration of risk models to enhance risk assessment and mitigation strategies. ➤ Committee Involvement: Serving as a member or convener of committees such as the Business Continuity Planning (BCP) Committee and other relevant forums, ensuring an operational risk focus in discussions and decisions. ➤ Continuous Improvement: Driving ongoing enhancements to the Bank's Operational Risk Management practices and policies to address emerging risks and adapt to changing regulatory and business environments.

		<ul style="list-style-type: none"> ➤ Representation and Advocacy: Representing the Bank at external forums and engagements on operational risk matters, ensuring alignment with industry standards and practices. ➤ Other Responsibilities: Undertaking any additional operational risk-related duties as assigned by the Bank from time to time. 	
H.	Eligibility Criteria		
	a	Age limit	The candidate should not be less than 40 years old and not more than 57 years old as on December 31, 2024.
	b	Educational Qualification	<p>1. Mandatory educational qualification as on December 31, 2024: 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, OR ii. Professional Risk Management Certification from PRMIA Institute, OR iii. Certification in specialized areas of Operational 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, dash boarding, etc.
	c	Work Experience as on December 31, 2024	<p>Mandatory Experience:</p> <p>Minimum 18 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:</p> <p>Experience in Operational Risk with exposure to analytics will be an added advantage.</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>
I.	Remuneration		The remuneration would be market linked. The same shall not be a limiting factor for the right candidate. Apart from initial remuneration offered on Cost to Company (CTC) basis, there would be provision for annual increment on CTC finalized initially, which shall be considered by the Bank based on the performance review from time to time. The salary would also have a suitable variable component.

Other Conditions (Applicable for All posts):

1.	Reservation	<ol style="list-style-type: none">i. Reservations / Relaxations / Concessions would be given to SC/ST/OBC/EWS/PwBD candidates, wherever applicable as per guidelines issued by the Government of India from time to time. The eligible candidate should produce a certificate issued by a competent authority as per the Government of India Guidelines.ii. Vacancy for Person with Disability (PwBD) is horizontal within the overall vacancies for the post.iii. Candidates belonging to the reserved category for whom no reservation has been mentioned, are free to apply for vacancies announced for unreserved category provided, they fulfil all the eligibility criteria applicable to unreserved category.iv. It is clarified that it may not be possible to employ candidates with disability in all offices / departments of the Bank and they will have to work in the post / centers as decided by the Bank in this regard.
2.	Right to raise/modify the eligibility criteria	<p>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 post s.</p>
3.	Selection Procedure	<ul style="list-style-type: none">• 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, 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 qualifying marks in Interview/selection procedure will be decided by the Bank.• A candidate should qualify in all the processes of selection i.e. PI and/or other selection method (as the case may be) and should be sufficiently high in the merit to be shortlisted for subsequent process.• The decision of the bank to call the candidates for the interview shall be final. No correspondence will be entertained in this regard. The Bank reserves the right to modify the selection procedure, if deemed fit. <p>Merit List: Merit list for selection will be prepared in descending order on the basis of scores obtained in interview only.</p> <p>Wait List: SIDBI reserves the right to draw wait list of candidates and consider such wait listed candidate(s) for meeting actual requirement. In case more than one candidate score equal marks, such candidates will be ranked according to their age in descending order, both in the select list as well as in the wait list.</p>
4.	HOW TO APPLY	<ol style="list-style-type: none">i. Duly filled in application (typed 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 <u>only through email at recruitment@sidbi.in on or before February 04, 2025.</u> While forwarding the respective applications, the subject line shall clearly

		<p>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>
5.	Others	<p>i. The relevant experience certificate from employer must contain specifically that the candidate had experience in that related field as required.</p> <p>ii. The candidate must be a citizen of India.</p> <p>iii. The number of vacancies mentioned above are provisional and may vary.</p> <p>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.</p> <p>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.</p> <p>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.</p> <p>vii. The Interview shall take place online. Candidates should ensure availability of necessary infrastructure as specified in call letter in this regard.</p> <p>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.</p> <p>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.</p> <p>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.</p> <p>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.</p> <p>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.</p>

	<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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