RECRUITMENT FOR VARIOUS ROLES IN IS AUDIT FUNCTON

IMPORTANT NOTICE: BEWARE OF FRAUDULENT JOB ALERTS. APPLY ONLY THROUGH THE OFFICIAL ONLINE PORTAL AS DETAILED BELOW. APPLICATIONS THROUGH ANY OTHER MODE WILL NOT BE ACCEPTED. ALL COMMUNICATION WILL BE VIA OFFICIAL CHANNELS ONLY.

The South Indian Bank Ltd., a Premier Scheduled Commercial Bank in India, invites applications from Indian Nationals for various roles in IS Audit function.

READ THIS NOTIFICATION CAREFULLY BEFORE APPLYING.

Eligible applicants are requested to apply ONLINE through Bank's website **www.southindianbank.bank.in.** No other means/modes of applications will be accepted. Before the registration, applicants are requested to ensure that there is a valid email id in his/her name.

All future communications in this regard will be notified in our website.

a) IMPORTANT DATES

Online Application - Start Date	**02.03.2026**
Online Application - End Date	**09.03.2026**

b) ELIGIBILITY (as on 31.01.2026)

Age	Not more than 35 years (born on or after 01.02.1991). 5 years age relaxation for SC/ST candidates.	
Minimum Qualification & Work Experience	**Vulnerability Assessment & Penetration Testing (VAPT)- Scale II/III**	
	Minimum Qualification	Bachelor's degree in computer science/Information Technology/ B.Tech in EC/CS/IT. 50% marks in all the education qualifications.
	Experience	Minimum 2 years of experience in conducting IT/ IS audit/Application security testing. Preference will be given to candidates having basic scripting knowledge (Python, Bash, or similar) and Professional Certifications in - OSCP (Offensive Security Certified Professional) - OSWE (Offensive Security Web Expert)

		• eWPTX (Web Application Penetration Tester eXtreme) • CEH, eJPT

IT General Controls (ITGC) Audit (Scale -I/II)

Minimum Qualification	Bachelor's degree in computer science/Information Technology/ B.tech in EC/CS/IT. 50% marks in all the education qualifications.
Experience	Minimum 2 years of experience in conducting IT/ IS audit preferably in a Bank or financial institution. Preference will be given to candidates having Professional Certifications in • CISA (Certified Information Systems Auditor) • ISO 27001 Lead Auditor

RED Team Lead (Scale -I/II)

Minimum Qualification	Bachelor's degree in computer science/Information Technology/ B.tech in EC/CS/IT. 50% marks in all the education qualifications.
Experience	Minimum 2 years of experience in conducting RED team activities. Preference will be given to candidates having Professional Certifications in • CRTP (Certified RED Team Professional) • CRTO (Certified Red Team Operator) • OSCP (Offensive Security Certified Professional)

c) TERMS OF EMPLOYMENT

Scale of Appointment*	Scale I/II/III
Probation Period	The period of probation is 1 year. Confirmation will be subject to satisfactory performance during probation.
Posting Location#	**Ernakulam**

The scale of appointment of the selected candidates will be fixed by the management.
#Liable for transfer anywhere in India at the sole discretion of the Bank

d) JOB DESCRIPTION/ CORE COMPETENCIES

Vulnerability Assessment & Penetration Testing (VAPT)	• Conduct regular vulnerability assessments and penetration tests across the organization's infrastructure. • Perform deep-dive security testing on Web applications, Mobile applications, APIs, Cloud security and AI Security. • Execute comprehensive Network penetration testing to identify exploitable vulnerabilities. • Review network architecture and firewall configurations for security gaps. • Demonstrate the impact of identified vulnerabilities through controlled exploitation. • Analyze the severity of risks and provide business-impact assessments for technical findings. • Prepare detailed technical audit reports documenting vulnerabilities, evidence of exploitation, and risk ratings. • Provide clear, actionable remediation guidance to development and IT operations teams. • Utilize and manage industry-standard offensive security tools (e.g., Burp Suite, Metasploit, Nessus). • Ensure all testing methodologies align with global standards such as OWASP Top 10 and SANS. • Support regulatory compliance audits by providing technical security validation. • Conduct re-testing and back-checks to verify that identified vulnerabilities have been effectively patched. • Monitor the implementation of security controls across disbursed digital assets.
IT General Controls (ITGC) Audit	• Conduct periodic audits of IT general controls including Access Management, Change Management, and IT Operations. • Evaluate the design and operating effectiveness of controls to ensure data integrity and system availability. • Perform end-to-end Process Audits to evaluate the efficiency and security of application workflows. • Review standard operating procedures (SOPs) to identify manual control bypasses within departmental processes. • Execute Functionality Audits on core business applications to ensure software features align with business requirements and security policies. • Validate automated system calculations, data processing logic, and output accuracy to prevent operational errors. • Utilize GRC (Governance, Risk, and Compliance) platforms to document audit findings and track remediation. • Map internal controls to various regulatory frameworks and industry standards. • Ensure organization-wide adherence to internal IT policies and regulatory guidelines (e.g., RBI, SEBI, NPCI). • Review the results of VAPT audits and track the closure of high-risk technical vulnerabilities. • Ensure that patch management and system hardening policies are strictly followed.

RED Team Lead	• Plan and execute "Assume Breach" simulations, complex attack chains, and APT simulations using MITRE ATT&CK.
	• Simulations to test the organization's detection and response capabilities
	• Mimic real-world threat actors' tactics, techniques, and procedures (TTPs) to identify security gaps.
	• Perform internal and external penetration tests (black- box), including social engineering and physical security assessments.
	• Gain unauthorized access to systems and escalate privileges using advanced offensive security tools.
	• Develop or customize scripts and exploits to bypass specific security measures.
	• Create comprehensive post-operation reports detailing the "kill chain" of the simulated attack.

Note: The incumbent shall also carry out any other work or assignments as may be assigned by the Bank from time to time, in accordance with organizational requirements.

e) SALARY

IBA approved scale of pay for Scale I/II/III Officers, including DA, HRA, Special allowance & other allowances. Performance Linked Incentive as applicable to Scale I/II/III officers will be paid as per the scheme in vogue.

f) MODE OF SELECTION

- Shortlisting and Preliminary and/or Personal Interview. Only the shortlisted candidates will be invited for Interview.
- Mere eligibility will not vest any right on the applicant for being called for the Recruitment Process.
- The Bank reserves the right to make required modifications in the selection process considering the number of applications for the post and decide the number of applicants to be called for the Recruitment Process. The shortlisting of candidates will be solely as per bank's discretion.
- In matters regarding eligibility and selection, Bank's decision will be final, and **no further correspondence will be entertained.**

g) APPLICATION FEE : Nil

h) HOW TO APPLY

Applicants can apply online through Bank's website www.southindianbank.bank.in only from **02.03.2026 to 09.03.2026** and no other mode of application will be accepted.

1. Ensure that the applicant fulfills all the eligibility criteria.
2. The applicants are requested to ensure that the information provided in the Online-Application Form is correct before submitting the application form.
3. Please ensure access to the registered email ID and contact number, and check them regularly as all communication and updates will be sent through these register details
4. There will not be any provision to modify the submitted online application. Applicants are requested to take utmost care while filling up the online application.
5. Applicants making multiple registrations will be disqualified. (i.e multiple registrations for the same role will be disqualified).

6. Applicants will have to enter their basic details and upload the photograph and signature as per the specifications given below. Copies of the photograph may be retained for use at the time of Recruitment Process.

   ✓ **Guidelines for uploading Photograph:**

   - A recent passport size color photograph should be used.
   - Make sure that the picture is taken in a white background.
   - Casual photographs wearing caps/hats/dark glasses will not be accepted.
   - Resolution: 378 pixels (width) x 437 pixels (height).
   - Ensure that the size of the scanned image is not more than 50kb.

   ✓ **Guidelines for uploading Signature:**

   - The applicant should sign on a white paper with black ink pen and upload the same.
   - Resolution: 140 pixels (width) x 110 pixels (height).
   - Ensure that the size of the scanned image is not more than 50kb.

   ✓ **Guidelines for uploading Resume:**

   - File should be in PDF format.
   - File size should not exceed 1 MB.

7. Please note that there will be a system generated User Id (Application Ref. Id) for each registered application. Please note down the User ID (Application Ref. ID) carefully for future references. An e-mail containing details of the registration will be sent to the e-mail Id given by the applicant.

8. Keep a copy of the application for future reference.

9. On successful submission of application an email with application pdf and login credentials will be shared to your mail ID.

10. **Applicants must make sure that application is submitted successfully. Application status can be checked by logging in to the profile. Only successfully submitted applications will be considered for the process.**

Applicants are advised to visit "careers" page in our website www.southindianbank.bank.in> About Us > Careers for future updates. Please also note that the physical copy of the Application need not be sent to us.

i) **GENERAL CONDITIONS**

1. Before filling in the online application form, the applicant must ensure that he/she fulfills all the eligibility criteria with respect to age, educational qualifications, work experience etc. in respect of the post for which he/she is making the application. The applicants will be called for the Recruitment Process based on the information provided in the online application form submitted by them. If any of the information furnished by the applicant is found to be false at later date, the selection / appointment shall be liable for termination.

2. Upper age limit will be relaxed by five years, only in the case of SC/ST candidates. Candidates belonging to SC/ST should submit attested copies of certificates from a competent authority to prove their status in this regard as and when called for.

3. Applicants are advised to retain two copies of the same photograph which is used in the application for use at the time of Recruitment Process.

4. Canvassing in any form will be a disqualification.

5. Applicants will have to appear for the Recruitment Process(es) at their own cost.

6. Applicants willing to serve anywhere in India only need to apply.

7. Appointment will also be subject to Medical fitness, satisfactory background verification including CIBIL/credit history check, police clearance check and completion of other formalities as per the rules and regulations of the Bank from time to time.

8. The process of Short-listing will be provisional and without verification of original documents. Candidature will be subject to verification of all details/ documents with the original when a candidate reports for interview/training/joining (if called).

9. Candidates are advised to check Bank's official website regularly for details and updates. The Call (letter/ advice), where required, will be sent by e-mail only (NO HARD COPY WILL BE SENT).

10. Applicants must produce valid supporting documents/certificates to establish their eligibility, including proof of age, educational qualifications, domicile, nationality, and any other applicable criteria. Failure to furnish the required documents within the prescribed timeline will result in disqualification from the selection process, without further communication or any claim for consideration or compensation.

11. All marks / scores / grades obtained by candidates at any stage of the selection process shall be treated as strictly confidential and will not be disclosed to any party, including the candidates.

12. The Bank's determination of the qualifying criteria for each stage of the selection process shall be final and binding on all candidates, and such criteria will not be subject to disclosure or correspondence.

13. All Revisions/ Corrigendum (if any) will be hosted on the bank's website only.

NOTE:

The Access to the Bank's website could be delayed towards the closing date for submitting the Online Registration due to heavy Internet Traffic. Hence the applicants are advised to avoid last minute rush and make use of the time span available for submitting the applications online. The Bank does not assume any responsibility for the applicant not being able to submit his/her application due to non-availability of internet or any other reason beyond the control of the Bank.

For queries please contact:

Our Toll Free Customer Care Number **0484 2771383/ 1800-425-1809/ 1800-102-9408** or mail us at **careers@sib.bank.in**.

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