



INDIAN BANKS' ASSOCIATION

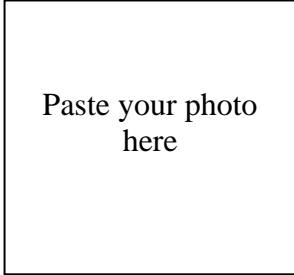
Applications are invited from interested candidates for the post of **Advisor** from retired/retiring Executives of Banks on contract basis, to be placed in **EASE- (PSB EASE Reforms Agenda)** at IBA Delhi Chapter as per terms and conditions mentioned below:

Terms and Conditions for engaging retired / retiring (within next 1 year) bank executives

Position	Advisor
Area	EASE- (PSB EASE Reforms Agenda)
Eligibility	Retired DGM (Scale VI) or equivalent having experience in Operations-Retail, Assets & Liabilities, Technology. Minimum 3 years' experience at AGM/DGM level of having directly worked in Technology & Digital Innovation is highly desirable. Candidates superannuating in next one year may also apply, subject to the willingness of the respective bank permitting for deputation on offer of appointment.
Key Responsibilities	As detailed in Annexure - I
Age	Not more than 62 years as on 30.11.2023
Compensation	₹ 1,93,200 + ₹15,000/- towards Conveyance Reimbursement of Leased accommodation up to ₹79,500/- (Ex-DGM) in New Delhi
Period of engagement	Appointment will be on Contract basis for a period of three years extendable upto 3 years, maximum till the age of 65 years
Other information	Place of positing will be New Delhi. IBA will not be providing Car facility. Considering that the role is of specialized nature, the Chief Executive can approve deviations in the eligibility criterion depending on the availability/suitability of the candidates.
Mode of application	The last date of receipt of applications in the prescribed format is 1 st January, 2024 to rec.hr@iba.org.in



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APPLICATION FOR THE POST OF
Advisor- PSB EASE Reforms Agenda



1. Name in Full (Block Letters) :
2. Date of Birth and Age :
3. Permanent Address :
4. Present Address :
5. Contact details : Phone No.: Mobile No.:.....
E-mail:.....Fax:.....
6. Education Qualifications:
 - (a) General :
 - (b) Professional :
7. If Retired, furnish:
 - 1.1 Date of Retirement:
 - 1.2 Organization from where retired/retiring.....
8. Professional experience / assignments held as Executives in the Bank:

Sr.No.	Organisation	Position	Nature of Job	Duration	
				From	To
(a)					
(b)					
(c)					
(d)					

9. Computer knowledge :.....
10. Other relevant information :
11. References (Name / Address / Contact Phone No.) :
 - (1).....
 - (2)

Date:

Signature



Indian Banks' Association

HR & INDUSTRIAL RELATIONS

HR & IR/REC/2023/0686
December 15, 2023

CGM/GM (HR) of All Banks

Dear Sir/Madam,


Recruitment for the post of "Advisor -EASE –(PSB EASE Reforms Agenda)" in IBA for Delhi Chapter- on contract basis

IBA has displayed a detailed advertisement on IBA website (www.iba.org.in) to fill the Post of "Advisor -EASE –(PSB EASE Reforms Agenda)" for its Delhi Chapter on contract basis.

We attach herewith a copy of the advertisement. We shall be thankful, if you could kindly display the same on the notice boards of Bank's HO/ZO/RO or by other means for wider publicity so as to enable the eligible and interested candidates to apply in time.

The last date for submitting application for the post is 1st January, 2024.

Yours faithfully,


Brajeshwar sharma
Senior Advisor-HR&IR

Annexure- I

EASENext program was born as an outcome of **PSB Manthan 2022**, with a significantly bigger, bolder and broader scope having two Pillars:

Pillar1- EASE 6.0 Common Reform Agenda- Continuation of the common reform agenda into its 6th year i.e., EASE 6.0, with initiatives comprising of a mix of those to be continued from previous years as well as new forward-looking themes.

Pillar2- 3-Year Bank Specific Strategic roadmaps- Creation of bank-specific three-year strategic roadmaps, contextualized to each bank's starting position and business priorities

EASE 6.0 (FY-24) i.e. the current edition is a progressive and evolving edition with 22 Action Points under 4 Themes:

- **Delivering excellence in customer service with digital enablement:** Hassle-free branch banking experience, Seamless Call-Center experience, intuitive mobile/internet banking, complaint redressal, customer acquisition, retention and relationship deepening and Inclusive near-home service delivery.
- **Digital and analytics-driven business improvement:** Comprehensive digital banking for MSMEs, Banking solutions for Agri value chain, Digital marketing for enhanced customer engagement, Digitally-enabled sourcing and servicing of CASA deposit base and Partnership banking.
- **Tech and data enabled capability building:** Strengthening specialized analytics function, Increased adoption of cloud technologies, Digital and analytics driven risk management, **collections and recovery**, strengthening cybersecurity and preventing cyber frauds.
- **Developing people and enhancing HR operations:** Analyze drivers for employee Productivity, promote gender diversity, Strengthening specialization, succession planning and leadership Development, Data-driven manpower planning, role clarity, and target setting.

Work-cycle in EASE programme each year: Coordinating with the various stakeholders (DFS, PSBs and BCG) of the PSB reforms EASE agenda (For both Pillars separately- Common reforms Agenda and Bank specific Reforms separately)

Finalising annual renewal of Contract with external consultant i.e. (terms of engagement, scope of work etc)

➤ **EASE Operations:**

1. **Framing Annual agenda:** Every year the EASE Reform Agenda is formulated after multiple rounds of deliberation with the banks. Based on the performance of the banks in the EASE index in the previous versions, the Action Points are revised, re-introduced and on the basis of its level of maturity and priority classified into 1/2/3 year reforms. Once drafted the Agenda is approved by the EASE Steering Committee and aligned with DFS.

2. **Set-up of Smartsheet tool** for Data Collection (AP Owner of specific APs in EASE 4.0 for ensuring data quality in submissions and accuracy in scoring.)
3. **Quarterly Index:** Collection, Validation, Scoring and Presentations (every quarter after multiple mutual discussions with banks))
4. **Quarterly Review by MD&CEOs**
5. **EASE awards and Preparing Annual Report**
6. **Publishing on IBA website**

➤ **Defining Pillar 2 Roadmap** of 3 year Strategic Bank specific Reforms by each PSB along with their initiatives

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➤ **EASE Meetings:**

- EASE Steering Committee meetings (6-8 annually)
- Bank Review meetings (12 banks each quarter)
- Pillar2 DFS Review Meetings-3 yr Strategic Bank specific Reforms
- EASE Nodal Officers sessions (Ideation of Agenda and every quarter)
- EASE Best practices Workshops (15 annually)
- IBA Knowledge Series and other internal meetings (12 annually)

➤ **Regular Communication with Stakeholders.**

- Communications to stakeholders from IBA to DFS, Banks, BCG
- Preparing notes and minutes (EASE and DSB) for Managing Committee of IBA and EASE Steering Committee
- Response to Parliamentary Questions.

➤ **Knowledge Transfer** from External consultants and continuous improvement in the EASE agenda.

➤ **Organising EASE Events:**

- EASE Launch
- EASE Awards and Index Release
- PSB Manthan