Bank of Maharashtra
मानव संसाधन प्रबंधन विभाग
Human Resources Management Department
प्रधान कार्यालय: लोकमंगल, 1501, शिवाजीनगर, पुणे - 5
Head Office: LOKMANGAL, 1501, SHIVAJINAGAR, PUNE - 5
टेलीफोन /TELE- 020 **:** 25614321-477
ईमेल-/ e-mail : **bomrpcell@mahabank.co.in**

AX1/ST/RP/Specialist Officer/Phase II/2025-26   Date: 10.09.2025

Recruitment Notification
Recruitment Project 2025-26 ~ Phase II
In Scale II, III, IV, V & VI

BANK OF MAHARASHTRA, one of the leading Public Sector Banks & is amongst the top performing banks in the industry on profitability, asset quality and growth parameters. The bank is having network of more than 2,650 branches across the country and is increasing its national footprints. The Bank requires skilled professionals in various specializations to support its growth trajectory, strengthen governance and technology structure. The Bank invites online applications from candidates for recruitment of Specialist officers in Scale II, III, IV, V & VI to be posted in various verticals & offices.

Details of number of Posts, Reservations, Qualifications, Experience, Age and Job Profile:

Sr No	Post	Scale	Employment Type	No. of Vacancy						of which PwBD			
				SC	ST	OBC	EWS	UR	Total	OC	VI	HI	ID
Information Technology / Digital banking / IT Security / IS Audit / CISO Cell													
1	Deputy General Manager - Information Technology	VI	Permanent					1	1				
2	Assistant General Manager - Enterprise Architecture	V	Contractual					1	1				
3	Chief Manager - Digital Banking	IV	Permanent	2		3	1	4	10				
4	Chief Manager – Data Protection	IV	Permanent					1	1				
5	Chief Manager - IT Infrastructure	IV	Permanent					1	1				
6	Chief Manager - Lead Business Analyst	IV	Permanent					1	1				
7	Chief Manager - Project/ Program Manager	IV	Permanent					2	2				
8	Senior Manager - Digital Banking	III	Permanent	2	1	4	1	7	15				
9	Senior Manager - Data Analyst	III	Permanent	2		3	1	6	12				
10	Senior Manager - SAS/ETL Developer	III	Permanent			1		4	5				
11	Senior Manager - IT Security	III	Permanent	1		2		4	7				
12	Senior Manager - Business Analyst	III	Permanent					2	2				
13	Senior Manager - Java Developer	III	Permanent	2		3	1	4	10				
14	Senior Manager - Digital Channel	III	Permanent			1		4	5				
15	Manager - IT Infrastructure	II	Permanent					2	2				
16	Manager - Database Administrator (MSSQL & Oracle)	II	Permanent	1		2		4	7				
17	Manager - Mobile App Developer	II	Permanent					2	2				

Sr No	Post	Scale	Employment Type	No. of Vacancy						of which PwBD			
				SC	ST	OBC	EWS	UR	Total	OC	VI	HI	ID
18	Manager - Unix Linux	II	Permanent			1		4	5				
19	Manager - OpenShift Administrator	II	Permanent					2	2				
20	Manager - API Management	II	Permanent					3	3				
21	Manager - Digital Channel	II	Permanent	1		2		5	8				
22	Manager - Data Scientist	II	Permanent			1		3	4				
23	Manager - Data Engineer	II	Permanent					2	2				
24	Manager - Full Stack Developer	II	Permanent					2	2				
Treasury / International Business													
25	Deputy General Manager-Treasury	VI	Permanent					1	1				
26	Senior Manager - Forex Dealer	III	Permanent			1		4	5				
27	Senior Manager - Domestic Dealer	III	Permanent			1		4	5				
28	Manager - Forex	II	Permanent	4	2	7	2	9	24				
Legal													
29	Senior Manager - Legal	III	Permanent	2		3	1	4	10				
30	Manager - Legal	II	Permanent	2		3	1	4	10				
Financial Management & Accounts													
31	Chief Manager- Taxation & Balance sheet	IV	Permanent					2	2				
32	Senior Manager- Taxation & Balance sheet	III	Permanent			1		3	4				
Credit													
33	Deputy General Manager - Credit	VI	Permanent					2	2				
34	Assistant General Manager – Credit	V	Permanent			2		3	5				
35	Chief Manager – Credit	IV	Permanent	3	2	4	1	5	15				
36	Senior Manager - Credit	III	Permanent	15	8	27	10	40	100	1	1	1	1
Chartered Accountant													
37	Senior Manager - Chartered Accountant	III	Permanent	2		3	1	4	10				
38	Manager - Chartered Accountant	II	Permanent			2		4	6				
Integrated Risk Management													
39	Senior Manager - Risk	III	Permanent	3	2	6	2	7	20				
40	Manager - Risk	II	Permanent	3	2	6	2	7	20				
Marketing and Publicity													
41	Assistant General Manager – Media & Public Relations	V	Permanent					1	1				

*Age Relaxation to reserved category is applicable as per Government guidelines. Abbreviations: SC: Scheduled Caste, ST: Scheduled Tribe, OBC: Other Backward Classes, EWS: Economically Weaker Section, UR: Unreserved, PwBD: Persons with Benchmark Disabilities, OC: Orthopedically Challenged, VI: Visual Impairment, HI: Hearing Impairment, ID: Intellectual / Multiple Disabilities.

1. Recruitment of Deputy General Manager - Information Technology (Scale VI):

Post	:	Deputy General Manager - Information Technology (Scale VI)
Qualifications	:	Mandatory: B. Tech /BE in Computer Science /Information Technology or MCA from Institute / University recognized by Govt. of India or its regulatory bodies. Desirable: Certification in Emerging technologies like AI&ML, Blockchain, Agile, IT Security from recognized institution.
Experience	:	Minimum 12 years of experience in IT services, software development, IT Audit & Compliance and project management field in Scheduled Public Sector Banks / Scheduled Private Sector Banks / Reputed IT Companies. And Current Assignment must be on the Role of AGM (equivalent role in private banks/ IT Companies) with Minimum 1 Year in Present cadre OR Chief Manager (equivalent role in private banks/ IT Companies) with Minimum 3 Years in present Cadre. • Strong expertise in IT infrastructure, DevSecOps, software lifecycle management, Testing and emerging technologies like AI, Gen-AI, RPA, API, Cloud etc. • Demonstrated experience in managing large IT teams, vendors, and multiple stakeholders. • In-depth knowledge of IT governance, audit, risk, and compliance frameworks. • Proven ability to lead IT/digital transformation initiatives in BFSI domain and deliver results within tight timelines. • Strong leadership, communication, and decision-making skills.
Age	:	Maximum: 50 Years
Reporting Authority	:	The selected candidate will report to General Manager/ CTO / Vertical Head handling the portfolio of Information Technology
Job Profile	:	**Management of IT Services** • Ensure uninterrupted availability of IT systems and critical services. • Monitor uptime, health, and performance of IT infrastructure and services. • Implement proactive maintenance schedules and monitoring tools and monitor the performance of critical systems/services. • Coordinate with vendors and internal teams to resolve outages and implement robust changes. **Software Development & Testing** • Lead software development across multiple verticals, managing end-to-end lifecycle. • Act as focal point for analyzing business requirements and prioritizing enhancements. • Manage development on SDLC/Agile framework and APIs, DevSecOps, and related solutions. • Oversee all functional and nonfunctional testing, pre-prod and prod environment, quality assurance, and performance monitoring. **Audit, Risk & Compliance** • Strengthen governance through regular audits and compliance checks. • Conduct internal control reviews and ensure smooth statutory & quarterly audit processes. • Ensure regulatory reporting within strict timeline for RBI, CSITE, and various other regulators and adhere the strict compliance within the stipulated timeline. **IT Project Management** • Plan, execute, and deliver IT/Software/Infra etc. projects effectively within scope and strict timelines and accountable for timely deliverables. • Allocate resources and communicate progress to the stakeholders and bridge between vendor and bank team. • Guide team members, set performance goals, appraisal assessment and provide leadership direction. • Drive implementation of new technologies and IT architecture upgrades. **Innovation & Capability Building** • Build new IT capabilities in innovation, facilitate to IT Enterprise Architecture, Roadmap, Vision alongwith various teams. • Lead technology transformation initiatives in line with business needs. • Identify skill gaps and train the trainers and strengthen team capabilities for future readiness. **IT Asset & Application Management** • Ensure capacity planning, life-cycle management, and optimal use of IT assets. • Supervise data validation initiatives and application performance improvements. • Oversee smooth operation, upgrades, and monitoring of all critical and non-critical services/systems. The above roles & responsibilities are indicative and Bank at its own discretion may assign KRAs or other roles as per business need.

2. Recruitment of Assistant General Manager - Enterprise Architecture (Scale V):

Post	:	Assistant General Manager - Enterprise Architecture (Scale V)
Employment Type	:	Contractual
Qualifications	:	Mandatory: B. Tech / BE from any university in Computer Science / Information Technology / Electronics or MCA. Desirable: TOGAF and similar certifications
Experience	:	Minimum 8 years' of relevant experience in technical and business domain out of which 5 years' of BFSI experience, should have managed Technology / Architecture / Governance / Delivery and Digital platform in Scheduled Public Sector Banks / Scheduled Private Sector Banks / Reputed IT Companies.
Age	:	Maximum: 45 Years
Reporting Authority	:	The selected candidate will report to General Manager/ CTO / Vertical Head handling the portfolio of Information Technology
Job Profile	:	The job profile of Enterprise Architecture (EA) will focus on designing and implementing holistic IT strategies that align with and support Bank's business objectives. Enterprise Architects will be responsible for creating a blueprint of the enterprise's IT systems and infrastructure, ensuring that they are efficient, scalable, secure, and capable of meeting current and future business needs. The detailed look at the job profile of Enterprise Architecture in the Bank: 1. To establish Enterprise Technology (EA) Architecture Vision and set up technical standards and governance structure for the enterprise architecture. 2. Assist business strategy and accordingly drive technology strategy from an architecture perspective. 3. Responsible for EA standards, strategy, policies and roadmap for the Bank and supervising core banking & other solutions within the bank. 4. To engage with business units, Information Security and Risk Teams with deep understanding of technological capabilities and industry trends. 5. Translating business requirements into specific system, application or process designs, including working with business personnel and executives to identify functional and non – functional requirements. 6. Review ongoing designs of major programs to identify strategic opportunities and resolve design issues during delivery. 7. Develop highly complex solutions that exemplifies quality optimization regarding reliability, availability, scalability, Manageability, flexibility, usability / reusability and high performance. 8. Lead other IT Architects to provide effective consulting on complex projects including RFP technical evaluations for various business domain. 9. Responsible for private and public cloud hosting, API/Open banking, CI/CD pipeline, new tech initiatives etc. 10. Training and supporting developers from source control, through build automation, merge resolution, CI/CD pipeline, test automation, deployment based on tools usage and policies, standards. Enable successful release management by moving code from Development and Testing environments to Staging and Production. The above roles & responsibilities are indicative and Bank at its own discretion may assign KRAs or other roles as per business need.

3. Recruitment of Chief Manager - Digital Banking (Scale IV):

Post	:	Chief Manager - Digital Banking (Scale IV)
Qualifications	:	Mandatory: B. Tech / B.E. from University / Institute recognized by Government of India or its Regulatory bodies in Information Technology / Computer Science / Electronics and Communications / Electronics and Tele Communications / Electronics / MCA / MSc Computer Science. Desirable Certification: ITIL, PMP, Six Sigma, Digital Banking
Experience	:	Minimum 5 years of post-qualification work experience in Digital Banking Scenario / Digital Strategy / Digital Journey / Delivery Management of Digital Applications / Project & Program Management / Mobile Banking / Internet Banking / Fintech collaborations/ Integration in Digital Journeys in Scheduled Public Sector Banks/ Scheduled Private Sector Banks / Reputed IT Companies. Desirable: Candidates having work experience in development of Digital Products (in Banking Domain) as Team Leader.
Age	:	Maximum: 40 Years
Reporting Authority	:	The selected candidate will report to Deputy General Manager / Vertical Head handling the portfolio of Information Technology / Digital Banking

| Job Profile | : | 1. Working on various digital banking initiatives like Mobile Banking, Internet Banking, UPI, CBDC, Whatsapp Banking, AI / ML, Co-lending, Digital Loan journeys, STP Loans , Digital projects etc.
2. Design & development of Innovative and Superior Digital Banking Products after competition analysis and benchmarking.
3. Responsible for design, development, and execution of new digital products in coordination with vendor's / technical teams / Business Units.
4. Developing and managing implementation of the digital product suite for new as well as existing Bank customers.
5. Tracking the competition and developments in the industry to manage the process of new digital product development and ongoing product development.
6. Create roadmap for various customer digital journeys and coordination with development teams / business units to ensure successful delivery of the journey.
7. Interact and coordinate with various stakeholders such as third-party vendors / service providers / IT team etc. for timely product development.
8. Driving the digital initiatives initiated by Government of India / Reserve Bank of India, in the Bank.
9. Supporting Technology teams / onboarded Fintechs for proactive delivery, balancing scope, scheduling, Resource management, handling dependencies, people management, risk, quality, budgeting and enforcing process etc.
10. Track and manage production issues and work with relevant stakeholders to expedite solutions.
11. Serves as a thought leader and to help the development team drive solutions through collaboration with the other stakeholders.
12. Monitoring, tracking and organizing of all required SOPs, manuals, e-circulars, e-lessons for new digital products.
13. Negotiations/ interactions with vendors/ Technology Solution Provider to have win-win situation.
14. Seek customer feedback on bank products and services.
15. Ensuring prompt customer service and complaint management.
16. Review service request, reconciliation request and complaints periodically to suggest design changes (Products, process, UI/UX) to improve customer experience and fulfilment rates.
The above roles & responsibilities are indicative and Bank at its own discretion may assign KRAs or other roles as per business need. |

4. Recruitment of Chief Manager - Data Protection (Scale IV):

Post	:	Chief Manager - Data Protection (Scale IV)
Qualifications	:	Mandatory: Graduation in Information Technology, Information Security, Law, Data Protection, Data Privacy from Institution / University recognized by Govt. of India or its regulatory bodies. Mandatory: Certification in any one or more Privacy Professional certifications like CIPP-E / CIPP-A/ CIPM/ DCPP/ DCPLA/ DCDPO/ FIP valid as on date of notification.
Experience	:	Minimum 8 years of work experience at executive/managerial role out of which minimum 1 year experience in Data Privacy Laws & Regulation and other Data Security areas in Scheduled Public Sector Bank / Scheduled Public Sector Bank / Reputed IT Companies. Desirable: Experience in Data Privacy Laws & Regulation and other Data security areas.
Age	:	Maximum: 40 Years
Reporting Authority	:	The selected candidate will report to Deputy General Manager / Vertical Head handling the portfolio of Information Technology / Data Vertical.
Job Profile	:	1. Ensure compliance with the requirements of data protection and privacy laws in India. 2. To develop and manage the data protection strategy in bank, including the development and implementation of bank's data protection policy and procedures. 3. To ensure periodic data protection audits or reviews. To undertake any work necessary to remediate any deficiencies identified by the audit result. 4. To carry out periodic Data Protection Impact Assessment and Review the same. 5. Submission of reports on data privacy laws to the top management/ Board. 6. Review records of processing operations: Personally Identified Information (PII) & Data Inflow Diagram (DFD). 7. Collaboration with supporting functions (Legal, IT & InfoSec etc.) 8. To stay up to date with new processes and policies. 9. To advice the development & integration of new IT systems and procedures, the drafting of data protection notices, the obtaining of consent from data principals and in the operation of the banking function. 10. To ensure proper processes and procedures are in place to deal with data principal access requests.

		11. To ensure Bank's Compliance to privacy regulations.
		12. To ensure timely update on Data Protection matter to senior management.
		13. To ensure documentation of guidelines on Operational Risk; controls in place; and monitoring/testing carried out in compliance with DPDP Act.
		14. To review Data flows and data inventories in place and up to date.
		15. Timely, robust responses to authority, data principal etc.
		16. To Provide awareness training to all employees on the requirements of data protection legislation and the care in handling of personal data to ensure that relevant business functions are made aware of their legal responsibilities and how to comply with them.
		The above roles & responsibilities are indicative and Bank at its own discretion may assign KRAs or other roles as per business need.

5. Recruitment of Chief Manager - IT Infrastructure (Scale IV):

Post	:	Chief Manager - IT Infrastructure (Scale IV)
Qualifications	:	Mandatory: B.E./ B. Tech in Computer Science/ Information Technology/ Electronics/ Electronics & Communication / MCA / M. Sc. (Computer science/ IT) from Institute / University recognized by Govt. of India or its regulatory bodies. Mandatory Certification: CompTIA (Compulsory for Server+ and Any one from ITF+, A+, Network +, Cloud +) Desirable: CCNA/ RHCA/ MCSA/TOGAF/ ITIL Intermediate or higher level Certification
Experience	:	Minimum 8 years post qualification experience in IT Industry/ BFSI or IT Vertical of an Organization as Infra Administrator in Scheduled Public Sector Bank / Scheduled Public Sector Bank / Reputed IT Companies.
Age	:	Maximum: 40 Years
Reporting Authority	:	The selected candidate will report to Assistant General Manager / Deputy General Manager / Vertical Head handling the portfolio of Information Technology
Job Profile	:	1. Developing and integrating solutions in cooperation with Infrastructure and Application project teams for solid infrastructure automation using existing industry standards, best practices and know-hows fitting it into existing infrastructure and operations framework 2. Design, Plan & Execute projects using various technology solutions. 3. Monitoring LUN utilization and assist in capacity planning, storage systems and clusters 4. Manage logs, backups and tape inventory. 5. Escalating hardware and system level problems to AMC Partners. 6. Hardening of servers as per bank policy 7. User administration, User access & activity review. 8. Infrastructure Capacity review & planning 9. Performance improvement and automation of jobs 10. Above activities in all environments of application (production, DR, development and staging The above roles & responsibilities are indicative and Bank at its own discretion may assign KRAs or other roles as per business need.

6. Recruitment of Chief Manager - Lead Business Analyst (Scale IV):

Post	:	Chief Manager - Lead Business Analyst (Scale IV)
Qualifications	:	Mandatory: B. Tech /BE in Computer Science /Information Technology / Electronics or MCA With Professional Certification in BPM/Agile or related field certification.
Experience	:	Minimum 8 years' of relevant experience in technical and business expertise out of which 5 years' of BFSI experience, should have managed technology delivery and digital platform preferably in banking domain
Age	:	Maximum: 40 Years
Reporting Authority	:	The selected candidate will report to Assistant General Manager / Deputy General Manager / Vertical Head handling the portfolio of Information Technology
Job Profile	:	1. Determine operational objectives by studying business functions, gathering information; evaluating output requirements and formats. 2. Understanding the needs of multiple stakeholders by identifying the current and future-state business processes. 3. Improve systems by studying current practices & designing modifications. 4. Research other competitors and industries to compare and measure performance guidelines to find new ways to control costs, increase efficiency. 5. Define project requirements by identifying project milestones, phases, and elements; forming project team; establishing project budget.

		6. Monitor project progress by tracking activity, resolving problems, publishing progress reports, recommending actions. 7. Converting the business requirement of digital and non-digital initiative into technical. 8. Guide vendors for their development and designs related to IT initiatives 9. Engage and coordinate with outsourced agencies. 10. Effective follow-up with & Business functions; guidance to respective stakeholders. The above roles & responsibilities are indicative and Bank at its own discretion may assign KRAs or other roles as per business need.

7. Recruitment of Chief Manager - Project/ Program Manager (Scale IV):

Post	:	Chief Manager - Project/ Program Manager (Scale IV)
Qualifications	:	Mandatory: B. Tech / B.E. in Information Technology / Computer Science / AI / ML / Data Science / MCA from Institute / University recognized by Govt. of India or its regulatory bodies. Desirable Certifications: PMP, ITIL, PRINCE2, AGILE SCRUM MASTER, AI, ML, Blockchain, Digital Transformation, Fintech, JAIIB, CAIIB
Experience	:	Minimum 8 years of experience in Information Technology / Digital / Computer Sciences field in Scheduled Public Sector Banks / Scheduled Private Sector Banks / Reputed IT Companies / Fintech Companies / NBFC.
Age	:	Maximum: 40 Years
Reporting Authority	:	The selected candidate will report to Deputy General Manager / Vertical Head handling the portfolio of Information Technology / Digital Transaformation.
Job Profile	:	1. **Product Vision & Strategy:** Define and execute a compelling product vision and roadmap for key digital banking products and services with an emphasis on enhancing customer experience and operational efficiency within the Trade Finance, LOS and LMS domains. 2. **Trade Finance Journey Automation:** Lead the development and implementation of solutions aimed at digitalizing and automating trade finance processes focusing on enhancing efficiency, reducing costs, and improving the end-to-end customer journey for both businesses and SMEs. 3. **Loan Origination and Management System Transformation:** Drive the development and enhancement of digital Loan Origination Systems (LOS) and Loan Management Systems (LMS), ensuring seamless integration, automation of workflows and superior customer experience across the lending lifecycle. 4. **Online Liability Account Opening Automation:** Drive the development and enhancement of Online Liability Account Opening platform, ensuring seamless integration, automation of workflows, and superior customer experience across the liability account opening lifecycle. 5. **Technology Integration & Ecosystem Development:** Identify, evaluate and integrate cutting-edge technologies like AI, ML, Blockchain and APIs to develop and optimize digital products and services, particularly for Trade Finance platforms and lending solutions. Collaborate with external partners like Fintechs and technology providers to enhance the digital ecosystem. 6. **Agile Development Practices:** Implement Agile and Scrum methodologies throughout the product development lifecycle, ensuring iterative delivery, continuous improvement and responsiveness to evolving market and customer needs. 7. **Software Development Life Cycle (SDLC) Management**: Oversee the entire SDLC for digital products and platforms, including requirement gathering, design, development, testing, deployment and ongoing maintenance and optimization, ensuring adherence to best practices and quality standards. 8. **Market Research & Analysis:** Conduct comprehensive market research, analyze competitor offerings in the Banking sector, identify emerging trends in digital banking and FinTech and translate insights into actionable product strategies. 9. **Regulatory Compliance & Risk Management:** Ensure that all digital products and initiatives comply with the evolving regulatory landscape including RBI guidelines, data privacy laws (like GDPR, CCPA, etc.), cybersecurity protocols and open banking standards. Implement robust risk management frameworks and fraud detection capabilities. 10. **Stakeholder Management:** Collaborate effectively with diverse stakeholders including Business Units, IT, Operations, Legal, Compliance, Vendors and external partners to ensure seamless product development and successful implementation. 11. **Performance Monitoring & Optimization:** Define and track key performance indicators (KPIs), analyze user feedback and usage metrics and leverage data-driven insights to iteratively improve products and enhance customer satisfaction and business outcomes. 12. **Cross-team coordination:** Work closely with marketing and sales teams to develop and execute effective launch strategies and ensure successful product adoption. Effective cross-team coordination leading to seamless project execution. 13. Completion of projects within agreed timelines and budgets. 14. Timely compliance of regulatory and audit observations

15. Monitoring, tracking and organizing all required SOPs, manuals, e-circulars, e-lessons for proposed new product.
16. Accurately complete item set up requirements and all related documents, communicate to procurement, quality department, marketing and sales.
17. Understand competitive marketplace for assigned categories and document competitive cross references.
18. Identify and prioritize core products/ processes to redesign for relevant Business Unit.
19. Identify potential staff redeployment and cost savings from redesign of prioritized processes.
20. Responsible for revised process approval in coordination with Business Unit.
21. Responsible for SOPs for revised processes
22. Revise processes based on 'on-ground' feedback from Managers.
23. Responsible for achievements of desired sales targets from launch of re-imagined customer journeys and products from Business Unit.

The above roles & responsibilities are indicative and Bank at its own discretion may assign KRAs or other roles as per business need.

8. Recruitment of Senior Manager - Digital Banking (Scale III):

Post	:	Senior Manager - Digital Banking (Scale III)
Qualifications	:	Mandatory: B. Tech / B.E. in Information Technology / Computer Science / Electronics and Communications / Electronics and Tele Communications / Electronics / MCA / MSc Computer Science with minimum 60% (55% for SC/ST/OBC) marks in the aggregate of all semesters / years from University / Institute recognized by Government of India or its Regulatory bodies. Desirable Certification: ITIL, PMP, Six Sigma, Digital Banking
Experience	:	Minimum 5 years of post-qualification work experience in Digital Banking Scenario / Digital Strategy / Digital Journey / Delivery Management of Digital Applications / Project & Program Management /Mobile Banking / Internet Banking / Fintech collaborations/ Integration in Digital Journeys in Scheduled Public Sector Banks/ Scheduled Private Sector Banks / Reputed IT Companies. Desirable: Candidates having work experience in development of Digital Products (in Banking Domain)
Age	:	Minimum: 25 Years & Maximum: 38 Years
Reporting Authority	:	The selected candidate will report to Chief Manager / Assistant General Manager / Deputy General Manager / Vertical Head handling the portfolio of Information Technology / Digital Banking
Job Profile	:	1. To work on various digital banking initiatives like Mobile Banking, Internet Banking, UPI, CBDC, Whatsapp Banking, AI / ML, Co-lending, Digital Loan journeys, STP Loans, Digital projects etc. 2. Design & development of Innovative and Superior Digital Banking Products after competition analysis and benchmarking. 3. Responsible for design, development, and execution of new digital products in coordination with vendor's / technical teams / Business Units. 4. Developing and managing implementation of the digital product suite for new as well as existing Bank customers. 5. Tracking the competition and developments in the industry to manage the process of new digital product development and ongoing product development. 6. Create roadmap for various customer digital journeys and liaise with development teams / business units to ensure successful delivery of the journey. 7. Interact and coordinate with various stakeholders such as third-party vendors / service providers / IT team etc. for timely product development. 8. Driving the digital initiatives initiated by Government of India / Reserve Bank of India, in the Bank. 9. Supporting Technology teams / onboarded Fintechs for proactive delivery, balancing scope, scheduling, Resource management, handling dependencies, people management, risk, quality, and budgeting and enforcing process etc. 10. Track and manage production issues and work with relevant stakeholders to expedite solutions. 11. Serves as a thought leader and to help the development team drive solutions through collaboration with the other stakeholders. 12. Monitoring, tracking, and organizing of all required SOP, manual, e-circular, e-lessons for new digital products. 13. Negotiations/ interactions with vendors/ Technology Solution Provider to have win-win situation. 14. Seek customer feedback on bank products and services. 15. Ensuring prompt customer service and complaint management.

		16. Ensure stickiness to the product by improving customer experience and bringing new customers to the platform.
		17. Review service request, reconciliation request and complaints periodically to suggest design changes (Products, process, UI/UX) to improve customer experience and fulfilment rates.
		The above roles & responsibilities are indicative and Bank at its own discretion may assign KRAs or other roles as per business need.

9. Recruitment of Senior Manager - Data Analyst (Scale III):

Post	:	Senior Manager - Data Analyst (Scale III)
Qualifications	:	Mandatory: Bachelor's degree in Computer Science, Information Technology, Statistics, Mathematics, Data Science, MCA, MSc Computer Science with minimum 60% (55% for SC/ OBC) marks in the aggregate of all semesters / years from University / Institute recognized by Government of India or its Regulatory bodies. Desirable: Certification in Data Analysis/ Data Science from recognised Institution.
Experience	:	Minimum 5 years of post-qualification work experience in Data Analysis in Scheduled Public Sector Banks/ Scheduled Private Sector Banks / Reputed IT Companies.
Age	:	Minimum: 25 Years & Maximum: 38 Years
Reporting Authority	:	The selected candidate will report to CDO / Assistant General Manager / Vertical Head handling the portfolio of Information Technology / Data Vertical.
Job Profile	:	1. Utilize technical tools to ensure data is accurate and high-quality. Analyse, design and present data in a way that assists individuals, businesses and organizations make better decisions. 2. Driving and owning the end-to-end model lifecycle from concept to delivery for core AI/ML and analytics products/platforms. 3. Analyze & interpret data and communicate results to stakeholders, often with the aid of mathematical/statistical techniques and software. 4. Drive simultaneous large, complex and business critical analyses/abstract problems that serve major parts of the business. 5. Using automated tools to extract data from primary and secondary sources. 6. Removing corrupted data and fixing coding errors and related problems 7. Develop and maintain database, data systems – reorganizing data in a readable format. 8. Performing analysis to assess quality and meaning of data. 9. Filter Data by reviewing reports and performance indicators to identify and correct code problems. 10. Using statistical tools to identify, analyze, interpret patterns and trends in complex data sets that could be helpful for the diagnosis and prediction. 11. Assigning numerical value to essential business functions so that business performance can be assessed and compared over period of time. 12. Preparing reports for the management stating trends, patterns and predictions using relevant data 13. Working in tandem with programmers, engineers and management heads to identify process improvement opportunities & propose system modifications. 14. Preparing final analysis reports for the stakeholders to understand the data-analysis steps, enabling them to take important decisions based on various facts and trends. 15. Be a key influencer in strategy and contribute significantly to overall planning. 16. Establish a robust quality assurance process for new analytical systems. 17. To have good exposure on various ETL operations & development. The above roles & responsibilities are indicative and Bank at its own discretion may assign KRAs or other roles as per business need.

10. Recruitment of Senior Manager - SAS/ETL Developer (Scale III):

Post	:	Senior Manager - SAS/ETL Developer (Scale III)
Qualifications	:	Mandatory: Bachelor's degree in Computer Science, Information Technology / MCA / MSC-Computer Science with minimum 60% (55% for OBC) marks in the aggregate of all semesters / years from University / Institute recognized by Government of India or its Regulatory bodies. Mandatory: Certification in SAS Programming, ETL Tools.
Experience	:	Minimum 5 years of post-qualification work experience in SAS Programming & ETL Development in Scheduled Public Sector Banks/ Scheduled Private Sector Banks / Reputed IT Companies. Desirable: Experience in Data Warehousing and Business intelligence environment
Age	:	Minimum: 25 Years & Maximum: 38 Years
Reporting Authority	:	The selected candidate will report to CDO / Assistant General Manager / Vertical Head handling the portfolio of Information Technology / Data Vertical.
Job Profile	:	1. Design, develop, and maintain SAS programs for data analysis, reporting and automation.

		2. Create SAS-based dashboards, reports and visualizations as per business needs.
		3. Write efficient SAS code using Base SAS, SAS Macros, SAS SQL and SAS Enterprise Guide.
		4. Debug, optimize, and validate SAS programs for accuracy and performance.
		5. Perform data validation, cleansing and quality checks.
		6. Design and implement ETL workflows using tools like SAS, Informatica, Talend, DataStage, or custom scripts.
		7. Extract data from various sources including flat files, databases (Oracle, SQL Server, Teradata), APIs and legacy systems.
		8. Transform and load data into data warehouses, Centre Data Repository, Data Lake or data marts.
		9. Optimize ETL jobs for performance and scalability.
		10. Manage job scheduling, monitoring, and troubleshooting.
		11. Work closely with data architects, business analysts and QA teams.
		12. Interact with and analyse data requirements from stakeholders.
		13. Support UAT (User Acceptance Testing) and production deployments.
		14. Maintain documentation related to data flows, ETL logic, SAS code, Data Mart etc.
		The above roles & responsibilities are indicative and Bank at its own discretion may assign KRAs or other roles as per business need.

11. Recruitment of Senior Manager - IT Security (Scale III):

Post	:	Senior Manager - IT Security (Scale III)
Qualifications	:	Mandatory: B. Tech / B.E. in Information Technology/Computer Science/ Electronics and Communications/ Electronics and Tele Communications/ Electronics/ MCA/ MSc Computer Science with minimum 60% (55% for SC/OBC) marks in the aggregate of all semesters / years from University / Institute recognized by Government of India or its Regulatory bodies. Desirable: CISA/ CISSP/ CISM/ DISA/ Certified Cyber Forensic Professional (CCFP)/ Computer Hacking Forensic Investigator (CHFS)/ Certified Ethical Hacking (CEH)/ CompTIA certification.
Experience	:	Minimum 5 years' of post-qualification work experience in the field of IT Security / Information Security in Scheduled Public Sector Banks/ Scheduled Private Sector Banks / Reputed IT Companies. Desirable: Candidates having hands on experience on the Security Tools such as SIEM, PAM, DAM, EDR, Firewall etc.
Age	:	Minimum: 25 Years & Maximum: 38 Years
Reporting Authority	:	The selected candidate will report to Chief Manager/ Vertical Head handling the portfolio of Information Technology.
Job Profile	:	1. Implementing security improvements by assessing current situation, evaluating trends, anticipating requirements and making changes to keep the organization secure. 2. Monitoring of Network & Systems, threat detection & prevention, incident investigation, VAPT etc. 2. Managing SIEM tools of Cyber Security Operation Centre. 3. Handling various information security related roles like Firewall Management, IPS Management, SIEM administration, Antivirus Management, Cyber Security 4. Identification of security risks & Mitigation plan. 5. Management of Identity and Access solution. The above roles & responsibilities are indicative and Bank at its own discretion may assign KRAs or other roles as per business need.

12. Recruitment of Senior Manager - Business Analyst (Scale III):

Post	:	Senior Manager - Business Analyst (Scale III)
Qualifications	:	Mandatory: Bachelor's degree in Computer Science / Information Technology / Statistics/ Mathematics / Data Science / MCA / MSc Computer Science with minimum 60% marks in the aggregate of all semesters / years from University / Institute recognized by Government of India or its Regulatory bodies. Desirable: Certification in Business Process / BMP / Data Analytics / Data Analysis from recognised Institution.
Experience	:	Minimum 5 years of post-qualification work experience as a business analyst in Scheduled Public Sector Banks/ Scheduled Private Sector Banks / Reputed IT Companies.
Age	:	Minimum: 25 Years & Maximum: 38 Years
Reporting Authority	:	The selected candidate will report to Chief Manager/ Vertical Head handling the portfolio of Information Technology.

Job Profile	:	1. Coordinate with business stakeholders, operations, and IT to gather, document, and analyze requirements for new initiatives across Retail Banking, Corporate Banking, Payments, Risk, and Compliance. 2. Conduct gap analysis, feasibility studies, and impact assessments to align business needs with technology solutions. 3. Translate business requirements into functional specifications, user stories, workflows, and acceptance criteria. 4. Work closely with technology teams during design, development, and testing phases. 5. Support UAT (User Acceptance Testing), validate system functionality, and provide training to business users. 6. Ensure compliance with regulatory frameworks (e.g. RBI/ CSITE/ EASE etc.). 7. Drive digital transformation initiatives such as digital lending, payments modernization, customer onboarding, and automation through Business Process / Reengineering. 8. Perform data analysis and reporting using SQL, Excel, and BI tools to provide actionable insights. 9. Lead process re-engineering initiatives to streamline operations and improve efficiency. 10. Act as a key liaison between business, compliance, operations, and IT teams to ensure smooth project execution. The above roles & responsibilities are indicative and Bank at its own discretion may assign KRAs or other roles as per business need.

13. Recruitment of Senior Manager - Java Developer (Scale III):

Post	:	Senior Manager - Java Developer (Scale III)
Qualifications	:	Mandatory: B. Tech / B.E. in Information Technology/Computer Science/ Electronics and Communications/ Electronics and Tele Communications/ Electronics/ MCA/ MSc Computer Science with minimum 60% (55% for SC/OBC) marks in the aggregate of all semesters / years from University / Institute recognized by Government of India or its Regulatory bodies.
Experience	:	Minimum 5 years' of post-qualification work experience in Java applications / Java Microservices in Scheduled Public Sector Banks/ Scheduled Private Sector Banks / Reputed IT Companies / Fintech Companies / NBFC.
Age	:	Minimum: 25 Years & Maximum: 38 Years
Reporting Authority	:	The selected candidate will report to Assistant General Manager / Deputy General Manager / Vertical Head handling the portfolio of Information Technology / Digital Transaformation.
Job Profile	:	1. The candidate Should have adequate programming skills and proficiency in JAVA, JS, JSP, Servlets, EJB, SQL/Oracle, J2EE / other JAVA technologies, Webservices; Knowledge of system integration issues; Ability to gather and analyse data and draw logical conclusions; Understanding of solution deployment. 2. Should be able to do: • Coding- Application of technical knowledge, system analysis and evaluation • Testing-Application of technical knowledge, critical thinking, analytical abilities, problem solving and willingness to learn • Trouble shooting application of architectural knowledge & strong technical skills. 3. Should have Clear thinking, flexibility, adaptability to work schedules, effective verbal and written communication, time management, self-confidence, open to changes & challenges, perseverance, discreetness and diplomacy, analytical thinking and teamwork spirit. 4. Participation in detailed level in design, coding, code walk through, peer code reviews and unit testing, UAT, Demos, POCs, installation, maintenance of Software modules. 5. Ensure preparation of the following: • Software Prototype • System Architecture, Software Design Document • User interfaces design • Code versioning • Code files ensuring coding guidelines followed • Code review artefacts during peer code review • Unit testing • Installation / Deployment document • Release Document & Technical Documentation 6. Ability to prepare and install solutions by determining and designing system specifications, standards & programming. 7. Understanding the SRS/FSD document and implementing the solution accordingly. 8. Testing: Performing unit testing, system testing, negative testing 9. Trouble shooting: Log analysis and database query optimization. 10. Protects operations by keeping information confidential. 11. Should be able to generate and analyze thread and heap dump.

		12. Development of digital products and services like Loan Origination Systems (LOS), Loan Management Systems (LMS) etc., development of comprehensive digital journeys.
		13. Production support activities.
		The above roles & responsibilities are indicative and Bank at its own discretion may assign KRAs or other roles as per business need.

14. Recruitment of Senior Manager - Digital Channel (Scale III):

Post	:	Senior Manager - Digital Channel (Scale III)
Qualifications	:	Mandatory: B. Tech / B.E. in Information Technology / Computer Science / AI / ML / Data Science / MCA with minimum 60% (55% for OBC) marks in the aggregate of all semesters / years from University / Institute recognized by Government of India or its Regulatory bodies.
Experience	:	Minimum 5 years' of post-qualification work experience in Digital Banking / Digital Journey / Mobile Banking / Internet Banking / Fintech collaborations / Trade Finance Journey Automation / Loan Origination System (LOS) / Loan Management System (LMS) implementation in Scheduled Public Sector Banks/ Scheduled Private Sector Banks / Reputed IT Companies / Fintech Companies / NBFC.
Age	:	Minimum: 25 Years & Maximum: 38 Years
Reporting Authority	:	The selected candidate will report to Assistant General Manager / Deputy General Manager / Vertical Head handling the portfolio of Information Technology / Digital Transaformation.
Job Profile	:	1. **Product Vision & Strategy:** Define and execute a compelling product vision and roadmap for key digital banking products and services with an emphasis on enhancing customer experience and operational efficiency within the Trade Finance, LOS and LMS domains.
		2. **Trade Finance Journey Automation:** Lead the development and implementation of solutions aimed at digitalizing and automating trade finance processes focusing on enhancing efficiency, reducing costs, and improving the end-to-end customer journey for both businesses and SMEs.
		3. **Loan Origination and Management System Transformation:** Drive the development and enhancement of digital Loan Origination Systems (LOS) and Loan Management Systems (LMS), ensuring seamless integration, automation of workflows and superior customer experience across the lending lifecycle.
		4. **Online Liability Account Opening Automation:** Drive the development and enhancement of Online Liability Account Opening platform, ensuring seamless integration, automation of workflows, and superior customer experience across the liability account opening lifecycle.
		5. **Technology Integration & Ecosystem Development:** Identify, evaluate and integrate cutting-edge technologies like AI, ML, Blockchain and APIs to develop and optimize digital products and services, particularly for Trade Finance platforms and lending solutions. Collaborate with external partners like Fintechs and technology providers to enhance the digital ecosystem.
		6. **Agile Development Practices:** Implement Agile and Scrum methodologies throughout the product development lifecycle, ensuring iterative delivery, continuous improvement and responsiveness to evolving market and customer needs.
		7. **Software Development Life Cycle (SDLC) Management**: Oversee the entire SDLC for digital products and platforms, including requirement gathering, design, development, testing, deployment and ongoing maintenance and optimization, ensuring adherence to best practices and quality standards.
		8. **Market Research & Analysis:** Conduct comprehensive market research, analyze competitor offerings in the Banking sector, identify emerging trends in digital banking and FinTech and translate insights into actionable product strategies.
		9. **Regulatory Compliance & Risk Management:** Ensure that all digital products and initiatives comply with the evolving regulatory landscape including RBI guidelines, data privacy laws (like GDPR, CCPA, etc.), cybersecurity protocols and open banking standards. Implement robust risk management frameworks and fraud detection capabilities.
		10. **Stakeholder Management:** Collaborate effectively with diverse stakeholders including Business Units, IT, Operations, Legal, Compliance, Vendors and external partners to ensure seamless product development and successful implementation.
		11. **Performance Monitoring & Optimization:** Define and track key performance indicators (KPIs), analyze user feedback and usage metrics and leverage data-driven insights to iteratively improve products and enhance customer satisfaction and business outcomes.
		12. **Cross-team coordination:** Work closely with marketing and sales teams to develop and execute effective launch strategies and ensure successful product adoption. Effective cross-team coordination leading to seamless project execution.
		13. Completion of projects within agreed timelines and budgets.
		14. Timely compliance of regulatory and audit observations
		15. Monitoring, tracking and organizing all required SOPs, manuals, e-circulars, e-lessons for proposed new product.

16. Accurately complete item set up requirements and all related documents, communicate to procurement, quality department, marketing and sales.
17. Understand competitive marketplace for assigned categories and document competitive cross references.
18. Identify and prioritize core products/ processes to redesign for relevant Business Unit.
19. Identify potential staff redeployment and cost savings from redesign of prioritized processes.
20. Responsible for revised process approval in coordination with Business Unit.
21. Responsible for SOPs for revised processes
22. Revise processes based on 'on-ground' feedback from Managers.
23. Responsible for achievements of desired sales targets from launch of re-imagined customer journeys and products from Business Unit.

The above roles & responsibilities are indicative and Bank at its own discretion may assign KRAs or other roles as per business need.

15. Recruitment of Manager - IT Infrastructure (Scale II):

Post	:	Manager - IT Infrastructure (Scale II)
Qualifications	:	Mandatory: B.E./ B. Tech in Computer Science/ Information Technology/ Electronics/ Electrical & Electronics/ Electronics & Communication / MCA / M. Sc. (Computer science/ IT) with minimum 60% marks in the aggregate of all semesters / years from University / Institute recognized by Government of India or its Regulatory bodies.. Mandatory Certification: CompTIA (Compulsory for Server+ and Any one from ITF+, A+, Network +, Cloud +) Desirable: CCNA/ RHCA/ MCSA/TOGAF/ ITIL Intermediate or higher level Certification
Experience	:	Minimum 3 years experience post basic qualification in IT Industry/ BFSI or IT Vertical of an Organization as Infra Administrator in Scheduled Public Sector Bank / Scheduled Public Sector Bank / Reputed IT Companies.
Age	:	Minimum: 22 Years & Maximum: 35 Years
Reporting Authority	:	The selected candidate will report to Chief Manager/ Vertical Head handling the portfolio of Information Technology.
Job Profile	:	1. Developing and integrating infrastructure automation solutions in close collaboration with infrastructure and application project teams, leveraging industry standards, best practices, and internal expertise to ensure alignment with the existing infrastructure and operational frameworks. 2. Design, Plan & Execute projects using various technology solutions. 3. Monitoring LUN utilization and assist in capacity planning, storage systems and clusters 4. Manage logs, backups and tape inventory. 5. Escalating hardware and system level problems to AMC Partners. 6. Hardening of servers as per bank policy 7. User administration, User access & activity review. 8. Infrastructure Capacity review & planning 9. Performance improvement and automation of jobs 10. Above activities in all environments of application (production, DR, development and staging The above roles & responsibilities are indicative and Bank at its own discretion may assign KRAs or other roles as per business need.

16. Recruitment of Manager - Database Administrator (MSSQL & Oracle) (Scale II):

Post	:	Manager - Database Administrator (MSSQL & Oracle) (Scale II)
Qualifications	:	Mandatory: B. Tech / B.E. in Information Technology/Computer Science/ Electronics and Communications/ Electronics and Tele Communications/ Electronics/ MCA/ MSc Computer Science with minimum 60% (55% for SC/OBC) marks in the aggregate of all semesters / years from University / Institute recognized by Government of India or its Regulatory bodies. Desirable Certification: Oracle Certified Professional (OCP), Microsoft Certified Database Administrator
Experience	:	Minimum 3 years of post-qualification work experience in Oracle / MSSQL Database administration/ Database operations in Scheduled Public Sector Banks/ Scheduled Private Sector Banks / Reputed IT Companies.
Age	:	Minimum: 22 Years & Maximum: 35 Years
Reporting Authority	:	The selected candidate will report to Chief Manager/ Vertical Head handling the portfolio of Information Technology.
Job Profile	:	1. Database administration in Oracle / SQL server RDBMS. 2. Working knowledge in Oracle Real application clusters and any Change Data Capture solutions.

3. Maintaining Database, DBA Report Generation.
4. Rectification of problems in database.
5. Defining Oracle Parameters etc.
6. Installation / Administration / Configuration of Database as per the Bank's requirement.
7. Cluster Configurations (RAC, Active-passive clustering) related to database.
8. Configuring DR (Standby's) databases, maintaining data guard /log shipping configurations.
9. Appling database patches as per the Bank's Policy.
10. Hardening the databases as per the Bank's Policy.
11. Trouble shooting, purging, archiving, back-up, re-organization of database, performance tuning etc.
12. Implementing all the new features w.r.t the databases like TDE, Database Vault, Oracle Vault etc. as per the versions and license availability.
13. Installation / Administration / Configuration of Oracle enterprise manager and integration of RDBMS into OEM.
14. Anticipating requirements and making changes to keep the organization secure.
15. Liaisons with various in house and / or third party teams and ensure achieving the committed service levels objectives.
16. Define standards related to data management.

The above roles & responsibilities are indicative and Bank at its own discretion may assign KRAs or other roles as per business need.

17. Recruitment of Manager - Mobile App Developer (Scale II):

Post	:	Manager - Mobile App Developer (Scale II)
Qualifications	:	Mandatory: B. Tech / B.E. in Information Technology/Computer Science/ Electronics and Communications/ Electronics and Tele Communications/ Electronics/ MCA/ MSc Computer Science with minimum 60% marks in the aggregate of all semesters / years from University / Institute recognized by Government of India or its Regulatory bodies.
Experience	:	Minimum 3 years' of post-qualification work experience in Android /iOS App Development in Scheduled Public Sector Bank / Scheduled Private Sector Bank / Reputed IT Companies.
Age	:	Minimum: 22 Years & Maximum: 35 Years
Reporting Authority	:	The selected candidate will report to Chief Manager/ Vertical Head handling the portfolio of Information Technology.
Job Profile	:	1. Design and build advanced applications for the Android/ iOS platform. 2. Support the entire application lifecycle (concept, design, test, release and support). Ensure the performance, quality, and responsiveness of applications. 3. Work with outside data sources and APIs 4. Troubleshoot and debug to optimize performance. 5. Liaise with Product development team to plan new features 6. Unit-test code for robustness, including edge cases, usability, and general reliability 7. Work on bug fixing and improving application performance 8. Continuously discover, evaluate, and implement new technologies to maximize development efficiency 9. Coordinate with various teams to ensure all development tasks meet quality criteria. 10. Research and suggest new mobile products, applications and protocols 11. Keep raising the bar and standards of all the quality processes with every project. The above roles & responsibilities are indicative and Bank at its own discretion may assign KRAs or other roles as per business need.

18. Recruitment of Manager - Unix Linux (Scale II):

Post	:	Manager - Unix Linux (Scale II)
Qualifications	:	Minimum qualification: B. Tech / B.E. in IT (Information Technology)/ Computer Science/ Electronics and Communications/ Electronics and Tele Communications/ Electronics/ MCA/ MSc Computer Science with minimum 60% (55% for OBC) marks in the aggregate of all semesters / years from University / Institute recognized by Government of India or its Regulatory bodies.
Experience	:	Minimum 3 years' work experience in the area of UNIX/ LINUX Systems of all versions in Scheduled Public Sector Bank / Scheduled Private Sector Bank / Reputed IT Companies.
Age	:	Minimum: 22 Years & Maximum: 35 Years
Reporting Authority	:	The selected candidate will report to Chief Manager/ Vertical Head handling the portfolio of Information Technology.
Job Profile	:	1. UNIX System / Server installation, configuration, maintenance and monitoring. 2. Analyze and resolve problems associated with UNIX servers, hardware, applications and software. 3. Detect, diagnose and report UNIX related problems on servers.

4. Develop UNIX administration test plans and perform testing.
5. Performance tuning, capacity management and maintenance of UNIX servers.
6. Patch update / upgrade and migration.
7. Ensuring server security / hardening for UNIX based servers.
8. Risk mitigation planning.
The above roles & responsibilities are indicative and Bank at its own discretion may assign KRAs or other roles as per business need.

19. Recruitment of Manager - OpenShift Administrator (Scale II):

Post	:	Manager - OpenShift Administrator (Scale II)
Qualifications	:	Mandatory: B. Tech / B.E in Computer Science/ Information Technology / Electronics / Electronics & Communication/ MCA or M.Sc. Computer Science with minimum 60 % marks in the aggregate of all semesters / years from University / Institute recognized by Government of India or its Regulatory bodies. Desirable Certification: Red Hat Certified Openshift Administrator
Experience	:	Minimum 3 years of post-qualification work experience in OpenShift in PSU/Bank/ Financial Institutions/Listed IT Companies/ Private Limited Companies.
Age	:	Minimum: 22 Years & Maximum: 35 Years
Reporting Authority	:	The selected candidate will report to Chief Manager/ Vertical Head handling the portfolio of Information Technology.
Job Profile	:	1. Design, deploy and manage RedHat OpenShift Virtualization, Container, Kubernetes Platform 2. Hands on experience on Docker and Kubernetes. 3. Implement and manage CI/CD pipelines using OpenShift and Related Tools 4. Good knowledge on DEVSECOPS 5. Monitor and troubleshoot OpenShift environments to ensure optimal performance and health. 6. Manage user access control and permissions within OpenShift. 7. Create and maintain Infrastructure-as-a-code (IaC) using Ansible, Terraform or Similar. 8. Ensure High availability, scalability, and security of OpenShift Environment. 9. Document configurations, processes, and procedures The above roles & responsibilities are indicative and Bank at its own discretion may assign KRAs or other roles as per business need.

20. Recruitment of Manager - API Management (Scale II):

Post	:	Manager - API Management (Scale II)
Qualifications	:	Mandatory: B. Tech / B.E. in Information Technology/Computer Science/ Electronics and Communications/ Electronics and Tele Communications/ Electronics/ MCA/ MSc Computer Science with minimum 60% marks in the aggregate of all semesters / years from University / Institute recognized by Government of India or its Regulatory bodies.
Experience	:	Minimum 3 years' of post-qualification work experience in API Management, project management and technical architecture in Scheduled Public Sector Bank / Scheduled Private Sector Bank / Reputed IT Companies. Desirable: Candidates having work experience in Digital Products (Banking) is desirable.
Age	:	Minimum: 22 Years & Maximum: 35 Years
Reporting Authority	:	The selected candidate will report to Chief Manager/ Vertical Head handling the portfolio of Information Technology.
Job Profile	:	1. Setting up API Gateway for the Bank. Creating API marketplace for the bank and jointly architect the strategy with technology stakeholders. 2. Managing the complete API Lifecycle – Define APIs, generate API documentation, Govern API usage, test and debug execution of APIs, deploy APIs into production, staging and quality assurance. 3. Utilizing the APIs of Fin-techs and other market players for integrating with Bank's products and processes for creating amazing user experiences and compelling value proposition for the bank. Monitoring API usage and load. Collecting and analyzing usage statistics and reporting on the performance. Identify market opportunities and define product vision and strategy jointly with other teams. 4. Responsible for forging partnerships with other product and tech companies to encourage new product creation by using APIs of the bank. Monetizing APIs - Revenue generation through API based products. The above roles & responsibilities are indicative and Bank at its own discretion may assign KRAs or other roles as per business need.

21. Recruitment of Manager - Digital Channel (Scale II):

Post	:	Manager - Digital Channel (Scale II)
Qualifications	:	Mandatory: B. Tech / B.E. in Information Technology / Computer Science / AI / ML / Data Science/ MCA with minimum 60% (55% for SC/OBC) marks in the aggregate of all semesters / years from University / Institute recognized by Government of India or its Regulatory bodies.
Experience	:	Minimum 3 years' of post-qualification work experience in Digital Banking / Digital Journey / Mobile Banking / Internet Banking / Fintech collaborations / Trade Finance Journey Automation / Loan Origination System (LOS) / Loan Management System (LMS) implementation in Scheduled Public Sector Banks/ Scheduled Private Sector Banks / Reputed IT Companies / Fintech Companies / NBFC.
Age	:	Minimum: 22 Years & Maximum: 35 Years
Reporting Authority	:	The selected candidate will report to Chief Manager / Assistant General Manager / Vertical Head handling the portfolio of Information Technology / Digital Transaformation.
Job Profile	:	1. **Product Vision & Strategy:** Define and execute a compelling product vision and roadmap for key digital banking products and services with an emphasis on enhancing customer experience and operational efficiency within the Trade Finance, LOS and LMS domains. 2. **Trade Finance Journey Automation:** Lead the development and implementation of solutions aimed at digitalizing and automating trade finance processes focusing on enhancing efficiency, reducing costs, and improving the end-to-end customer journey for both businesses and SMEs. 3. **Loan Origination and Management System Transformation:** Drive the development and enhancement of digital Loan Origination Systems (LOS) and Loan Management Systems (LMS), ensuring seamless integration, automation of workflows and superior customer experience across the lending lifecycle. 4. **Online Liability Account Opening Automation:** Drive the development and enhancement of Online Liability Account Opening platform, ensuring seamless integration, automation of workflows, and superior customer experience across the liability account opening lifecycle. 5. **Technology Integration & Ecosystem Development:** Identify, evaluate and integrate cutting-edge technologies like AI, ML, Blockchain and APIs to develop and optimize digital products and services, particularly for Trade Finance platforms and lending solutions. Collaborate with external partners like Fintechs and technology providers to enhance the digital ecosystem. 6. **Agile Development Practices:** Implement Agile and Scrum methodologies throughout the product development lifecycle, ensuring iterative delivery, continuous improvement and responsiveness to evolving market and customer needs. 7. **Software Development Life Cycle (SDLC) Management**: Oversee the entire SDLC for digital products and platforms, including requirement gathering, design, development, testing, deployment and ongoing maintenance and optimization, ensuring adherence to best practices and quality standards. 8. **Market Research & Analysis:** Conduct comprehensive market research, analyze competitor offerings in the Banking sector, identify emerging trends in digital banking and FinTech and translate insights into actionable product strategies. 9. **Regulatory Compliance & Risk Management:** Ensure that all digital products and initiatives comply with the evolving regulatory landscape including RBI guidelines, data privacy laws (like GDPR, CCPA, etc.), cybersecurity protocols and open banking standards. Implement robust risk management frameworks and fraud detection capabilities. 10. **Stakeholder Management:** Collaborate effectively with diverse stakeholders including Business Units, IT, Operations, Legal, Compliance, Vendors and external partners to ensure seamless product development and successful implementation. 11. **Performance Monitoring & Optimization:** Define and track key performance indicators (KPIs), analyze user feedback and usage metrics and leverage data-driven insights to iteratively improve products and enhance customer satisfaction and business outcomes. 12. **Cross-team coordination:** Work closely with marketing and sales teams to develop and execute effective launch strategies and ensure successful product adoption. Effective cross-team coordination leading to seamless project execution. 13. Completion of projects within agreed timelines and budgets. 14. Timely compliance of regulatory and audit observations 15. Monitoring, tracking and organizing all required SOPs, manuals, e-circulars, e-lessons for proposed new product. 16. Accurately complete item set up requirements and all related documents, communicate to procurement, quality department, marketing and sales. 17. Understand competitive marketplace for assigned categories and document competitive cross references. 18. Identify and prioritize core products/ processes to redesign for relevant Business Unit.

		19. Identify potential staff redeployment and cost savings from redesign of prioritized processes.
		20. Responsible for revised process approval in coordination with Business Unit.
		21. Responsible for SOPs for revised processes
		22. Revise processes based on 'on-ground' feedback from Managers.
		23. Responsible for achievements of desired sales targets from launch of re-imagined customer journeys and products from Business Unit.
		The above roles & responsibilities are indicative and Bank at its own discretion may assign KRAs or other roles as per business need.

22. Recruitment of Manager - Data Scientist (Scale II):

Post	:	Manager - Data Scientist (Scale II)
Qualifications	:	Mandatory: Bachelor's degree in Computer Science / Information Technology / Statistics / Mathematics / Data Science / MCA / MSc Computer Science with minimum 60% (55% for OBC) marks in the aggregate of all semesters / years from University / Institute recognized by Government of India or its Regulatory bodies. Desirable : Certification in Data Analytics / Data Science from recognised Institution.
Experience	:	Minimum 3 years of post-qualification work experience in Data science in Scheduled Public Sector Banks/ Scheduled Private Sector Banks / Reputed IT Companies.
Age	:	Minimum: 22 Years & Maximum: 35 Years
Reporting Authority	:	The selected candidate will report to Vertical Head handling the portfolio of Analytics.
Job Profile	:	1. Apply machine learning, AI, and advanced analytics techniques to solve business challenges in retail banking, corporate banking, lending, risk, compliance etc. 2. Develop predictive and prescriptive models for areas such as credit scoring, fraud detection, churn prediction, customer segmentation and pricing optimization. 3. Work with structured and unstructured data, applying NLP, deep learning and big data techniques whereever required. 4. Partner with business teams to identify use cases, define problem statements and translate them into data science solutions. 5. Design and implement data pipelines, feature engineering and model deployment frameworks in collaboration with data engineering teams. 6. Communicate insights effectively to business leaders through visualization tools (Power BI, Tableau, Python Dash) and clear storytelling. 7. Ensure models and algorithms comply with regulatory and ethical guidelines (e.g. fairness, transparency, GDPR). 8. Stay updated with emerging AI/ML technologies and propose innovative solutions for banking transformation. 9. Contribute to building a strong data science culture within the organization. The above roles & responsibilities are indicative and Bank at its own discretion may assign KRAs or other roles as per business need.

23. Recruitment of Manager - Data Engineer (Scale II):

Post	:	Manager - Data Engineer (Scale II)
Qualifications	:	Mandatory: Bachelor's degree in Computer Science / Information Technology / Statistics / Mathematics / Data Science / MCA / MSc Computer Science with minimum 60% marks in the aggregate of all semesters / years from University / Institute recognized by Government of India or its Regulatory bodies. Desirable : Certification in Data Engineering from recognised Institution.
Experience	:	Minimum 3 years of post-qualification work experience in Data Engineering, Big Data in Scheduled Public Sector Banks/ Scheduled Private Sector Banks / Reputed IT Companies. Desirable: Experience in Data Warehousing and Business intelligence environment
Age	:	Minimum: 22 Years & Maximum: 35 Years
Reporting Authority	:	The selected candidate will report to Vertical Head handling the portfolio of Analytics.
Job Profile	:	1. Design, develop and maintain scalable ETL/ELT pipelines to integrate data from multiple banking systems (core banking, payments, lending, CRM, risk, compliance etc.). 2. Build and optimize data warehouses, data lakes and real-time streaming platforms for analytics and reporting. 3. Ensure data quality, integrity and governance across structured and unstructured data sources. 4. Collaborate with Data Scientists, Business Analysts and Risk teams to enable predictive modeling, reporting and advanced analytics use cases.

5. Implement and manage cloud-based data solutions (AWS, Azure, GCP) including storage, processing and orchestration tools.
6. Optimize SQL queries, data pipelines and APIs for performance and scalability.
7. Ensure compliance with banking regulations (GDPR, BCBS 239, AML/KYC data requirements) and internal security standards.
8. Automate data workflows and support MLOps pipelines for production-ready ML models.
9. Troubleshoot data issues, provide root cause analysis and implement long-term fixes.
10. Mentor junior engineers and contribute to best practices for data architecture and engineering standards.

The above roles & responsibilities are indicative and Bank at its own discretion may assign KRAs or other roles as per business need.

24. Recruitment of Manager - Full Stack Developer (Scale II):

Post	:	Manager - Full Stack Developer (Scale II)
Qualifications	:	Mandatory: B. Tech / B.E. in Information Technology/Computer Science/ MCA with minimum 60% marks in the aggregate of all semesters / years from University / Institute recognized by Government of India or its Regulatory bodies. Desirable: M.Tech/ M.E – Computer science or Information technology
Experience	:	Minimum 3 years' of post-qualification work experience in software development in Scheduled Public Sector Bank / Scheduled Private Sector Bank / Reputed IT Companies.
Age	:	Minimum: 22 Years & Maximum: 35 Years
Reporting Authority	:	The selected candidate will report to Vertical Head handling the portfolio of Analytics.
Job Profile	:	1. Software Development 2. Design, Develop and maintain .NET applications, including web and desktop applications. 3. Ensure Adherence to coding standards and best practices. 4. Develop and implement unit tests, integration tests and automation testing strategies. 5. Debug and resolve software defects and issues, ensuring the stability of application. 6. Develop and design API's. 7. Act as subject matter expert for .NET technologies within organization. 8. Work closely with cross functional teams to deliver software projects on time and within scope. The above roles & responsibilities are indicative and Bank at its own discretion may assign KRAs or other roles as per business need.

25. Recruitment of Deputy General Manager-Treasury (Scale VI):

Post	:	Deputy General Manager-Treasury (Scale VI)
Qualifications	:	Mandatory: 2 Years Full Time Post Graduation (MBA / PGDM/ PGDBF) with a specialization in Finance / Banking/ International Business from recognized University/Institution Or Chartered Accountant (CA) Desirable: CFA (CFA Institute –USA) / FRM (GARP)/ PRM (PRMIA)
Experience	:	12 years of experience in Officer Cadre in Scheduled Public Sector Bank / Scheduled Private Sector Bank /Foreign Banks, with Minimum 9 Years of Relevant work experience in Treasury, International Banking **AND** Current Assignment must be on the Role of AGM & above (equivalent role in private/foreign banks) with Minimum 1 Year in AGM cadre or Chief Manager (equivalent role in private/foreign banks) with Minimum 3 Years in present Cadre.
Age	:	Maximum: 50 Years
Reporting Authority	:	The selected candidate will report to General Manager handling the portfolio of IBU / TIBD.
Job Profile	:	1. Ensuring smooth Front / Back office operations, 2. Centralized Trade Finance functions & Merchant business growth, Compliances of guidelines of SEBI, RBI, NSE, BSE, FIMMDA, FEDAI, CCIL etc. and timely submission of all returns/ statements 3. Overseeing day-to-day treasury operations including liquidity management, regulatory compliance of CRR and SLR, investments in line with Bank's strategic planning for business & profitability through the wing. 4. Efficient handling of financial transactions and adherence to treasury policies of regulator and Bank 5. Conducting risk assessments related to domestic treasury and developing strategies to mitigate risks effectively and increase the treasury profit.

		6. Conversant with all regulatory guidelines related to FEMA / Foreign Exchange Operations. Well versed with International Trade Finance related to Export / Import etc. Sound knowledge of Capital account transactions. Capable of handling customer queries and providing guidelines related to retail remittance, ODI / FDI/ FEMA etc. 7. Compliance of all statutory and regulatory requirements pertaining to forex business. All other functions entrusted by the Banks from time to time ` for forex business. 8. Co-ordination with forex branches of the Bank and international Banking Division 9. Monitoring of EDPMS/IDPMS/Nostro adjustments, reconciliation of the forex branches/ Bank. 10. Monitoring changes in regulatory landscape and implementing necessary adjustments to business practices. 11. Tracking financial performance metrics such as trading volumes, profitability, and risk-adjusted returns and analyzing performance reports and making strategic adjustments to optimize results. 12. To understand and analyze domestic market conditions, economic indicators, geopolitical events impacting Indian markets. The above roles & responsibilities are indicative and Bank at its own discretion may assign KRAs or other roles as per business need.

26. Recruitment of Senior Manager - Forex Dealer (Scale III):

Post	:	Senior Manager - Forex Dealer (Scale III)
Qualifications	:	**Mandatory**: Graduation with minimum 60% (55% for OBC) marks in aggregate from Institute / University recognized by Govt. of India or its regulatory bodies. **Desirable:** MBA (or equivalent PG Degree / Diploma) in Finance / International Business / Trade Finance/ CA / CFA. **Mandatory Certification:** IIBF Certification - Certified Treasury Professional (CTP) or Diploma in Treasury, Investment & Risk management (DTIRM)
Experience	:	Minimum 5 years' experience in Banking in Officer Cadre out of which Minimum 2 years' experience as treasury dealer (Forex) in Scheduled Public Sector Bank / Scheduled Private Sector Bank /Foreign Banks.
Age	:	Minimum: 25 Years & Maximum: 38 Years
Reporting Authority	:	The selected candidate will report to Chief Manager / Vertical Head handling the portfolio of IBU / TIBD.
Job Profile	:	1. Handling Forex trading, forex and derivatives products & business, ensuring profitability & managing risks vs returns. 2. Managing risk exposure related to Forex trading activities. Monitoring market risks, liquidity risks, operational risks and ensuring compliance with regulatory requirements in coordination with MID office and Back office. 3. Staying updated with global economic trends, geopolitical events and central bank policies that impact currency markets. Make informed trading decisions and provide market insights to clients and internal stakeholders. 4. Keeping abreast of technological advancements in Forex trading platforms, algorithmic trading and risk management tools. Implementing innovative solutions to improve efficiency and client experience. The above roles & responsibilities are indicative and Bank at its own discretion may assign KRAs or other roles as per business need.

27. Recruitment of Senior Manager - Domestic Dealer (Scale III):

Post	:	Senior Manager - Domestic Dealer (Scale III)
Qualifications	:	**Mandatory**: Graduation with minimum 60% (55% for OBC) marks in aggregate from Institute / University recognized by Govt. of India or its regulatory bodies. **Desirable:** MBA (or equivalent PG Degree / Diploma) in Finance / International Business / Trade Finance/ CA / CFA. **Mandatory Certification:** IIBF Certification - Certified Treasury Professional or Diploma in Treasury, Investment & Risk management (DTIRM)
Experience	:	Minimum 5 years' experience in Banking in Officer Cadre out of which Minimum 2 years' experience as treasury dealer (Domestic) in Scheduled Public Sector Bank / Scheduled Private Sector Bank /Foreign Banks.

Age	:	Minimum: 25 Years & Maximum: 38 Years
Reporting Authority	:	The selected candidate will report to Chief Manager / Vertical Head handling the portfolio of IBU / TIBD.
Job Profile	:	1. Dealing in G-Secs, OIS, IRS, Equity, Money-Market, Non-SLR Bonds, Mutual Funds etc; 2. Managing exposure to market fluctuations and adjust positions accordingly in coordination with MID office and Back office. 3. Monitoring liquidity by buying & selling securities. 4. Manage Yield curves and spreads to optimize trading performance. 5. Co-ordination with other financial institutions, technology providers or regulatory bodies to enhance service offerings or expand market reach. 6. Staying updated with global economic trends, geopolitical events and central bank policies that impact currency markets. Make informed trading decisions and provide market insights to clients and internal stakeholders. 7. Keeping abreast of technological advancements in Domestic trading platforms. 8. Maintaining strong analytical skills for managing funds & liquidity. The above roles & responsibilities are indicative and Bank at its own discretion may assign KRAs or other roles as per business need.

28. Recruitment of Manager - Forex (Scale II):

Post	:	Manager - Forex (Scale II)
Qualifications	:	Mandatory: Graduation with minimum 60% (55% for SC/ST/OBC) marks in aggregate from Institute / University recognized by Govt. of India or its regulatory bodies and certification in Foreign Exchange / Trade finance from recognized institute. Desirable: Candidates having passed Certificate in Documentary Credit Specialist (CDCS) / Certificate in International Trade & Finance (CITF) or other certification on Forex/International Business offered by reputed Institute/University
Experience	:	Minimum work experience of 3 years in officer cadre out of which mininmum 2 year experience in Forex / Trade Finance inScheduled Public Sector Bank / Scheduled Private Sector Bank / Foreign Banks..
Age	:	Minimum: 22 Years & Maximum: 35 Years
Reporting Authority	:	The selected candidate will report to Chief Manager / Vertical Head handling the portfolio of IBU / TIBD.
Job Profile	:	1. Sourcing and managing Forex Merchant Business and maintaining smooth customer services & support to linked B / C Category Branches. 2. Scrutiny of all trade finance & FOREX related documents (Clean remittances, Inland & Foreign Letters of Credit / Bank Guarantees, Export & Import Collections / Finance documents / ODI / FDI / ECB etc.) for compliance in terms of Bank /RBI /ICC /FEDAI /any other regulatory guideline. 3. Processing of Trade Finance and Forex transactions at a centralized processing centre / Forex Branches. Ensure accurate and timely processing of transactions within the specified Turnaround Time (TAT) benchmarks. 4. Reconciliation of Trade Finance and Forex-related entries across the Bank's Trade Finance, Forex, CBS systems and IDPMS/EDPMS to ensure accuracy and consistency. 5. Address and resolve branch escalations promptly, providing support to linked branches to improve customer experience through efficient and high- quality operations. 6. Capability to adequately utilize the Knowledge of Trade Finance Products 7. Proficiency in Regulatory guidelines (FEMA / RBI / DGFT / Other regulatory body) 8. Ability to efficiently use the Knowledge of cross-border payment systems such as SWIFT 9. Problem-Solving & Escalation Management Skill. 10. Perform any additional tasks as per Bank's requirement, ensuring smooth and efficient support across all relevant functions. The above roles & responsibilities are indicative and Bank at its own discretion may assign KRAs or other roles as per business need.

29. Recruitment of Senior Manager - Legal (Scale III):

Post	:	Senior Manager - Legal (Scale III)
Qualifications	:	Mandatory: Bachelor's Degree in Law from a University/ Institute with a minimum 55% (50% for SC/ OBC) marks aggregate in all years / semesters recognized by Government of India or its Regulatory bodies and enrolled as an advocate with the Bar Council of India. Desirable: Master Degree in Law.
Experience	:	Minimum 5 years' of post qualification experience practicing as an Advocate independently or with any Law Firm before District Court / High Court / DRT **OR** Officer presently working in Scale II (Manager) in Legal Services Department of any Public Sector Bank and having total experience of minimum 5 years as an officer in Legal Services Department of any Public Sector Bank.
Age	:	Minimum: 25 Years & Maximum: 38 Years
Reporting Authority	:	The selected candidate will report to Chief Law Officer / Vertical Head handling the Legal Department.
Job Profile	:	1. Drafting, vetting and verification of documents for various credit facilities including consortium facilities and vetting & approval of formats of bank guarantees. 2. Drafting, vetting and counter vetting of documents/ notices etc. sent by various panel advocates for approval. Vetting and approval of lease deed of premises and various other property documents. Project approval, opinion on project approval for financing of individual flat buyers. 3. Giving opinion and guidance to branches in matters involving complex legal issues and complications. Advising estate officers in various cases of Public Premises Act. 4. Guidance to branches in all legal matters that involves various facets of Banking. Attending to all legal cases before various courts like DRT, District courts, High court, Supreme Court, various Tribunals etc., 5. Issuing legal notices on behalf of bank and replying legal notices received by the branches and Zonal Office. Assisting the Authorized officer while taking action under SARFAESI Act i.e. drafting and issuing of SARFAESI notices, reply to objection / representation made by the borrower / guarantor, taking possession, filing of application U/s 14 of SARFAESI Act and its follow-up and put the property on sale / e-auction. Assisting authorized officer in taking action under SARFAESI Act i.e. SARFAESI notices, possession notices, sale notices drafted and issued. Uploading the sale notices on various website. 6. Assisting Central Public Information Officer and Appellate Authority in dealing with applications and appeals received under Right to Information Act, 2005. Advising branches and Zonal office on premises matters such as drafting lease deeds, renewal of lease deeds and to defend eviction cases filed against Bank. Advising branches and Zonal office in defending cases against Bank under Consumer Protection Act. 7. Entrusting the cases to advocates in respect of suit filed by bank or defended by Bank, as per the guidelines issued by Head Office from time to time and brief the case. Reviewing the performance of Advocates and submit the review report to H.O. as advised from time to time. 8. Act as designated Nodal Officer for DRT and undertake visit to DRT for monitoring the suit filed cases, Securitization Application (SA) and keeping liaison with Recovery Officer (RO) & Presiding officer (PO) for expediting the cases, more particularly suit filed cases of Rs. 1.00 Core and above are to be attended by the Law officer. 9. Following up of all suits filed and decreed accounts and assisting Recovery Officer at DRT for early recovery. Execution of decrees and liaison with Court Receiver /OL etc. Giving legal opinion to the branches /Zonal Offices in day-to-day banking and operational problems. Assisting branches and Zonal Offices in approving the draft of FIR / Criminal Complaint before Local Police / CBI etc. and advising in fraud cases. 10. Assisting in conducting Lok Adalats, Submitting the SARFAESI monthly & quarterly report, DRT monthly & quarterly report and RTI Quarterly Report to head office in time. Submitting monthly SARFAESI & DRT account wise details to HO. Punching data and updating of data in CR is Mac Legal Software. Maintaining data, updating and submission to HO account wise details of matters referred under IBC, 2016 to NCLT. Assisting Zonal Managers in empanelment of advocates and review of performance of advocate and submission of report to H O. Monitoring of suit filed and decreed accounts for effective recovery, briefing of cases to advocates, giving approval of panel valuers for SARFAESI action. Advising branches and Zonal Offices in defending cases against Bank under Consumer Protection Act. 11. Compliance of international laws wherever applicable. The above roles & responsibilities are indicative and Bank at its own discretion may assign KRAs or other roles as per business need.

30. Recruitment of Manager - Legal (Scale II):

Post	:	Manager - Legal (Scale II)
Qualifications	:	Mandatory: Bachelor's Degree in Law from a University/ Institute with a minimum 55% (50% for SC/OBC) marks aggregate in all years / semesters recognized by Government of India or its Regulatory bodies and enrolled as an advocate with the Bar Council of India. Desirable: Master Degree in Law.
Experience	:	Minimum 3 years' of post-qualification work experience as an Advocate independently or with any Law Firm of good repute before a District Court /High Court / DRT **OR** Officer, presently working in Scale I (Deputy Manager) in Legal Services Department of any Public Sector Bank and having total experience of not less than 3 years as an officer in Legal Services Department of any Public Sector Bank.
Age	:	Minimum: 22 Years & Maximum: 35 Years
Reporting Authority	:	The selected candidate will report to Chief Law Officer / Vertical Head handling the Legal Department.
Job Profile	:	1. Drafting, vetting and verification of documents for various credit facilities including consortium facilities and vetting and approval of formats of bank guarantees. 2. Drafting, vetting and counter vetting of documents/ notices etc. sent by various panel advocates for approval. Vetting and approval of lease deed of premises and various other property documents. Project approval, opinion on project approval for financing of individual flat buyers. 3. Giving opinion and guidance to branches in matters involving complex legal issues and complications. Advising estate officers in various cases of Public Premises Act. 4. Guidance to branches in all legal matters that involves various facets of Banking. Attending to all legal cases before various courts like DRT, District courts, High court, Supreme Court, various Tribunals etc., 5. Issuing legal notices on behalf of bank and replying legal notices received by the branches and Zonal Office. Assisting the Authorized officer while taking action under SARFAESI Act i.e. drafting and issuing of SARFAESI notices, reply to objection / representation made by the borrower / guarantor, taking possession, filing of application U/s 14 of SARFAESI Act and its follow-up and put the property on sale / e-auction. Assisting authorized officer in taking action under SARFAESI Act i.e. SARFAESI notices, possession notices, sale notices drafted and issued. Uploading the sale notices on various website. 6. Assisting Central Public Information Officer and Appellate Authority in dealing with applications and appeals received under Right to Information Act, 2005. Advising branches and Zonal office on premises matters such as drafting lease deeds, renewal of lease deeds and to defend eviction cases filed against Bank. Advising branches and Zonal office in defending cases against Bank under Consumer Protection Act. 7. Entrusting the cases to advocates in respect of suit filed by bank or defended by Bank, as per the guidelines issued by Head Office from time to time and brief the case. Reviewing the performance of Advocates and submit the review report to H.O. as advised from time to time. 8. Act as designated Nodal Officer for DRT and undertake visit to DRT for monitoring the suit filed cases, Securitization Application (SA) and keeping liaison with Recovery Officer (RO) & Presiding officer (PO) for expediting the cases, more particularly suit filed cases of Rs. 1.00 Core and above are to be attended by the Law officer. 9. Following up of all suits filed and decreed accounts and assisting Recovery Officer at DRT for early recovery. Execution of decrees and liaison with Court Receiver /OL etc. Giving legal opinion to the branches /Zonal Offices in day-to-day banking and operational problems. Assisting branches and Zonal Offices in approving the draft of FIR / Criminal Complaint before Local Police / CBI etc. and advising in fraud cases. 10. Assisting in conducting Lok Adalats, Submitting the SARFAESI monthly & quarterly report, DRT monthly & quarterly report and RTI Quarterly Report to head office in time. Submitting monthly SARFAESI & DRT account wise details to HO. Punching data and updating of data in CR is Mac Legal Software. Maintaining data, updating and submission to HO account wise details of matters referred under IBC, 2016 to NCLT. Assisting Zonal Managers in empanelment of advocates and review of performance of advocate and submission of report to H O. Monitoring of suit filed and decreed accounts for effective recovery, briefing of cases to advocates, giving approval of panel valuers for SARFAESI action. Advising branches and Zonal Offices in defending cases against Bank under Consumer Protection Act. 11. Compliance of international laws wherever applicable. The above roles & responsibilities are indicative and Bank at its own discretion may assign KRAs or other roles as per business need.

31. Recruitment of Chief Manager- Taxation & Balance sheet (Scale IV):

Post	:	Chief Manager- Taxation & Balance sheet (Scale IV)
Qualifications	:	Mandatory: Graduation and Should have passed final exam conducted by ICAI and enrolled as member of the Institute of Chartered Accountants of India.
Experience	:	Minimum 8 Years experience in Scheduled Commercial Bank, Out of which minimum 5 years at Bank's Head Office/Regional Office in handling Corporate Taxation, GST, TDS, Balance sheet, Regulatory Reporting, Capital Raising and related activities. Desirable: IFRS/ IndAS experience.
Age	:	Maximum: 40 Years
Reporting Authority	:	The selected candidate will report to Assistant General Manager / Vertical Head handling the portfolio of Financial Management & Accounting Department
Job Profile	:	1. Income Tax, TDS & GST related compliances including appeals. 2. Implementation / reporting of Ind-AS statement & other related requirements. 3. Preparation of Financial Statements, Handling audit & capital raising activities, extraction of data/ information required for reporting / filing with authorities/ regulator, based on financial statements. The above roles & responsibilities are indicative and Bank at its own discretion may assign KRAs or other roles as per business need.

32. Recruitment of Senior Manager- Taxation & Balance sheet (Scale III):

Post	:	Senior Manager- Taxation & Balance sheet (Scale III)
Qualifications	:	Mandatory: Graduation and Should have passed final exam conducted by ICAI and enrolled as member of the Institute of Chartered Accountants of India.
Experience	:	Minimum 5 Years experience in Scheduled Commercial Bank, Out of which minimum 3 years at Bank's Head Office/Regional Office in handling Corporate Taxation, GST, TDS, Balance sheet, Regulatory Reporting, Capital Raising and related activities. Desirable: IFRS/ IndAS experience.
Age	:	Minimum: 25 Years & Maximum: 38 Years
Reporting Authority	:	The selected candidate will report to Chief Manager / Vertical Head handling the portfolio of Financial Management & Accounting Department
Job Profile	:	1. Income Tax, TDS & GST related compliances including appeals. 2. Implementation / reporting of Ind-AS statement & other related requirements. 3. Preparation of Financial Statements, Handling audit & capital raising activities, extraction of data/ information required for reporting / filing with authorities/ regulator, based on financial statements. The above roles & responsibilities are indicative and Bank at its own discretion may assign KRAs or other roles as per business need.

33. Recruitment of Deputy General Manager - Credit (Scale VI):

Post	:	Deputy General Manager - Credit (Scale VI)
Qualifications	:	Chartered Accountant/ Chartered Financial Aanalyst /CMA - ICWA from recognized institute. **OR** Two Years Post Graduation Degree in Banking/ Finance/ any credit related field from recognized university/Institution / Board.
Experience	:	Minimum 12 years' post qualification experience as an officer out of which 9 years' experience should be in processing of Commercial Credit / Project Finance / Mid & large Credit in Scheduled Public Sector Banks/ Scheduled Private Sector Banks. **AND** Current Assignment must be on the Role of Assistant General Manager (equivalent role in private bank) with Minimum 1 Year in Present cadre or Chief Manager (equivalent role in private bank) with Minimum 3 Years in present Cadre.
Age	:	Maximum: 50 Years
Reporting Authority	:	The selected candidate will report to General Manager/ Vertical Head handling the portfolio of Credit.
Job Profile	:	1. Undertake credit assessment process & pitch the right product to the right customer as per their requirement. 2. Monitoring Average TAT of proposals handled at various levels i.e. Head Office/ Zonal Offices/ Branches. 3. Consider key market practices in the credit underwriting process 4. Undertake comprehensive opportunity capturing while conducting credit assessment

5. Ensure maintenance of Healthy credit portfolio of the Bank.
6. Manage the complete lifecycle of loan process.
7. Keep a track of market factors, indices, policies and regulations and identify their impact on credit portfolio.
8. Ensure post disbursement documents and covenant management
9. Work closely with internal teams such as legal, technical valuation, filed investigation, risk containment amongst others
10. Monitor loan utilization, repayment capacity, adherence to policy/guidelines and loan covenants and other critical processes and compliance checks.
11. Risk assessment, risk quantification and risk mitigating strategies related to large project finance/large term loan proposals to top management.
12. To convey a clear opinion regarding the feasibility of the proposed transaction, from a risk point of view covering business model, industry risk, structure and financial risk. Approval/recommendation of credit limits and transactions. Conduct ongoing monitoring for existing customers.
13. Conduct periodic company and plant visits as per requirement.
14. Be conversant with the policies & guidelines issued by RBI & GOI & other regulatory bodies & able to strategize Bank's policies in the same light.
15. Monitoring performance of Zones and Overseas Branches, Forex Centers, Corporate Finance Branches and Mid Corporate Branches.
16. To review existing loan schemes and ensure proper updation in the policy guidelines as per regulatory guidelines issued from time to time.

The above roles & responsibilities are indicative and Bank at its own discretion may assign KRAs or other roles as per business need.

34. Recruitment of Assistant General Manager – Credit (Scale V):

Post	:	Assistant General Manager – Credit (Scale V)
Qualifications	:	Chartered Accountant/ Chartered Financial Aanalyst /CMA - ICWA from recognized institute. **OR** Two Years Post Graduation Degree in Banking/ Finance/ any credit related field from recognized university/Institution / Board.
Experience	:	Minimum experience of 10 years' post qualification experience as an officer out of which 7 years' experience should be in processing of Commercial Credit / Project Finance / Mid & large Credit in Scheduled Public Sector Banks/ Scheduled Private Sector Banks . **AND** Current Assignment must be on the Role of Chief Manager (equivalent role in private banks) with Minimum 1 Year in present Cadre.
Age	:	Maximum: 45 Years
Reporting Authority	:	The selected candidate will report to General Manager/ Vertical Head handling the portfolio of Credit.
Job Profile	:	1. Undertake credit assessment process & pitch the right product to the right customer as per their requirement. 2. Monitoring Average TAT of proposals handled at various levels i.e. Head Office/ Zonal Offices/ Branches. 3. Consider key market practices in the credit underwriting process 4. Undertake comprehensive opportunity capturing while conducting credit assessment 5. Ensure maintenance of Healthy credit portfolio of the Bank. 6. Manage the complete lifecycle of loan process. 7. Keep a track of market factors, indices, policies and regulations and identify their impact on credit portfolio. 8. Ensure post disbursement documents and covenant management 9. Work closely with internal teams such as legal, technical valuation, filed investigation, risk containment amongst others 10. Monitor loan utilization, repayment capacity, adherence to policy/guidelines and loan covenants and other critical processes and compliance checks. 11. Risk assessment, risk quantification and risk mitigating strategies related to large project finance/large term loan proposals to top management. 12. To convey a clear opinion regarding the feasibility of the proposed transaction, from a risk point of view covering business model, industry risk, structure and financial risk. Approval/recommendation of credit limits and transactions. Conduct ongoing monitoring for existing customers. 13. Conduct periodic company and plant visits as per requirement. 14. Be conversant with the policies & guidelines issued by RBI & GOI & other regulatory bodies & able to strategize Bank's policies in the same light.

		15. Monitoring performance of Zones and Overseas Branches, Forex Centers, Corporate Finance Branches and Mid Corporate Branches.
		16. To review existing loan schemes and ensure proper updation in the policy guidelines as per regulatory guidelines issued from time to time.
		The above roles & responsibilities are indicative and Bank at its own discretion may assign KRAs or other roles as per business need.

35. **Recruitment of Chief Manager – Credit (Scale IV):**

Post	:	Chief Manager – Credit (Scale IV)
Qualifications	:	Chartered Accountant/ Chartered Financial Aanalyst /CMA - ICWA from recognized institute. **OR** Two Years full time Post Graduation Degree in Banking/ Finance/ any credit related field from recognized university/Institution / Board.
Experience	:	Minimum experience of 8 years' post qualification experience as an officer out of which 5 years' experience should be in processing of Commercial Credit / Project Finance / Mid & large Credit in Scheduled Public Sector Banks/ Scheduled Private Sector Banks .
Age	:	Maximum: 40 Years
Reporting Authority	:	The selected candidate will report to Zonal Manager/ Vertical Head handling the portfolio of Credit.
Job Profile	:	1. To provide risk assessment, risk quantification and risk mitigating strategies related to large project finance/large term loan proposals to top management. Pro-actively assess the main risks and propose mitigants at the deal initiation stage. To appraise financial spreadsheets and projections.
		2. To have excellent understanding of major industries like Power (renewable energy), Road, Urban Infrastructure, Port, Airport etc. and have good understanding of key factors critical to that industry.
		3. To convey a clear opinion regarding the feasibility of the proposed transaction, from a risk point of view covering business model, industry risk, structure and financial risk. Approval/recommendation of credit limits and transactions. Conduct ongoing monitoring for existing customers.
		4. Conduct periodic company and plant visits in coordination with the Branch Heads. Monitoring of existing project loans/large term loans, involving inputs on industry, financial and business risk, management and transparency, peer analysis and financial analysis and reviews of quarterly project reports, conduct a periodic portfolio and concentration analysis, stress testing and suggest suitable corrective actions.
		5. Provide effective and robust MIS reports for the Management to enable the management to effectively assess, measure, monitor and mitigate risk in Credit operations. Any other assignments depending on the needs of the Bank.
		6. Scrutiny of duly filled application forms and documents received from branches as per checklist until Loan Management System / other digital lending platforms are made fully operationalized.
		7. Conduct – CIBIL, CERSAI, RBI defaulters list and other verification / checks as per loan policy guidelines. To make a reference to the database like CRISIL research.com / Prowess of Centre for Monitoring Indian Economy (CMIE) as mentioned in the lending policy and incorporate the information on the industry/ies and peer level comparison. Obtain confidential reports / Credit reports from other Banks / agencies wherever required within 5 working days. For export proposals, Credit information reports from CIC as applicable.
		8. Initiate request/ follow-up for obtaining legal search report / valuation report from empaneled advocate/valuer. Preparation of appraisal note in the prescribed formats as applicable depends on case-to-case basis.
		The above roles & responsibilities are indicative and Bank at its own discretion may assign KRAs or other roles as per business need.

36. **Recruitment of Senior Manager - Credit (Scale III):**

Post	:	Senior Manager - Credit (Scale III)
Qualifications	:	Chartered Accountant/ Chartered Financial Aanalyst /CMA - ICWA from recognized institute. **OR** Two Years full time Post Graduation Degree in Banking/ Finance/ any credit related field from recognized university/Institution / Board.
Experience	:	Minimum experience of 5 years' post qualification experience as an officer out of which 3 years' experience should be in processing of Commercial Credit / Project Finance / Mid & large Credit in Scheduled Public Sector Banks/ Scheduled Private Sector Banks .
Age	:	Minimum: 25 Years & Maximum: 38 Years

Reporting Authority	:	The selected candidate will report to Branch Head / CPC Head / Vertical Head handling the portfolio of Credit.
Job Profile	:	1. Ensuring quick and timely appraisal of new and existing MSME / Mid / Large Corporate proposal and analysis of Balance Sheet / Appraisal / Assessment of Credit Proposal, Credit monitoring & follow-up. 2. Adhering to Turn-Around-Time (TAT) for processing New / Existing proposals and ensuring Balance Sheet considered for the proposals are the same as filed with ROCs. 3. Timely completion of Review/ Renewals of existing proposal, including Credit Risk assessment in proposals. Obtaining data/information from customers for assessment and processing of the proposal. Interacting with key officials in the borrowing units for obtaining data/statements etc. 4. Analysis & appraisal of credit proposal including adhoc facilities / restructuring / any other type of business or general proposals pertaining to the unit. Rectifying irregularities pertaining to pre-sanction, which is pointed out in various Credit Audit reports. 5. Obtain and verify the legal search reports / valuation reports of properties offered as Primary/Collateral securities. ROC search at each sanction of the limits to the Unit. Arranging for compilation / updation of opinion reports and CIRs. 6. Ensuring compliance of KYC norms, Updation of periodical due diligence reports as per RBI guidelines. Undertaking pre and post sanction visits. Analysis of FFR and other Financial Statements putting and taking-up issues / observations recorded with the company. Arranging for Credit reports of external agencies and their scrutiny, wherever required. Obtaining external credit rating of the customers. 7. Carrying out of Due diligence on credit proposal assigned. Monitoring of outstanding issues / non-compliances with terms of sanction in pre-sanction areas for each company and its updation on resolution of the issues involved to the higher authorities. 8. Build appropriate structures along with the cash flow analysis to aid in distribution of existing loans. Track the global interest rate and FX spot and derivatives markets for creation of sophisticated debt structures. 9. Supporting Branch Managers/ various verticals at HO/ Zonal Office Level in canvassing New to Bank Corporate Borrowers. Cross Selling of Ancillary Business. Monitoring of MSME / Corporate Accounts and ensuring Compliances in Corporate accounts. 10. Any other job / task relating to dispensation or administration of credit or any other specific task of any nature arising out of business or administrative exigencies or even otherwise under instructions of Competent Authority. The above roles & responsibilities are indicative and Bank at its own discretion may assign KRAs or other roles as per business need.

37. Recruitment of Senior Manager - Chartered Accountant (Scale III):

Post	:	Senior Manager - Chartered Accountant (Scale III)
Qualifications	:	Mandatory: Graduation and Should have passed final exam conducted by ICAI and enrolled as member of the Institute of Chartered Accountants of India.
Experience	:	Minimum 5 years' experience in Banking in Officer Cadre out of which Minimum 3 years' experience in Treasury / Risk Management / Credit / Accounts Departments in any Scheduled Commercial Bank.
Age	:	Minimum: 25 Years & Maximum: 38 Years
Reporting Authority	:	The selected candidate will report to Chief Manager/ Vertical Head handling the portfolio of Risk / Credit / Accounting / TIBD.
Job Profile	:	1. Analysis of financial statements, Appraisal / Assessment of credit proposals, credit monitoring. 2. Due diligence of credit proposals. 3. Credit administration and monitoring. 4. Identifying and analysis of key issues in complex assignments for effective decision making. 5. To ensure compliance related to regulatory and Bank's Guidelines. 6. Income Tax, TDS & GST related compliances including appeals. 7. Implementation / reporting of Ind-AS statement & other related requirements. 8. Preparation of Financial Statements, Handling audit & capital raising activities, extraction of data/ information required for reporting / filing with authorities/ regulator, based on financial statements. 9. Identification and assessment of risk including market risk, credit risk, operational risk affecting Bank's financial health. 10. To develop and implement strategies for mitigation of risk. 11. To handle audit & inspection and coordinate with stakeholders. The above roles & responsibilities are indicative and Bank at its own discretion may assign KRAs or other roles as per business need.

38. Recruitment of Manager - Chartered Accountant (Scale II):

Post	:	Manager - Chartered Accountant (Scale II)
Qualifications	:	Mandatory: Graduation and Should have passed final exam conducted by ICAI and enrolled as member of the Institute of Chartered Accountants of India.
Experience	:	Minimum 3 years' experience in Banking in Officer Cadre out of which Minimum 2 years' experience in Treasury / Risk Management / Credit / Accounts Departments in any Scheduled Commercial Bank.
Age	:	Minimum: 22 Years & Maximum: 35 Years
Reporting Authority	:	The selected candidate will report to Chief Manager/ Vertical Head handling the portfolio of Risk / Credit / Accounting / TIBD.
Job Profile	:	1. Analysis of financial statements, Appraisal / Assessment of credit proposals, credit monitoring. 2. Due diligence of credit proposals. 3. Credit administration and monitoring. 4. Identifying and analysis of key issues in complex assignments for effective decision making. 5. To ensure compliance related to regulatory and Bank's Guidelines. 6. Income Tax, TDS & GST related compliances including appeals. 7. Implementation / reporting of Ind-AS statement & other related requirements. 8. Preparation of Financial Statements, Handling audit & capital raising activities, extraction of data/ information required for reporting / filing with authorities/ regulator, based on financial statements. 9. Identification and assessment of risk including market risk, credit risk, operational risk affecting Bank's financial health. 10. To develop and implement strategies for mitigation of risk. 11. To handle audit & inspection and coordinate with stakeholders. The above roles & responsibilities are indicative and Bank at its own discretion may assign KRAs or other roles as per business need.

39. Recruitment of Senior Manager - Risk (Scale III):

Post	:	Senior Manager - Risk (Scale III)
Qualifications	:	Graduation in any discipline with minimum 60% (55% for SC/ST/OBC) marks in the aggregate of all semesters / years from Institute / University recognized by Govt. of India or its regulatory bodies with Certificate/ Diploma course in risk management conducted by recognised institute.
Experience	:	Minimum 5 years' experience in Officer Cadre out of which minimum 3 years' experience in Risk Management / Credit Department /Treasury/ Operations & Analytics in any Scheduled Commercial Bank/ Financial Institutions.
Age	:	Minimum: 25 Years & Maximum: 38 Years
Reporting Authority	:	The selected candidate will report to Zonal Head / Vertical Head handling the portfolio of Risk Management
Job Profile	:	1. To identify, analyze, and evaluate potential risks that could negatively impact the Bank's financial standing, operations, or reputation. 2. Risk Assessment: Identifying and assessing risks that could affect the Bank. This involves studying financial data, market trends, regulatory changes, and other relevant factors. 3. Risk Mitigation Strategies: Developing and implementing strategies to mitigate identified risks. This could involve recommending changes in procedures, policies, or investments to reduce risk exposure. 4. Data Analysis: Utilizing statistical tools and software to analyze large datasets and trends, helping to predict potential risks and their impact. 5. Reporting and Communication: Presenting findings and recommendations to senior management or stakeholders, often through reports or presentations. 6. Compliance Monitoring: Ensuring that the Bank complies with regulatory requirements and internal policies related to risk management. 7. Scenario Planning: Developing and testing scenarios to prepare for potential risks and their consequences. 8. Monitoring Risk Exposure: Continuously monitoring the risk landscape and updating assessments as new information becomes available 9. Collaboration: Working closely with other departments such as FMA, Compliance & Operations to understand their risk exposure and develop coordinated risk management strategies. The above roles & responsibilities are indicative and Bank at its own discretion may assign KRAs or other roles as per business need.

40. Recruitment of Manager - Risk (Scale II):

Post	:	Manager - Risk (Scale II)
Qualifications	:	Graduation in any discipline with minimum 60% (55% for SC/ST/OBC) marks in the aggregate of all semesters / years from Institute / University recognized by Govt. of India or its regulatory bodies with Certificate/ Diploma course in risk management conducted by recognised institute.
Experience	:	Minimum 3 years' experience in Banking in Officer Cadre out of which Minimum 2 years' experience in Risk Management / Credit Department/ Treasury / Analytics in any Scheduled Commercial Bank/ Financial Institutions.
Age	:	Minimum: 22 Years & Maximum: 35 Years
Reporting Authority	:	The selected candidate will report to Zonal Head / Vertical Head handling the portfolio of Risk Management
Job Profile	:	1. To identify, analyze, and evaluate potential risks that could negatively impact the Bank's financial standing, operations, or reputation. 2. Risk Assessment: Identifying and assessing risks that could affect the Bank. This involves studying financial data, market trends, regulatory changes, and other relevant factors. 3. Risk Mitigation Strategies: Developing and implementing strategies to mitigate identified risks. This could involve recommending changes in procedures, policies, or investments to reduce risk exposure. 4. Data Analysis: Utilizing statistical tools and software to analyze large datasets and trends, helping to predict potential risks and their impact. 5. Reporting and Communication: Presenting findings and recommendations to senior management or stakeholders, often through reports or presentations. 6. Compliance Monitoring: Ensuring that the Bank complies with regulatory requirements and internal policies related to risk management. 7. Scenario Planning: Developing and testing scenarios to prepare for potential risks and their consequences. 8. Monitoring Risk Exposure: Continuously monitoring the risk landscape and updating assessments as new information becomes available 9. Collaboration: Working closely with other departments such as FMA, Compliance & Operations to understand their risk exposure and develop coordinated risk management strategies. The above roles & responsibilities are indicative and Bank at its own discretion may assign KRAs or other roles as per business need.

41. Recruitment of Assistant General Manager – Media & Public Relations (Scale V):

Post	:	Assistant General Manager – Media & Public Relations (Scale V)
Qualifications	:	Two Years Full Time Post-graduation in Public Relation/ Mass Communication/ Media/ Journalism from Institute / University recognized by Govt. of India or its regulatory bodies.
Experience	:	Minimum experience of 10 years in Media Relations/ Public Relations or financial reporting serving in Scheduled Commercial Banks/ Financial Institutions/ Reputed Print, Electronic or Digital media, out of which 5 years' experience must be in writing Press releases, drafting financial reports/ news.
Age	:	Maximum: 45 Years
Reporting Authority	:	The selected candidate will report to the General Manager handling the portfolio of Marketing & Publicity Department
Job Profile	:	1. Act as the Bank's official spokesperson for media interactions. 2. Develop and implement media and public relations strategies aligned with the Bank's objectives. 3. Draft, review and release press notes, media statements, presentations, official announcements etc. 4. Build and maintain strong relations with print, electronic and digital media houses. 5. Organize and manage press conferences, media briefings, product launches, investor meets and other events of the Bank. 6. Ensure consistent corporate communication to enhance the Bank's brand reputation. 7. Handle crisis communication and reputation management in sensitive situations. 8. Oversee and monitor the Bank's social media presence and digital outreach campaigns. 9. Track and analyze media coverage and public sentiments; prepare daily/weekly/monthly reports for management. 10. Coordinate with internal departments of the Bank for campaigns and events. 11. Look after Donation and CSR activities of the Bank, end to end execution. 12. Liaise with government agencies, regulators, and industry bodies for official communication.

		13. Plan and ensure wide media coverage for CSR initiatives, awards, milestones and foundation events etc. 14. Conduct periodic media audits to assess campaign effectiveness and suggest improvements. Stay updated on communication trends, competitor visibility and public sentiment analysis. The above roles & responsibilities are indicative and Bank at its own discretion may assign KRAs or other roles as per business need.

A. Note:

1. The above number of vacancies are provisional and may vary according to actual requirement of the Bank, subject to availability of suitable candidates.

2. The candidates belonging to reserved category for which no reservation has been announced are free to apply for vacancies announced for unreserved categories. However, they must fulfil all the eligibility conditions of unreserved category.

3. The selected candidates will be posted anywhere in India, depending on the requirement of the Bank. The job role / description is only indicative and not exhaustive; applicants must fulfil their duties in accordance with the tasks that are assigned to them.

4. **The cut- off date for Eligibility Criteria (Age, Qualification, Work Experience) and other details is 31.08.2025.**

5. **Candidate must ensure continuity in service. If gap in service due to unexplainable reason is revealed in later stages, then candidature will be cancelled.**

6. Before applying, candidates are requested to ensure that they fulfill the eligibility criteria for the post as on the date of eligibility. **Incomplete application forms are liable for rejection.**

7. Candidates are advised to check Bank's website regularly for details and updates. No separate intimation / advertisement etc. will be issued in case of any change / update.

8. Vacancies reserved for OBC category are available only to the 'Non-creamy layer' OBC candidates. 'Creamy layer' OBC candidates should indicate their category as 'General'. Vacancies for PwBD category candidates are reserved horizontally. @ PWBD categories under clauses 'd' & 'e' of Section 34(i) of RPWD Act 2016 – (i) "Specific Learning Disability" (SLD); (ii) "Mental Illness" (MI); (iii) "Multiple Disabilities" (multiple disabilities amongst LD, VI, HI, SLD & MI).

9. Reservation for Economically Weaker Section (EWS) in recruitment is governed by Office Memorandum no. 36039/1/2019-Estt (Res) dated 31.01.2019 of Department of Personnel & Training, Ministry of Personnel, Public Grievance & Pensions, Government of India. Benefit of reservation under EWS category can be availed upon production of an 'Income and Asset Certificate' issued by a Competent Authority on the format prescribed by Government of India.

10. **Reservation for Persons with Benchmark Disabilities (PwBD):** 4% horizontal reservation has been provided to Persons with Benchmark Disabilities as per section 34 of "Rights of Persons with Disabilities Act, 2016".

11. Candidate should be proficient in computers; good in inter-personal communication skills, analytical skills and drafting skills. The appointment of officers is on pan India basis and the selected candidates are liable to be posted anywhere in India as an Officer as per Bank's

requirement. Educational degree must be from recognized University / Institute approved by Govt. of India or its regulatory bodies.

12. The date of passing eligibility examination will be the date appearing on the mark sheet or provisional certificate issued by the University/ Institute. In case the result of a particular examination is posted on the website of the University/ Institute, a certificate issued by the appropriate authority of the University/ Institute indicating the date on which the result was posted on the website will be taken as the date of passing.

13. Candidate should indicate the percentage obtained in Graduation calculated to the nearest two decimals in the online application. Where CGPA/ OGPA is awarded, the same should be converted into percentage and indicated in the online application. If called for interview, the candidate will have to produce a certificate issued by the appropriate authority inter alia stating the norms of the University regarding conversion of grade into percentage and the percentage of marks scored by the candidate in terms of these norms.

14. Calculation of Percentage: The percentage marks shall be arrived at by dividing the total marks obtained by the candidate in all the subjects in all the semester(s)/ year(s) by aggregate maximum marks in all the subjects irrespective of honours /optional/ additional optional subject, if any. This will be applicable for those Universities also where Class/ Grade is decided on basis of Honours marks only. **The fraction of percentage so arrived will be ignored i.e. 59.99% will be treated as less than 60%.**

15. In case of any candidate completed the Diploma Course and directly got entry into second year / semester in degree course by getting exemption of few semesters / years then only those semesters / years marks would be considered which are part of bachelor's degree, neither diploma marks nor any exempted semesters/ years marks shall be considered for eligibility. The same shall also be applicable for other degree courses.

B. **Age Limit: Relaxation in upper age limit (As on 31.08.2025):**

Sr.	Category		Age relaxation
01	Scheduled Caste/ Scheduled Tribe		5 Years
02	Other Backward Classes (Non-Creamy Layer)		3 Years
03	Persons With Benchmark Disabilities (PWBD)	PwBD (SC/ ST)	15 Years
		PwBD (OBC)	13 Years
		PwBD (GEN/ EWS)	10 Years
04	Ex Servicemen, Commissioned officers including Emergency Commissioned Officers (ECOs)/ Short Service Commissioned Officers (SSCOs) who have rendered 5 years military service and have been released on completion of assignment (including those whose assignment is due to be completed within 6 months from the last date of receipt of application) otherwise than by way of dismissal or discharge on account of misconduct or inefficiency or physical disability attributable to military service or invalidment.		5 Years
05	Persons affected by 1984 riots		5 Years

C. Category: -

Please note that change of category will not be permitted at any stage after submission of online application. Candidates belonging to OBC category but coming in the 'CREAMY LAYER', are not entitled to OBC reservation and age relaxation. They should indicate their category as 'GEN' or 'GEN (OC)' or 'GEN (VI)' or GEN (HI) or GEN (ID) (as applicable).

D. Candidates with record of default in repayment of loans/ credit card dues and/ or against whose name adverse report of CIBIL or other external rating agencies is available are not eligible for appointment. Candidates against whom there is / are adverse report regarding character & antecedents, moral turpitude are not eligible to apply for the post. Candidates who have been found guilty in any departmental investigation are ineligible for the positions.

E. Career Path, Joining and Training:

1. The selected candidates, at the time of joining, will have to execute a Bond to serve the Bank for stipulated period. The Bond will be invoked by the Bank if the candidate resigns from the service of the Bank before expiry of bond period from the date of joining.

2. On joining, the selected candidates will be designated as above mentioned post and will be on probation for a period of 6 months. They will be subjected to continuous assessment during the probation period. Those candidates who qualify in the assessment as per standards determined by the Bank from time to time, will be confirmed in the Service of the Bank.

3. If any candidate fails to achieve minimum standards stipulated, his / her services may be terminated from the Bank. Bank provides immense opportunities for growth in career, including opportunities for posting in various sections. The attractive promotion policy of the Bank provides an opportunity to the meritorious and brilliant officers to reach the Top Management Grade in a reasonably quick time.

4. In case of Contractual Post, the contract period will be 3 years from the date of joining extendable up to 5 years on the sole discretion of the Bank. The remuneration shall be negotiable for contractual post.

F. Emoluments: Presently, the starting basic pay applicable is as under:

1	Scale of Pay : Scale VI	140500 – 4000/4 – 156500
2	Scale of Pay : Scale V	120940 – 3360/2 – 127660 – 3680/2 – 135020
3	Scale of Pay : Scale IV	102300 – 2980/4 – 114220 – 3360/2 – 120940
4	Scale of Pay : Scale III	85920 – 2680/5 – 99320 – 2980/2 - 105280
5	Scale of Pay : Scale II	64820 – 2340/1 – 67160 – 2680/10 - 93960

The official will also be eligible for D.A, H.R.A / Lease rental, C.C.A, Medical, other allowances & perquisites as per rules in force from time to time. Allowances may vary depending upon the place of posting.

G. Confirmation:

The confirmation of newly recruited officers will be subject to satisfactory completion of stipulated probation period i.e. 6 months.

H. Probation Period & Bond:

The selected candidates will be on probation for the under-mentioned period from the date of joining the Bank. There is mandatory provision of executing a service bond by selected candidates.

Scale	Probation Period	Bond	
		Amount Rs.	Minimum Service Period
Scale VI	6 Months	02.00 Lakh	2 Years
Scale V	6 Months	02.00 Lakh	2 Years
Scale IV	6 Months	02.00 Lakh	2 Years
Scale III	6 Months	02.00 Lakh	2 Years
Scale II	6 Months	02.00 Lakh	2 Years

I. Nationality / Citizenship:

A candidate must be either (i) a Citizen of India or (ii) a subject of Nepal or (iii) subject of Bhutan or (iv) a Tibetan Refugee who came over to India before 01st Jan 1962 with the intention of permanently settling in India or (v) a person of Indian origin who has migrated from Pakistan, Burma, Sri Lanka, East African countries of Kenya, Uganda, the United Republic of Tanzania (Formerly Tanganyika and Zanzibar), Zambia, Malawi, Zaire, Ethiopia or Vietnam with the intention of permanently settling in India, provided that of a candidate belonging to categories (ii), (iii), (iv) & (v) above shall be a person in whose favor a certificate of eligibility has been issued by the Govt. of India.

A candidate in whose case a certificate of eligibility is necessary may be admitted to examination/Group discussions/interview conducted by the Bank, but on final selection, the offer of appointment will be given only after submitting certificate of eligibility, issued to him/her by Government of India, to the Bank.

J. Selection Procedure:

1. Selection will be through examination (if required) and personal interview / discussion. A preliminary screening of applications may be carried out by the Bank to shortlist eligible candidates with reference to candidate's qualifications, suitability / experience etc.

2. Final Selection will be on the basis of marks secured by the candidate in personal interview / discussion. The allocation of marks for personal Interview is 100. The candidate should score minimum 50 marks (45 in case of SC/ST/PwBD) to qualify in the interview. In case more than one candidate scores 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. Bank may change the mode of selection depending upon the number of applications received.

3. **While short listing the candidates, bank may consider additional qualification/s, greater experience and level of responsibilities handled etc. Thus, merely fulfilling minimum qualification and experience criteria would not automatically entitle a candidate for the interview and the bank as per decided criteria shall shortlist the candidates for interview and accordingly only such candidates will be allowed to participate in recruitment process.**

4. **Bank reserves the right to conduct written examination depending upon number of applications received, if deemed fit and proper.**

5. Mere eligibility / admission to Group Discussions / Interview / pass in GD/ interview does not imply that the Bank is satisfied beyond doubt about the candidate's eligibility and shall not vest any right in a candidate for selection.

6. 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 and the fees paid by the ineligible

candidates shall be forfeited. If appointed, such a candidate may be summarily removed from the services of the Bank.

K. List of document/s to be produced at the time of interview:

The following documents in original along with self-attested photocopies 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.

1. Printout of the valid Interview Call Letter.
2. Printout of the submitted application form.
3. Proof of Date of Birth (Birth Certificate issued by the Competent Municipal Authority or SSLC/ Std. X Certificate with DOB).
4. For the purpose of identification, please bring Passport /Aadhar Card/ PAN card / Voter ID / Driving License / any other Photo ID card issued by Statutory Authorities where photograph is affixed.
5. **Mark sheets / Certificates from SSC examination onwards to the highest examination passed.**
6. Certificates, as specified in the eligibility criteria.
7. Individual Semester / Year wise Mark sheets & certificates for educational qualifications including the final degree. Proper document from Board/ University for having declared the result on or before cut-off date has to be submitted.
8. Please bring a detailed specific and explicit experience certificate including details of full name, full address and telephone numbers of employers, period of experience with exact dates, designation held, nature of duties handled/ Job Profile, number of persons working under you, nature of Projects handled etc.
9. **Income and Asset Certificate** issued by competent authority, strictly in the prescribed format as stipulated by Government of India and **valid for the Year 2025-26**, in case of **EWS (Economically Weaker Sections)** category candidates.
10. Caste Certificate issued by competent authority, strictly in the prescribed format as stipulated by Government of India, in case of SC / ST / OBC (NCL) category candidates.
11. In case of candidates belonging to OBC category, candidate must produce OBC (Non-Creamy Layer) certificate **issued on or after 01.04.2025** & should specifically contain a clause that the candidate **does not belong to creamy layer** section excluded from the benefits of reservation for Other Backward Classes in Civil post & services under Government of India. OBC caste certificate containing the non-creamy layer clause should be valid as on the date of interview if called for. **Caste Name mentioned in certificate should tally letter by letter with Central Government list / notification**.
12. An Ex-serviceman candidate has to produce a copy of the Service or Discharge Book along with pension payment order and documentary proof of rank last / presently held (substantive as well as acting) at the time of interview.
13. Persons eligible for age relaxation under B(5) (Persons affected by 1984 riots) must produce a certificate from the District Magistrate to the effect that they are eligible for relief in terms of the Rehabilitation Package for 1984 Riot Affected Persons sanctioned by the Government and communicated vide Ministry of Finance, Dept. of Financial Services Communication No.F.No.9/21/2006-IR dated 27.07.2007.
14. Any other relevant documents in support of eligibility.

Note: Candidates will not be allowed to appear for the interview if he/ she fails to produce the relevant eligibility documents as mentioned in point no. 1 to 14.

L. How to apply:

1. Applicants have to submit their applications on (www.bankofmaharashtra.in/current-openings) along with self-attested documents.
2. Last date for submission of application is 30.09.2025**.** The Candidate will not be able to submit application after the stipulated date.
3. All eligible and interested candidates should apply on or before **30.09.2025.**
4. Incomplete applications or not supported by requisite documents will be rejected.
5. Application fee/Intimation Charges to be paid by the applicants along with the application for Recruitment is as under inclusive of GST @ 18% on application fee (**Non-Refundable):**

Sr	Category	Application Fee / Intimation Charges	GST	Total
01	UR / EWS / OBC	1000	180	1180
02	SC / ST /PwBD	100	18	118

6. Mode of Payment: - Application Fee/ Intimation Charges will be payable **Online** through payment gateway.
7. Applications once submitted will not be allowed to withdraw and fee once paid will not be refunded on any ground nor can it be held in reserve for any other examination or selection. Eligible candidate has to apply through online mode only and no other means / modes of application are acceptable.
8. Candidates are requested to apply online between **10.09.2025 and 30.09.2025.**

Particulars	Date
Last Date of Submission of Application	**30.09.2025**

M. Documents required to be uploaded while submitting online application form (Mandatory):

(a) Educational Certificates: Relevant Mark-Sheets/ Degree Certificate
  1. 10th Certificate and Mark-sheet
  2. 12th Certificate and Mark-sheet
  3. Diploma certificate together with semester / year wise marksheets, wherever applicable
  4. Graduation semester / year wise mark-sheets along with degree certificate.
  5. Post-Graduation semester / year wise mark-sheets along with degree certificate.
  6. Professional Degree: - semester / year wise mark-sheets along with degree certificate.
  7. Certificates: Additional certificates, as specified in the eligibility criteria
(b) Experience certificate/s; submission of all experience certificates is mandatory.
(c) Ensure Submission of brief resume along with one of the experience certificates.

Note: Non-submission of documents mentioned above as per the Post Applied, leads to rejection of candidate application.

Guidelines for Scanning and Uploading Documents online is annexed as Annexure 1.

N. General Information:

1. Candidates are advised to keep a copy of their online application form.

2. Candidates should satisfy themselves about their eligibility for the Post applied for. The Bank would conduct written exam (if required) for all the candidates applying for the posts with the requisite fee based on the information furnished in the online application. The bank shall determine their eligibility at the time of interview and may verify thereafter at every stage of recruitment.

3. Candidates are advised in their own interest to apply online well before the closing date and not to wait till the last date.

4. Bank of Maharashtra does not assume any responsibility for the candidates not being able to submit their applications within the last date on account of aforesaid reasons or for any other reason beyond the control of the Bank.

5. Candidates, if selected, should submit an unconditional / clear discharge certificate from the present employer at the time of joining the Bank, failing which the candidature shall be liable for cancellation.

6. The original documents regarding eligibility criteria and proof of date of birth should be produced for verification on the date of interview. **Candidate will not be allowed to attend the interview if original certificates are not produced for verification on the date of interview.**

7. Caste certificate issued by Competent Authority on the format prescribed by the Government of India will have to be submitted by the SC/ ST /OBC(NCL)/EWS candidates, if called for interview.

8. Benefit of reservation under EWS category can be availed upon production of an 'Income and Asset Certificate' issued by a Competent Authority on the format prescribed by Government of India.

9. Candidates are advised to keep their e-mail ID alive for receiving advices / communications.

10. The Job Profile / Job Role / Reporting Authority as in the advertisement is indicative and subjected to change as per administrative requirements.

11. As the records for this project will not be maintained after one year from declaration of result, the information / data regarding this project will not be available thereafter.

12. After a candidate is selected but before joining the Bank, the candidate will be required to provide details regarding criminal case(s) pending against him/her, if any. The Bank may also conduct independent verification, inter alia including verification of police records etc. The Bank reserves right to deny the appointment depending upon such disclosures and/or independent verification.

13. The selected candidates are required to undergo Background Verification Process through empaneled third-party service provider.

14. Any legal proceedings in respect of any matter of claim or dispute arising out of this advertisement and/ or an application in response thereto can be instituted only in Pune and Courts/ Tribunals/ Forums at Pune only shall have sole and exclusive jurisdiction to try any cause/ dispute. Bank reserves right to change / modify / cancel the recruitment process at any stage fully or partly on any grounds and such decision of the Bank will not be notified or intimated to the candidates.

15. The cut-off date for Post qualification experience is as given in this notification (i.e. 31.08.2025). **Experience only after acquiring the educational qualification notified for eligibility will be considered.** The candidate must provide the proof of the claimed work experience. The experience certificate(s) for the period given in the application should be issued on the prescribed format under signatures of the Competent Authority at the Controlling Office / Head Office level of

the respective employer/s, clearly stating the period, Post(s) held and nature of duties performed by the applicant.

The copies of the Appointment Letters, Salary Certificates, pay slip etc. will not be accepted in lieu of Work Experience Certificate. The applicant will not be allowed to participate in the process on the basis of Appointment Letters, Salary Certificates, Pay slip etc. His / Her candidature shall be cancelled at any stage, even after his / her selection / appointment in the services of the Bank on the basis of Appointment Letters, Salary Certificates, Pay slip etc.

16. The applicants will be called for the Interview on the basis of the information provided by them in their applications **without verification of their age or qualification or category or any other eligibility criteria. The applicants must, therefore, ensure that they fulfill all the notified eligibility criteria as on the cut-off date prescribed in this notification, have possession of the requisite documents / certificates specified by the Bank, and that the particulars furnished in their Application are complete, true and correct in all respects.**

    Merely appearing in the Interview or being called by the Bank for the Interview shall not imply that the Bank is satisfied about the eligibility of the applicant. Bank may verify the eligibility of the candidates at any stage of recruitment or thereafter and reserves right to terminate the service of provisionally selected candidates if found ineligible for the post.

17. The Bank reserves the right to alter, modify or change the eligibility criteria and / or any of the other terms and conditions spelt out in this Notification.

18. Candidates should mention all the qualifications and experience in the relevant field over and above the minimum one suggested herein above and should attach attested copies of the certificates in support thereof. The Bank reserves the right to call only the requisite number of candidates for the Group discussions/Interview after preliminary screening /short listing with reference to candidate's qualifications / suitability and experience etc.

19. The Bank reserves the right to change / modify the selection procedure / hold supplementary process, if necessary. The changes, if any, shall be intimated to the candidates through Bank's website / registered e-mail in advance. When called for Group Discussions (GD) and / or Interview, candidates must bring original documents for verification. Candidates will not be allowed to participate in GD and / or Interview without production of the original documents.

20. **Only candidates shortlisted for Interview will be informed through Bank's website/registered e-mail ID/SMS as per information provided by them in the application. Though bank puts maximum efforts to send the communication by e-mail/SMS, if any candidate does not receive the same due to technical or any other reasons, bank shall not be responsible for non-receipt of communication. The candidates are advised to visit Bank's website frequently for updates.**

21. The Candidates should ensure that they fulfil all eligibility criteria. Their candidature at all the stages of recruitment process will be purely **provisional** subject to satisfying prescribed eligibility criteria mentioned in this advertisement.

22. The above number of vacancies are provisional and may vary according to actual requirement of the Bank, subject to availability of suitable candidates. The candidates belonging to reserved category for which no reserved vacancies have been announced are free to apply for vacancies announced for unreserved category. However, they must fulfil all the eligibility criteria of unreserved category.

23. If any false / incorrect information furnished by the candidate is detected at any stage of recruitment process, the candidate will be disqualified from the selection process and liable to terminate the services, if appointed.

24. If the candidate knowingly or willfully furnishes incorrect or false particulars or suppresses material information, the candidate will be disqualified and if appointed, shall be liable for dismissal from the Bank's service without any notice or assigning any whatsoever reasons.

25. The decision of the Bank in all matters relating to recruitment shall be final and no individual correspondence will be entertained. Applications received after due date will not be entertained. **The Bank is not responsible for any technical or other reasons or delay.**

26. The recruitment in Bank of Maharashtra is done strictly as per merit in a systematic way. **Canvassing in any form will disqualify the candidate**.

27. The Bank reserves the right to cancel the Recruitment at any stage through this Advertisement fully or partly on any grounds and such decision of the Bank will not be notified or intimated to the candidates.

28. Appointment of selected candidate is subject to his/her being declared medically fit as per the requirement of the Bank. Such appointment will also be subject to the Service & Conduct Rules of the Bank.

29. The selected candidate will be on probation and after completion of active service from the date of joining, their confirmation in the Bank`s service will be decided in terms of the provision of the Bank of Maharashtra (Officers) Service Regulations.

30. Candidates applying under reserved category should submit the related certificates in the format prescribed by the Government of India. Relaxation in age will be given to the reserved category candidates as per extant guidelines of Government of India.

31. The candidates against whom any Disciplinary Action is / was initiated and minor / major punishment is / was imposed, such candidates are not eligible to apply for any post.

32. During the examination (if required), at any stage, if it is observed that the scribe is independently answering the questions or violating the guidelines, the exam session may be terminated and candidate's candidature will be cancelled. The candidature of such candidates using the services of scribe will also be cancelled if it is reported / transpired after the examination by the test administrator that the scribe independently answered the questions.

O. Announcements:

All further announcements/ details pertaining to this process will be published/ provided only on www.bankofmaharashtra.in from time to time. No separate advertisement will be issued in this regard.

P. Disclaimer:

In case it is detected at any stage of recruitment that a candidate does not fulfil the eligibility norms and/ or that he/ she has furnished any incorrect/ false information or has suppressed any material fact(s), his/ her/ their candidature will stand cancelled.

If any of these shortcomings is/ are detected even after appointment, his/ her/ their services are liable to be terminated. ***Decisions of bank in all matters regarding eligibility, conduct of online examination / other tests / selection would be final and binding on all candidates. No representation or correspondence will be entertained by the Bank in this regard.***

For more details, please visit bank's website (www.bankofmaharashtra.in/current-openings). Online applications for submission shall be open from **10.09.2025 to 30.09.2025.** Before applying candidates are advised to ensure that they fulfil the stipulated eligibility criteria as per the details on bank's website.

Helpdesk: In case of any problem in filling up the online application form, payment of fee / intimation charges, interview call letter contact helpdesk no. 020-25614561 & may be lodged on email *bomrpcell@mahabank.co.in* . Candidates should mention "**Bank of Maharashtra- Recruitment Project 2025-26 ~ Phase II"** in the subject of the email.

Sd/-
General Manager
HRM

Guidelines for Scanning and Uploading Documents online

1. **Photograph: (4.5cm × 3.5cm)**
   - Photograph must be a recent passport style color picture.
   - Make sure that the picture is in color, taken against a light-colored, preferably white, background.
   - Look straight at the camera with a relaxed face
   - If the picture is taken on a sunny day, have the sun behind you, or place yourself in the shade, so that you are not squinting and there are no harsh shadows
   - If you have to use flash, ensure there's no "red-eye"
   - If you wear glasses make sure that there are no reflections and your eyes can be clearly seen.
   - Caps, hats and dark glasses are not acceptable. Religious headwear is allowed but it must not cover your face.
   - Dimensions 200 x 230 pixels (preferred)
   - Size of file should be between 20kb–50 kb
   - File type: jpg / jpeg
   - Ensure that the size of the scanned image is not more than 50kb. If the size of the file is more than 50 kb, then adjust the settings of the scanner such as the DPI resolution, no. of colors etc., during the process of scanning.
   - Photo uploaded should be of appropriate size and clearly visible.

2. **Signature:**
   - The applicant has to sign on white paper with Black/Blue Ink pen.
   - Dimensions 140 x 60 pixels (preferred)
   - Size of file should be between 10kb – 20kb
   - File type: jpg / jpeg
   - Ensure that the size of the scanned image is not more than 20kb
   - Signature (NOT IN CAPITAL LETTERS) uploaded should be of appropriate size and clearly visible.

3. **Hand-written declaration Image:**
   - The applicant has to write the declaration in English clearly on a white paper with black ink.
   - File type: jpg / jpeg
   - Dimensions: 800 x 400 pixels in 200 DPI (Preferred for required quality) i.e. 10 cm * 5 cm (Width * Height)
   - File Size: 50 KB – 100 KB
   - Note: The hand written declaration has to be in the candidate's hand writing and in English only. The text should NOT BE IN CAPITAL LETTERS. If it is written by anybody else and uploaded or in any other language, the application will be considered as invalid. Below the typed declaration and upload the document as per specifications.

   The text for hand written declaration is as follows:

   "I, _____ (Name of the candidate), hereby declare that all the information submitted by me in the application form is correct, true and valid. I will present the supporting documents as and when required."

4. **Required Supporting Documents:**
   - Document must be clearly visible.
   - File type: PDF format
   - File Size: Max. 5 MB