



Advertisement No. ITV/01/ 2024-25

Engagement of IT Specialists on Contractual Basis (Full Time) -2024-25

February 21, 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 co-ordination of functions of institutions engaged in similar activities.

The MSME sector, the focused business domain for SIDBI, has been an important pillar of the Indian Economy, contributing up to 29% in the country's Gross Value Added (GVA) as per FY 2019-20. 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	Senior Program Manager	01	01	01	-	-	-	-	-
2	Network Operations Manager	02	01	01	-	-	-	-	-
3	Infrastructure Security Specialist	03	01	01	-	-	-	-	-

* PwBD vacancies shall include a) LV, b) D, HH, c) OA,BA, OL, BL, OAL, C P, LC, Dw, AAV, d) S LD, 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

SENIOR PROGRAM MANAGER

S .No.	Particulars	Details
A.	Name of the Post	<u>Senior Program Manager</u>
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	Chennai/Lucknow
F.	Period of Posting	The term of the contract of Senior Program Manager would initially be for a period of three year, extendable, at sole discretion of the Bank, for a further period of up to two years. The contract can be terminated at one months' notice on either side or salary and allowances (if any) in lieu thereof.
G.	Job Profile	<ul style="list-style-type: none"> ▪ Playing the role of a Platform Owner / Custodian with End-to-End accountability for the same ▪ Will need to be accountable for all aspects of Program Management – including acting as SPOC for Government Ministries, Internal SIDBI Verticals and Vendor(s) ▪ Create Detailed Project Plan with intermittent milestones, identify all risks and dependencies and mitigation strategy for the same ▪ Ability to define and measure key success criteria of project in consultation with Business teams ▪ Provide direction for the development, design, and systems integration for projects/program(s) from definition phase through implementation. ▪ Contribute to design and establishment of requirements, apply significant knowledge of industry trends, recognize system deficiencies, and implement effective solutions. ▪ Create and implement plan for quality assurance at multiple stages of project lifecycle ▪ Ensure close monitoring of Projects Schedule, Budget and take corrective actions as required ▪ Review all work produced by the development team, ensure code produced meets security standards ▪ Conduct regular status meetings with all necessary stakeholders, own the development lifecycle ▪ Ensuring culture of continuous learning is created where self and team members are versatile in picking up mew technologies in short cycles.
G.	Key Skills	<ul style="list-style-type: none"> ▪ Strong leadership skills in handling a team of 30+ members and being accountable for their output ▪ Must have a high degree of initiative and flexibility with high customer orientation. ▪ Ability to actively engage and manage diverse stakeholders (often with conflicting priorities) to ensure success of program. ▪ Strong in programming and scripting, analytical skills, and problem-solving ability. Should be Hands on as and when required. ▪ Good technical orientation in all aspects of development including Java, UI, DB technologies, Application Architecture, Deployment Architecture, Infrastructure sizing etc. ▪ Good Understanding on automation tools, tools involved in CICD Pipeline.

		<ul style="list-style-type: none"> ▪ Exposure to Cloud Computing Technologies/Platforms 	
H.	Secondary Skills	<ul style="list-style-type: none"> • Knowledge in Financial domain will be an added advantage • PMP certification will be an added advantage • Excellent interpersonal communications skills 	
I.	Competency	<ul style="list-style-type: none"> ▪ Experience working with or an interest in Agile Methodologies ▪ Ability to create unconventional and out of Box solutions as required. ▪ Ability to work independently and produce results in a fast paced, team environment. ▪ Ability research into new areas and come up with ideas and solutions. ▪ Ability to work on multiple projects simultaneously and efficient resource and time management between them ▪ Teamwork skills to coordinate their efforts with the work that's being performed by other design and development professionals ▪ Ability to identify and resolve issues faced during the projects assigned ▪ Strong knowledge of SDLC Lifecycle Process and Agile Methodology ▪ Ability to Lead and be accountable for the output of a team of 25-30 team members into collectively achieving the goals of the project. ▪ Offer insights into the key Success criteria, resolving blockers for the team members, Work assignments based on skills and mentoring team members ▪ Ability to independently assess and represent development team - covering all aspects of technical feasibility, complexity, and timelines. ▪ Ability to Work with diverse technical and non-technical stakeholder individuals / groups (including third parties) to remove blockers for the team and expedite development ▪ Familiarity in Industry leading design principles and architecture principles ▪ Ability to Work effectively under pressure to meet critical deadlines. ▪ Ability to Handle Uncertainty and change requests/support on a frequent basis. ▪ Will be Involved in all phases of the development cycle ▪ Ability to benchmark and improve performance of the application on an ongoing basis. ▪ Ability to pick up new technologies and upskill as required ▪ Participate in post implementation issues and performance review. ▪ Excellent Verbal and Written - Communication and Presentation Skills. 	
J.	Eligibility Criteria		
	a	Age Limit	The candidate should not be more than 54 years old as of the last date of submission of application
	b	Educational Qualification	Graduate degree in Indian or foreign equivalent required from an accredited institution
	c	Experience	<ul style="list-style-type: none"> ▪ At least 15+ years of experience with Information Technology. ▪ At least 10 years of most recent experience in project / program management, delivering large projects / programs end-to-end and team management ▪ Experience in Banking and Finance Domain will be an added advantage
K.	Remuneration	The remuneration would be at market linked compensation. The same shall not be a limiting factor for the right candidate and will be mutually decided on case-to-case basis.	
L.	CTC and Increment	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.	

NETWORK OPERATIONS MANAGER

S .No.	Particulars	Details
A.	Name of the Post	<u>Network Operations Manager</u>
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 of Network Operations Manager would initially be for a period of three year, extendable, at sole discretion of the Bank, for a further period of up to two years. The contract can be terminated at one months' notice on either side or salary and allowances (if any) in lieu thereof.
G.	Job Profile	<ul style="list-style-type: none"> ▪ Incident management <ul style="list-style-type: none"> ○ Responsible for all incident management issues. Should ensure all incidents are addressed strictly as per the bank's incident management policy and all necessary steps related to the incident resolution are in place. ▪ Documentation <ul style="list-style-type: none"> ○ Responsible for all documentation works related to infrastructure such as network diagram, approval documents etc., ○ Develop and maintain documentation for Network and Network Security infrastructure including system design, installation, configuration, testing, upgrade and maintenance procedures ○ Review of SOPs, Implementation documents (as required) on periodic basis and obtaining approval. ▪ Change Management <ul style="list-style-type: none"> ○ Ensure all the changes are properly evaluated, tested and then implemented. Should also ensure all changes follow a strict change management policy. ▪ Capacity Planning, Design and Review <ul style="list-style-type: none"> ○ Able to assess the network infrastructure of all critical locations of the bank and suggest feedback for its continuous improvement. ○ Design, implement and maintain next-generation network and security infrastructure - SDN, SDWAN, Micro Segmentation, SASE, etc ○ Review existing network architecture, plan, design, implement and upgrade network ○ Analyse utilizations of all resources and submit plan for capacity upgradation. ▪ Monitor and manage: <ul style="list-style-type: none"> ○ Network devices access control management. ○ Data traffic encryption. ○ OS/Patch upgrading/installation on all critical network devices. ○ Corrective actions to resolve faults to ensure high network uptime. ○ Troubleshooting and debugging of problems

		<ul style="list-style-type: none"> ○ Enterprise LAN and Wi-Fi infrastructure ○ Network infrastructure covering on-premises Datacentre and Cloud Infrastructure ○ Baseline and hardening ○ Able to guide/troubleshoot the critical day-to-day issues of the bank in case of failure by the team to resolve it on time. ▪ Compliance Management <ul style="list-style-type: none"> ○ Ensuring team's adherence to SOPs, training and performance monitoring for team members, and continuous process improvement for efficiency, including automation ○ Follow ITIL practices regarding incident, problem, and change management ○ Ensure secure configuration of IT devices/ services, and vulnerabilities are fixed as per bank's defined SLAs ○ Co-ordination with various audit teams as per Banks' requirements. ○ Track and close observations pertaining to various audits for Compliance as per Bank's defined timelines. ▪ Procurement, Supply chain management <ul style="list-style-type: none"> ○ Prepare and issue tenders, Requests for Quotation (RFQs), and Requests for Proposals (RFPs) in accordance with government and bank policies ○ Oversee and process payments to suppliers in accordance with contract terms and bank procedures ○ Vendor/ supplier performance and address any issues related to delivery, quality, or compliance ○ Manage projects end-to-end, including payments, service monitoring, improvement plans etc.
G.	Key Skills	<ul style="list-style-type: none"> ▪ Hands on experience in Routing, Switching, MPLS, Wi-Fi, Next generation firewalls, SDN/ NFV, SDWAN, SASE, Remote VPN, Load Balancing / Application Delivery, Virtual Private Networks, IDS /IPS, Web Application Firewall
H.	Secondary Skills	<ul style="list-style-type: none"> ▪ Familiarity with RBI regulatory compliance requirements and industry standards (such as ISO 27001) ▪ Knowledge of incident response procedures, including containment, eradication, recovery and reporting to management, regulator, CERT-IN etc. ▪ Mentoring and creating Run books / knowledge base articles for the team to allow them to successfully complete routine tasks and troubleshoot the infrastructure under support.
I.	Competency	<ul style="list-style-type: none"> ▪ Implementing new technology initiatives, Technology planning and preparing Technology architecture of the Bank to meet its projected needs and to remain technologically competitive in the market ▪ Documenting the implementations based on the ITIL framework. ▪ Participate in post implementation issues and performance review. ▪ Excellent Verbal and Written - Communication and Presentation Skills.
J.	Eligibility Criteria	
	a	Age Limit

	b	Educational Qualification	B.Tech./ B.E. in Computer Science/ Computer Technology/ Information Technology/ Software Engineering/ Electronics/ Electronics & Communications/ Telecommunication Engineering or MCA or Equivalent Degree in above specified disciplines from a University/ Institution/ Board recognized by Govt. Of India/ approved by Govt. Regulatory Bodies
	c	Experience	<p>10-15 years of IT experience with a broad range of exposure to all aspects of Network/Security/Infrastructure services</p> <ul style="list-style-type: none"> ▪ In depth knowledge of Network, Security Technologies, Services and Solutions including Routing, Switching, MPLS, Wi-Fi, Remote Access, SDN/ NFV, SDWAN, Load Balancing / Application Delivery, Virtual Private Networks. ▪ Knowledge of Next generation firewalls, Network Access Control, , IDS /IPS, Web Application Firewall ▪ Extensive operations and problem-management experience in medium to large-scale enterprise Network Infrastructure ▪ Experience with preparation of RFPs and evaluation of technical and commercial bids
K.		Remuneration	The remuneration would be at market linked compensation. The same shall not be a limiting factor for the right candidate and will be mutually decided on case-to-case basis.
L.		CTC and Increment	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.

INFRASTRUCTURE SECURITY SPECIALIST

S.No.	Particulars	Details
A.	Name of the Post	<u>Infrastructure Security Specialist</u>
B.	Post Code	03
C.	Type of the Post	Contractual on <u>full time basis</u> .
D.	No. of Posts	1 (One)
E.	Place of Posting	Chennai
F.	Period of Posting	The term of the contract of Infrastructure Security Specialist would initially be for a period of three year, extendable, at sole discretion of the Bank, for a further period of up to two years. The contract can be terminated at one months' notice on either side or salary and allowances (if any) in lieu thereof.
G.	Job Profile	<ul style="list-style-type: none"> ▪ Risk Assessment <ul style="list-style-type: none"> ○ Collaborate with cross-functional teams to identify security risks, develop mitigation strategies/ plan, implement and monitor remediations ○ Conduct regular risk assessments and security audits to ensure compliance with regulatory requirements and industry standards. ○ Access review of security solutions. ○ Review cloud security measures ▪ Incident Management <ul style="list-style-type: none"> ○ Ensuring mitigation of routine events /incidents in coordination with relevant technology teams/vendors ○ Review/ Investigate incidents raised by Ops team for RCA, solutioning and closure ○ Reporting of incidents as per guidelines issued by regulators, internal policies etc. ○ Provide advice on and be involved in tasks and actions in response to issues, problems and incidents ▪ Capacity planning, Design and review <ul style="list-style-type: none"> ○ Lead the development and implementation of security policies, procedures, and technologies ○ Undertake capacity planning ensuring the IT Infrastructure and Services are fit for purpose ○ and future growth predictions. ○ Stay updated with the latest security threats, trends, and technologies, and continuously evaluate and enhance the organization's security posture ○ Proposing additional controls as part of continuous IT security management and enhancements. ○ Review and make recommendations to provide adequate levels of IT security in line with best industry practice and/or in response to new cyber threats. ▪ Monitoring and management <ul style="list-style-type: none"> ○ Manage currently implemented security solutions/ tools like WAF, EDR, DAM, PIM, MDM, Firewall, IPS, FIM etc.

		<ul style="list-style-type: none"> ○ Identify and help mitigate security issues, misconfigurations, and vulnerabilities related to Network and security solutions deployed by the Bank. ○ Implement new, and update existing security measures for the protection of Bank's infrastructure ○ Utilize log ingestion platform for security analytics and identification of tactics, techniques and patterns of attackers ○ Co-ordination and assistance for creation of runbooks ○ Review and finetuning of rules implemented over security solutions ▪ Compliance Management <ul style="list-style-type: none"> ○ Validating Application security controls prior to go-live. ○ Ensuring team's adherence to SOPs, training and performance monitoring for team members, and continuous process improvement for efficiency, including automation ○ Follow ITIL practices regarding incident, problem, and change management ○ Ensure secure configuration of IT devices/ services, and vulnerabilities are fixed as per bank's defined SLAs ○ Co-ordination with various audit teams as per Banks' requirements. ○ Track and close observations pertaining to various audits for Compliance as per Bank's defined timelines. ○ Ensure the IT Infrastructure, its data, files and applications are protected against known threats and attacks and reacting to emerging threats to minimize any risk of compromise of the IT Infrastructure. ▪ Procurement, Supply chain management <ul style="list-style-type: none"> ○ Prepare and issue tenders, Requests for Quotation (RFQs), and Requests for Proposals (RFPs) in accordance with government and bank policies ○ Oversee and process payments to suppliers in accordance with contract terms and bank procedures ○ Vendor/ supplier performance and address any issues related to delivery, quality, or compliance ○ Manage projects end-to-end, including payments, service monitoring, improvement plans etc.
G.	Key Skills	<ul style="list-style-type: none"> ▪ Proficiency in configuring and maintaining WAF solutions to protect web applications from common security threats such as SQL injection, cross-site scripting (XSS), and DDoS attacks ▪ In-depth knowledge of Firewall and VPN technologies and their implementation to enforce access controls, monitor traffic, and protect against unauthorized access ▪ Hands-on experience in deploying and managing IPS solutions to detect and prevent malicious activities within the network ▪ Proficiency in implementing EDR solutions to monitor endpoint devices for suspicious activities, investigate security incidents, and respond to threats in real-time ▪ Experience in implementing and managing PAM solutions to secure, control, and monitor privileged access to critical systems and data ▪ Proficient in implementing MDM solutions to secure and manage mobile devices, enforce security policies, and protect corporate data ▪ Proficiency in conducting vulnerability assessments and penetration

		<p>tests</p> <ul style="list-style-type: none"> ▪ Knowledge of IAM principles and technologies for managing user identities, access privileges, and authentication mechanisms ▪ Understanding of encryption algorithms, protocols, and key management practices 	
H.	Secondary Skills	<ul style="list-style-type: none"> ▪ Familiarity with RBI regulatory compliance requirements and industry standards (such as ISO 27001) ▪ Knowledge of incident response procedures, including containment, eradication, recovery and reporting to management, regulator, CERT-IN etc. 	
I.	Competency	<ul style="list-style-type: none"> ▪ Implementing new technology initiatives, Technology planning and preparing Technology architecture of the Bank to meet its projected needs to remain technologically competitive in the market ▪ Documenting the implementations based on the ITIL framework. ▪ Participate in post implementation issues and performance review. ▪ Excellent Verbal & Written Communication and Presentation Skills. 	
J.	Eligibility Criteria		
	a	Age Limit	The candidate should not be more than 40 years old as of the last date of submission of application.
	b	Educational Qualification	Full time Graduate from an accredited institution Certifications such as CISSP, CISM, CEH, or equivalent are highly desirable
	c	Experience	<ul style="list-style-type: none"> ▪ 12+ years of experience in IT Security management ▪ Proven experience in designing, implementing, and managing enterprise-level security solutions ▪ Experience working with diverse teams and stakeholders to implement security measures ▪ Experience with requirement finalization, preparation of RFPs, shortlisting of vendors and implementation. Preference shall be given to candidates who have procurement experience in Government organizations.
K.	Remuneration	The remuneration would be at market linked compensation. The same shall not be a limiting factor for the right candidate and will be mutually decided on case-to-case basis.	
L.	C TC and Increment	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.	

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 itrecruitment@sidbi.in on or before March 21, 2025. 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 shall be summarily 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 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 advice 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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