**RECRUITMENT OF HUMAN RESOURCE ON REGULAR BASIS FOR VARIOUS DEPARTMENTS
IN BANK OF BARODA**

Join India's International Bank for a Challenging Assignment
BOB/HRM/REC/ADVT/2025/02

Online Registration of Application starts from : 19.02.2025	Last date for Submission of Application & Payment of fees: 11.03.2025

	IMPORTANT TO NOTE
a)	The process of Registration of application is complete only when fee is deposited with the Bank through On-line mode on or before the last date for fee payment. Candidates are requested to note down the acknowledgement number and a copy of application form for their future reference.
b)	Before applying, candidates should ensure that they fulfill all the eligibility criteria for the post as on the date of eligibility.
c)	Short-listing and interview / selection method will be purely provisional without verification of documents. Candidature will be subject to verification of all details/documents with the original as and when called by the Bank.
d)	Candidates are advised to check Bank's website (Current Opportunities) regularly for details and updates. All revisions/corrigendum/modifications (if any) will be hosted on the Bank's website only.
e)	All correspondence, including Call letters/ Interview Dates/advices, wherever required, will be made only on the email ID mentioned by the candidate in their online application form and the same has to be kept active till completion of this recruitment process.
f)	Post qualification experience below 6 months in any organization & Experience in Clerical cadre would not be considered.
g)	Only Candidates willing to serve anywhere in India, should apply.

1. **Details of Positions & Eligibility Criteria as on 01.02.2025:**

SN	Position	Grade / Scale	Vacancies#	Age (in years)	Education Qualification*	Post Qualification Experience
	Department – Information Technology (32 Positions - 350 Vacancies)					
1	Senior Manager- Developer Full Stack JAVA	MMG/S-III	10	Min.: 27 Max.: 37	Full Time B.E/ B.Tech./ M. Tech / M.E./ MCA in Computer Science/Information Technology from a University / Institution recognized by the Govt. of India/ Govt. bodies/ AICTE	Minimum -06- Years experience in software development out of which at least -03- years' experience should be in the field of JAVA.
2	Manager-Developer Full Stack JAVA	MMG/S-II	27	Min.: 24 Max.: 34	Full Time B.E/ B.Tech./ M. Tech / M.E./ MCA in Computer Science/Information Technology from a University / Institution recognized by the Govt. of India/ Govt. bodies/ AICTE	Minimum -03- Years experience in software development out of which at least -01- year experience should be in the field of JAVA.
3	Officer-Developer Full Stack JAVA	JMG/S-I	10	Min.: 22 Max.: 32	Full Time B.E/ B.Tech./ M. Tech / M.E./ MCA in Computer Science/Information Technology from a University / Institution recognized by the Govt. of India/ Govt. bodies/ AICTE	Minimum -01- Year Technical experience in IT, preferably in software development having exposure in JAVA.
4	Senior Manager Developer- Full Stack MERN	MMG/S-III	10	Min.: 27 Max.: 37	Full Time B.E/ B.Tech./ M. Tech / M.E./ MCA in Computer Science/Information Technology from a University / Institution recognized by the Govt. of India/ Govt. bodies/ AICTE	Minimum -06- Years experience in software development out of which at least -03- years exposure to MERN framework.
5	Manager-Developer- Full Stack MERN	MMG/S-II	28	Min.: 24 Max.: 34	Full Time B.E/ B.Tech./ M. Tech / M.E./ MCA in Computer Science/Information Technology from a University / Institution recognized by the Govt. of India/ Govt. bodies/ AICTE	Minimum -03- Years experience in software development out of which at least -01- year exposure to MERN framework.

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6	Officer-Developer- Full Stack MERN	JMG/S-I	15	Min.: 22 Max.: 32	Full Time B.E/ B.Tech./ M. Tech / M.E./ MCA in Computer Science/Information Technology from a University / Institution recognized by the Govt. of India/ Govt. bodies/ AICTE	Minimum -01- Year Technical experience in IT, preferrably in software development having exposure in MERN framework.
7	Officer-Cloud Engineer	JMG/S-I	10	Min.: 22 Max.: 32	Full Time B.E/ B.Tech./ M. Tech / M.E./ MCA in Computer Science/Information Technology from a University / Institution recognized by the Govt. of India/ Govt. bodies/ AICTE	Minimum -01- Year Technical experience in IT, preferrably in the field of cloud computing.
8	Manager-Cloud Engineer	MMG/S-II	20	Min.: 24 Max.: 34	Full Time B.E/ B.Tech./ M. Tech / M.E./ MCA in Computer Science/Information Technology from a University / Institution recognized by the Govt. of India/ Govt. bodies/ AICTE	Minimum -03- Years Technical experience in IT out of which at least 1 year experience should be in the field of cloud computing.
9	Officer- AI Engineer (AI/GenAI/NLP/ML)	JMG/S-I	10	Min.: 22 Max.: 32	Full time B. Tech/ B.E./ M Tech/ M.E./ MCA in Computer Science/ IT/ Data Science/ Machine Learning and AI from a University / Institution recognized by the Govt. of India/ Govt. bodies/ AICTE	Minimum -01- year experience in artificial intelligence, natural language processing, content analysis, cyber security, team management, engineering and Python.
10	Manager- AI Engineer (AI/GenAI/NLP/ML)	MMG/S-II	10	Min.: 24 Max.: 34	Full time B. Tech/ B.E./ M Tech/ M.E./ MCA in Computer Science/ IT/ Data Science/ Machine Learning and AI from a University / Institution recognized by the Govt. of India/ Govt. bodies/ AICTE	Minimum -03- Years experience in artificial intelligence, natural language processing, content analysis, cyber security, team management, engineering and Python.
11	Senior Manager AI Engineer (AI/GenAI/NLP/ML)	MMG/S-III	10	Min.: 27 Max.: 37	Full time B. Tech/ B.E./ M Tech/ M.E./ MCA in Computer Science/ IT/ Data Science/ Machine Learning and AI from a University / Institution recognized by the Govt. of India/ Govt. bodies/ AICTE	Minimum -06- Years experience in Data Science and Generative AI. Background in machine learning, deep learning, and natural language processing. Preferred: Experience in testing AI algorithms and models.
12	Officer- API Developer	JMG/S-I	10	Min.: 22 Max.: 32	Full Time B.E/ B.Tech./ M. Tech / M.E. / MCA in Computer Science/Information Technology from a University / Institution recognized by the Govt. of India/ Govt. bodies/ AICTE	Minimum 01 year Technical experience in IT, preferrably in the field of API Development.
13	Manager- API Developer	MMG/S-II	10	Min.: 24 Max.: 34	Full Time B.E/ B.Tech./ M. Tech / M.E. / MCA in Computer Science/Information Technology from a University / Institution recognized by the Govt. of India/ Govt. bodies/ AICTE	Minimum -03- Years Technical experience in IT out of which at least 01 year experience should be in the field of API Development.
14	Senior Manager- API Developer	MMG/S-III	10	Min.: 27 Max.: 37	Full Time B.E/ B.Tech./ M. Tech / M.E. / MCA in Computer Science/Information Technology from a University / Institution recognized by the Govt. of India/ Govt. bodies/ AICTE	Minimum -06- Years Technical experience in IT out of which at least -03- years experience should be in the field of API Development.

					Mandatory: Full Time B.E./ B.Tech. / M. Tech / M.E./ MCA in Computer Science or Information Technology or Electronics & Communication from a University / Institution recognized by the Govt. of India/ Govt. bodies/ AICTE **Preferred:** Networking certifications from Cisco/Arista	
15	Manager- Network Administrator	MMG/S-II	20	Min.: 24 Max.: 34		Minimum -03- Year Technical experience in IT out of which at least -01- year experience should be in the field of IT networking
16	Officer- Network Administrator	JMG/S-I	10	Min.: 22 Max.: 32	**Mandatory:** Full Time B.E./ B.Tech. / M. Tech / M.E./ MCA in Computer Science or Information Technology or Electronics & Communication from a University / Institution recognized by the Govt. of India/ Govt. bodies/ AICTE **Preferred:** Networking certifications from Cisco/Arista	Minimum -01- Year Technical experience IT, preferably in the field of IT networking
17	Manager- Server Administrator (Linux & Unix)	MMG/S-II	20	Min.: 24 Max.: 34	**Mandatory:** Full Time B.E./ B.Tech. / M. Tech / M.E. / MCA in Computer Science or Information Technology or Electronics & Communication from a University / Institution recognized by the Govt. of India/ Govt. bodies/ AICTE **Preferred:** Certification in Red Hat Certified System Administrator (RHCSA) / Microsoft Certifications/ VMware Certified Professional	Minimum -03- Year Technical experience in IT out of which at least -01- year experience should be in the field of Server administration.
18	Officer- Server Administrator (Linux & Unix)	JMG/S-I	10	Min.: 22 Max.: 32	**Mandatory:** Full Time B.E./ B.Tech. / M. Tech / M.E. / MCA in Computer Science or Information Technology or Electronics & Communication from a University / Institution recognized by the Govt. of India/ Govt. bodies/ AICTE **Preferred:** Certification in Red Hat Certified System Administrator (RHCSA) / Microsoft Certifications/ VMware Certified Professional	Minimum -01- Year Technical experience in IT, preferably in the field of Server administration.
19	Senior Manager Database Administrator(SQL)	MMG/S-III	5	Min.: 27 Max.: 37	**Mandatory:** Full Time B.E./ B.Tech. / M. Tech / M.E. / MCA in Computer Science or Information Technology or Electronics & Communication from a University / Institution recognized by the Govt. of India/ Govt. bodies/ AICTE **Preferred:** Relavant certifications such as Oracle Certified Professional (OCP), Microsoft Certified Database	Minimum -06- Year Technical and IT experience out of which at least -03- years' experience in the field of Database administration.(SQL)

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				Administrator.	
20	Senior Manager Database Administrator(Oracle)	MMG/S-III	5	Min.: 27 Max.: 37	**Mandatory:** Full Time B.E./ B.Tech. / M. Tech / M.E. / MCA in Computer Science or Information Technology or Electronics & Communication from a University / Institution recognized by the Govt. of India/ Govt. bodies/ AICTE **Preferred**: Relavant certifications such as Oracle Certified Professional (OCP), Microsoft Certified Database Administrator.	Minimum -06- Year Technical experience in IT out of which at least -03- year experience should be in the field of Database administration (Oracle).
21	Manager-Database Administrator	MMG/S-II	10	Min.: 24 Max.: 34	**Mandatory:** Full Time B.E./ B.Tech. / M. Tech / M.E. / MCA in Computer Science or Information Technology or Electronics & Communication from a University / Institution recognized by the Govt. of India/ Govt. bodies/ AICTE **Preferred**: Relavant Database certifications.	Minimum -03- Year Technical experience in IT out of which at least -01- year experience should be in the field of Database administration.
22	Officer- Database Administrator	JMG/S-I	10	Min.: 22 Max.: 32	**Mandatory:** Full Time B.E./ B.Tech. / M. Tech / M.E./ MCA in Computer Science or Information Technology or Electronics & Communication from a University / Institution recognized by the Govt. of India/ Govt. bodies/ AICTE **Preferred**: Relavant Database certifications .	Minimum -01- Year Technical experience in IT, preferrably in the field of Database administration.
23	Senior Manager- Data Scientist	MMG/S-III	5	Min.: 27 Max.: 37	Full time B. Tech/ B.E./ M Tech/ M.E./ MCA in Computer Science/ IT/ Data Science/ Machine Learning and AI from a University / Institution recognized by the Govt. of India/ Govt. bodies/ AICTE	Min. -06- years experience in IT/Data Science in BFSI sector out of which min. 3 years' experience should be as a Data Scientist.
24	Manager- Data Scientist	MMG/S-II	10	Min.: 24 Max.: 34	Full time B. Tech/ B.E./ M Tech/ M.E./ MCA in Computer Science/ IT/ Data Science/ Machine Learning and AI from a University / Institution recognized by the Govt. of India/ Govt. bodies/ AICTE	Min. -03- years experience in IT/Data Science in BFSI sector out of which min. -1- year experience should be as a Data Scientist.
25	Officer- Data Scientist	JMG/S-I	5	Min.: 22 Max.: 32	Full time B. Tech/ B.E./ M Tech/ M.E./ MCA in Computer Science/ IT/ Data Science/ Machine Learning and AI from a University / Institution recognized by the Govt. of India/ Govt. bodies/ AICTE	Min. -01- year experience in the field of IT/Data Science.

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26	Senior Manager Data Engineer	MMG/S-III	5	Min.: 27 Max.: 37	**Mandatory:** Full Time B.E/ B.Tech./ M. Tech / M.E/ MCA in Computer Science/Information Technology from a University / Institution recognized by the Govt. of India/ Govt. bodies/ AICTE **Preferred**: Preference shall be given to candidates who possess Cloudera Certified Administrator credentials	Min.-06- years experience in IT in BFSI sector out of which at least -3-years' experience should be in Big Data technology.
27	Manager - Data Engineer	MMG/S-II	10	Min.: 24 Max.: 34	**Mandatory**: Full Time B.E/ B.Tech./ M. Tech / M.E/ MCA in Computer Science/Information Technology from a University / Institution recognized by the Govt. of India/ Govt. bodies/ AICTE **Preferred**: Preference shall be given to candidates who possess Cloudera Certified Administrator credentials	Min.-03- years experience in IT in BFSI sector out of which at least -1- year experience should be in Big Data technology.
28	Officer Data Engineer	JMG/S-I	5	Min.: 22 Max.: 32	**Mandatory:** Full Time B.E/ B.Tech./ M. Tech / M.E/ MCA in Computer Science/Information Technology from a University / Institution recognized by the Govt. of India/ Govt. bodies/ AICTE **Preferred**: Preference shall be given to candidates who possess Cloudera Certified Administrator credentials	Min. -01- year of Technical experience in IT, preferably in the field of Big data Technology in BFSI.
29	Officer- Finacle Developer	JMG/S-I	5	Min.: 22 Max.: 32	Full Time B.E/ B.Tech./ M. Tech / M.E./ MCA in Computer Science/Information Technology from a University / Institution recognized by the Govt. of India/ Govt. bodies/ AICTE	Min. -01- year Technical experience in IT, preferably in the field of Finacle Development.
30	Manager- Finacle Developer	MMG/S-II	10	Min.: 24 Max.: 34	Full Time B.E/ B.Tech./ M. Tech / M.E./ MCA in Computer Science/Information Technology from a University / Institution recognized by the Govt. of India/ Govt. bodies/ AICTE	Minimum -03- Years Technical experience in IT out of which at least -01- year experience should be in the field of Finacle Development.
31	Senior Manager- Finacle Developer	MMG/S-III	5	Min.: 27 Max.: 37	Full Time B.E/ B.Tech./ M. Tech / M.E./ MCA in Computer Science/Information Technology from a University / Institution recognized by the Govt. of India/ Govt. bodies/ AICTE	Minimum -06- Years Technical experience in IT out of which at least -03- years experience should be in the field of Finacle Development.
32	Senior Manager- Enterprise Architect	MMG/S-III	10	Min.: 27 Max.: 37	Full Time B.E/ B.Tech./ M. Tech / M.E./ MCA in Computer Science/Information Technology from a University / Institution recognized by the Govt. of India/ Govt. bodies/ AICTE	Minimum -06- Years Technical experience in IT out of which at least -03- years experience should be in the field of architecting, designing and managing banking platforms.

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SN	Position	Grade / Scale	Vacancies#	Age (in years)	Education Qualification*	Post Qualification Experience
**Department – Trade & Forex (05 Positions - 97 Vacancies)**					
33	Manager- Trade Finance Operations	MMG/S-II	50	Min.: 24 Max.: 34	**Mandatory**: Graduation in any discipline from a recognized university / institution AND Certificate in FOREX by IIBF or equivalent **Preferred**: Candidates having passed CDCS / CITF or other certification on Forex/International Business offered by reputed Institute/University	Minimum -03- years experience in Trade Finance Operations in Public / Private / Foreign Banks.
34	Manager- Forex Acquisition & Relationship	MMG/S-II	40	Min.: 26 Max.: 36	**Mandatory**: Graduation in any discipline from a University / Institution recognized by the Govt. of India/ Govt. bodies/ AICTE and Two Year Full Time MBA /PGDM in Sales/Marketing/Banking/Finance **Preferred**: Candidates having passed Certificate course in Foreign Exchange operations/Trade Finance by IIBF or equivalent.	Minimum -03- years experience in Public / Private / Foreign Banks/ Financial Institutions with at least 1 year work experience
35	Senior Manager- Forex Acquisition & Relationship	MMG/S-III	5	Min.: 29 Max.: 39		Minimum -06- years experience in Public / Private / Foreign Banks/ Financial Institutions with at least 2 years work experience in Trade Finance in Officer cadre.
36	Chief Manager- Forex Acquisition & Relationship	SMG/S-IV	1	Min.: 33 Max.: 43		Minimum -10- years experience in Public / Private / Foreign Banks/ Financial Institutions with at least 3 years work experience in Trade Finance in Officer cadre.
37	Chief Manager- Financial Institutions & Correspondent Banking Relationship	SMG/S-IV	1	Min.: 33 Max.: 43		Minimum -10- years experience in Public / Private / Foreign Banks/ Financial Institutions with at least 5 years exposure in Sales/ Correspondent Banking / Financial Institutions Relationship and at least 3 years work experience in Trade Finance in Officer cadre.
**Department - Risk Management (18 Positions - 35 Vacancies)**					

SN	Position	Grade / Scale	Vacancies#	Age (in years)	Education Qualification*	Post Qualification Experience
38	Manager- Portfolio Monitoring & Exposure Management	MMG/S-II	1	Min: 24 Max: 35	**Mandatory:** Chartered Accountant (CA), or MBA/PGDM from recognized institute **Preferred:** CFA (CFA institute-USA), FRM(GARP), PRM (PRMIA) or any Credit / Risk Related Course from reputed Institute	Minimum 3 Years' experience in BFSI Sector with exposure in Corporate Banking & Portfolio Monitoring function.
39	Senior Manager- Sector/Industry Analyst	MMG/S-III	1	Min: 26 Max: 37		Minimum 5 Years' experience in BFSI Sector with at least 3 years domain experience in market research, analysis, or consulting, with a focus on a specific industry or sector.
40	Senior Manager- Thematic study on sectors	MMG/S-III	1	Min: 26 Max: 37		Minimum 5 Years' experience in BFSI Sector with at least 3 years domain experience in market research, analysis, or consulting, with a focus on thematic trends that cut across multiple industries.
41	Manager-Enterprise Risk Management	MMG/S-II	2	Min: 24 Max: 35	**Mandatory**: Chartered Accountant (CA), or MBA/PGDM from recognized institute **Preferred**: CFA (CFA institute-USA), FRM (GARP), PRM (PRMIA), ESG (CFA Institute- USA), SCR (GARP)	Minimum 3 years of experience in Enterprise Risk management (ERM) including ICAAP, ST, Risk Appetite frameworks etc. which would consist of developing, maintaining, managing, and reviewing the Enterprise Risk Management Framework.
42	Senior Manager- Enterprise risk Management	MMG/S-III	1	Min: 26 Max: 37		Minimum 5 years of experience in Enterprise Risk management (ERM) including ICAAP, ST, Risk Appetite frameworks etc. which would consist of developing, maintaining, managing, and reviewing the Enterprise Risk Management Framework.
43	Manager - Climate Risk	MMG/S-II	3	Min: 24 Max: 35	**Mandatory**: Post-Graduation in Environmental Science / Geography/ Sustainability **Preferred**: Sustainability and Climate Risk (SCR), or any Climate Risk Related Course from reputed Institute	Minimum 3 years in Risk Management/Credit with at least 1 year in climate risk management, environmental risk management OR ESG
44	Senior Manager - Climate Risk	MMG/S-III	2	Min: 26 Max: 37		Minimum 5 years in Risk Management/Credit with at least 2 years in climate risk management, environmental risk management OR ESG

Sr.	Post	Grade	No.	Age	Qualification	Experience
45	Chief Manager-Climate Risk	SMG/S-IV	1	Min: 28 Max: 40	**Mandatory**: Post-Graduation in Environmental Science / Geography/ Sustainability or MBA/PGDM from recognized institute **Preferred**: Sustainability and Climate Risk (SCR), or any Climate Risk Related Course from reputed Institute	Minimum 7 years in Risk Management with at least 3 years in climate risk management, environmental risk management, ESG or related field.
46	Manager - Model Validation	MMG/S-II	2	Min: 24 Max: 35	**Mandatory**: Masters in Computer Science/ Data Science/ Mathematics/ Statistics /Economics /Finance or related quantitative field from recognized and reputed Institute **Preferred**: Certificate in Data Analytics / Data Science / Machine Learning / SAS / Python / R from Reputed institutions	Minimum 3 years' experience in a quantitative /Risk analytics function, out of which 2 years' experience in model validation /development.
47	Senior Manager - Model Validation	MMG/S-III	1	Min: 26 Max: 37		Minimum 5 years' experience in a quantitative /Risk analytics function, out of which 2 years' experience in model validation /development.
48	Manager - Analytics	MMG/S-II	3	Min: 24 Max: 35		Minimum 3 years' experience in a quantitative /Risk analytics function out of which 2 years' experience in data analytics, data science, or related field.
49	Senior Manager - Analytics	MMG/S-III	2	Min: 26 Max: 37		Minimum 5 years' experience in a quantitative /Risk analytics function out of which 2 years' experience in data analytics, data science, or related field.
50	Manager - Model Development	MMG/S-II	2	Min: 24 Max: 35	**Mandatory**: Masters in Computer Science/ Data Science/ Mathematics/ Statistics /Economics /Finance or related quantitative field from recognized and reputed Institute **Preferred**: CFA/FRM/PRM	Minimum 3 years' experience in a quantitative / risk function. At least 2 years of experience in model development, model validation, or related field.
51	Senior Manager - Model Development	MMG/S-III	1	Min: 26 Max: 37	**Mandatory**: Masters in Computer Science/ Data Science/ Mathematics/ Statistics /Economics /Finance or related quantitative field from recognized and reputed Institute **Preferred**: CFA/FRM/PRM	Minimum 5 years' experience in a quantitative / risk function. Out of which 2 years of experience in model development, model validation, or related field.
52	Manager- Credit Risk/Digital risk	MMG/S-II	5	Min: 24 Max: 35	**Mandatory**: CA / CFA / MBA (Finance) from recognised & reputed Institutes / FRM **Preferred**: Certification in data analytics platforms like SAS, R, Python etc with hands-on experience of development of dashboards on visualisation platforms like PowerBi, Tableau, Qliksense etc.	Minimum 3 years of experience in lending products, a majority or most recent of it in a central risk / Policy or Risk Analytics Functions. Experience in data focussed concepts / methodologies for risk identification and control.
53	Senior Manager- Credit Risk/Digital risk	MMG/S-III	4	Min: 26 Max: 37		Minimum 5 years of experience in lending products, a majority or most recent of it in a central risk / Policy or Risk Analytics Functions. Experience in data focussed concepts / methodologies for risk identification and control. Experience of working in projects involving building of scoring / rating models. Understanding of market dynamics of various retail/ MSME / Rural / Agri Lending products.
54	Chief Manager- Credit Risk/Digital Risk	SMG/S-IV	2	Min: 28 Max: 40		Minimum 7 years of experience in lending products, a majority or most recent of it in a central risk / Policy or Risk Analytics Functions. Experience in data focussed concepts / methodologies for risk identification and control. Understanding of market dynamics of various retail/ MSME / Rural / Agri Lending products. Experience of working in projects involving building of scoring / rating models. Demonstrated ability of managing a team of 4 to 5 members for at least 2 years. Demonstrated ability of having led multi-stakeholder projects.

SN	Position	Grade / Scale	Vacancies#	Age (in years)	Education Qualification*	Post Qualification Experience
55	Senior Manager - Bank, NBFC and FI Sector Credit Risk Management	MMG/S-III	1	Min.: 27 Max.:40	**Mandatory**: Chartered Accountant (CA), or Full time MBA/PGDM or its equivalent as full-time course from recognized institute **Preferred**: CFA (CFA institute-USA) FRM (GARP) PRM (PRMIA) ESG (CFA institute-USA) SCR(GARP)	Minimum 5 years of overall experience in BFSI Sector with at least 3 years in Corporate & Institutional Banking/Risk Management Department dealing with Credit Risk. Needs to demonstrate credit assessment and underwriting skills of Banks/NBFCs/FIs in the country

SN	Position	Grade / Scale	Vacancies#	Age (in years)	Education Qualification*	Post Qualification Experience
Department - Security (01 Position - 36 Vacancies)						
56	Manager - Security	MMG/S-II	36	Min.: 25 Max.: 35	**Mandatory**: Graduate in any Discipline from Recognized University / Institute. **Preferable**: A certification in computer course for minimum three months OR Information Technology or related paper as one of the subjects at graduation level or afterwards, is preferable	The candidate should be an Officer with a minimum of five years of Commissioned Service in the Army/Navy/ AirForce OR The candidate should be a police officer not below the rank of Deputy Superintendent of Police with minimum 5 years of service as Class – I Gazetted Officer in Police Force. OR The candidate should be of the rank equivalent to or above Assistant Commandant with minimum five year service as Class – I Gazetted Officer in Paramilitary Forces. Note : Emergency Commissioned Officers / Short Service Commissioned Officers should have rendered at least five years continuous Military Service and have been released on completion of assignment (including those whose assignment is due to be completed within one year) otherwise than by way of dismissal or discharge on account of misconduct or inefficiency or on account of physical disability or have been released on account of physical disability attributable to Military Service or on invalidment. Emergency Commissioned Officers / Short Service Commissioned officers who have completed their initial period of assignment of five years of Military Service but whose assignment has been extended beyond five years and in whose case the Ministry of Defence issues certificates that they would be released on selection within three months from the date of receipt of offer of appointment, may submit a copy of such certificate along with the printed copy of online application for the post.

**The educational qualifications must be from the college/university recognized by the Government of India/AICTE

#Bank may modify the number of vacancies depending on its requirement.

2. **Roles & Responsibilities:**

The detailed roles and responsibilities are appended herewith as Annexure-I. However, Bank reserves the right to modify and/or include any of the KRA(s) for any of the positions from time to time.

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3. Reservation in Posts (Wherever applicable):

S N	Department	Positions	Grade / Scale	Vacancies	ROSTER POINTS						OUT OF WHICH PWD				
					SC	ST	OBC	EWS	UR	TOTAL	OC	HI	VI	ID	TOTAL
1	Information Technology	Senior Manager Developer Full Stack JAVA	MMG/S-III	10	1	0	2	1	6	10	0	0	0	0	0
2		Manager-Developer Full Stack JAVA	MMG/S-II	27	4	2	7	2	12	27	1	0	0	0	1
3		Officer-Developer Full Stack JAVA	JMG/S-I	10	1	0	2	1	6	10	0	0	0	0	0
4		Senior Manager Developer- Full Stack MERN	MMG/S-III	10	1	0	2	1	6	10	0	0	0	0	0
5		Manager-Developer- Full Stack MERN	MMG/S-II	28	4	2	7	2	13	28	1	0	0	0	1
6		Officer-Developer- Full Stack MERN	JMG/S-I	15	2	1	4	1	7	15	0	0	0	0	0
7		Officer-Cloud Engineer	JMG/S-I	10	1	0	2	1	6	10	0	0	0	0	0
8		Manager-Cloud Engineer	MMG/S-II	20	3	1	5	2	9	20	0	0	0	0	0
9		Officer- AI Engineer (AI/GenAI/NLP/ML)	JMG/S-I	10	1	0	2	1	6	10	0	0	0	0	0
10		Manager- AI Engineer (AI/GenAI/NLP/ML)	MMG/S-II	10	1	0	2	1	6	10	0	0	0	0	0
11		Senior Manager AI Engineer (AI/GenAI/NLP/ML)	MMG/S-III	10	1	0	2	1	6	10	0	0	0	0	0
12		Officer- API Developer	JMG/S-I	10	1	0	2	1	6	10	0	0	0	0	0
13		Manager- API Developer	MMG/S-II	10	1	0	2	1	6	10	0	0	0	0	0
14		Senior Manager API Developer	MMG/S-III	10	1	0	2	1	6	10	0	0	0	0	0
15		Manager- Network Administrator	MMG/S-II	20	3	1	5	2	9	20	0	0	0	0	0
16		Officer- Network Administrator	JMG/S-I	10	1	0	2	1	6	10	0	0	0	0	0
17		Manager- Server Administrator (Linux & Unix)	MMG/S-II	20	3	1	5	2	9	20	0	0	0	0	0
18		Officer- Server Administrator (Linux & Unix)	JMG/S-I	10	1	0	2	1	6	10	0	0	0	0	0
19		Senior Manager Database Administrator(SQL)	MMG/S-III	5	0	0	1	0	4	5	0	0	0	0	0
20		Senior Manager Database Administrator(Oracle)	MMG/S-III	5	0	0	1	0	4	5	0	0	0	0	0
21		Manager-Database Administrator	MMG/S-II	10	1	0	2	1	6	10	0	0	0	0	0
22		Officer- Database Administrator	JMG/S-I	10	1	0	2	1	6	10	0	0	0	0	0
23		Senior Manager Data Scientist	MMG/S-III	5	0	0	1	0	4	5	0	0	0	0	0
24		Manager- Data Scientist	MMG/S-II	10	1	0	2	1	6	10	0	0	0	0	0
25		Officer- Data Scientist	JMG/S-I	5	0	0	1	0	4	5	0	0	0	0	0
26		Senior Manager Data Engineer	MMG/S-III	5	0	0	1	0	4	5	0	0	0	0	0
27		Manager - Data Engineer	MMG/S-II	10	1	0	2	1	6	10	0	0	0	0	0
28		Officer Data Engineer	JMG/S-I	5	0	0	1	0	4	5	0	0	0	0	0
29		Officer- Finacle Developer	JMG/S-I	5	0	0	1	0	4	5	0	0	0	0	0
30		Manager- Finacle Developer	MMG/S-II	10	1	0	2	1	6	10	0	0	0	0	0
31		Senior Manager Finacle Developer	MMG/S-III	5	0	0	1	0	4	5	0	0	0	0	0
32		Senior Manager Enterprise Architect	MMG/S-III	10	1	0	2	1	6	10	0	0	0	0	0
33	Trade & Forex	Manager- Trade Finance Operations	MMG/S-II	50	7	3	13	5	22	50	1	1	0	0	2
34		Manager- Forex Acquisition & Relationship	MMG/S-II	40	6	3	10	4	17	40	1	0	0	0	1
35		Senior Manager- Forex Acquisition & Relationship	MMG/S-III	5	0	0	1	0	4	5	0	0	0	0	0
36		Chief Manager- Forex Acquisition & Relationship	SMG/S-IV	1	0	0	0	0	1	1	0	0	0	0	0
37		Chief Manager- Financial Institutions & Correspondent Banking Relationship	SMG/S-IV	1	0	0	0	0	1	1	0	0	0	0	0

S N	Department	Positions	Grade / Scale	Vacancies	SC	ST	OBC	EWS	UR	TOTAL	OC	HI	VI	ID	TOTAL
					ROSTER POINTS						**OUT OF WHICH PWD**				
38		Manager- Portfolio Monitoring & Exposure Management	MMG/S-II	1	0	0	0	0	1	1	0	0	0	0	0
39		Senior Manager- Sector/Industry Analyst	MMG/S-III	1	0	0	0	0	1	1	0	0	0	0	0
40		Senior Manager- Thematic study on sectors	MMG/S-III	1	0	0	0	0	1	1	0	0	0	0	0
41		Manager-Enterprise Risk Management	MMG/S-II	2	0	0	0	0	2	2	0	0	0	0	0
42		Senior Manager-Enterprise risk Management	MMG/S-III	1	0	0	0	0	1	1	0	0	0	0	0
43		Manager - Climate Risk	MMG/S-II	3	0	0	0	0	3	3	0	0	0	0	0
44		Senior Manager - Climate Risk	MMG/S-III	2	0	0	0	0	2	2	0	0	0	0	0
45	Risk Management	Chief Manager-Climate Risk	SMG/S-IV	1	0	0	0	0	1	1	0	0	0	0	0
46		Manager - Model Validation	MMG/S-II	2	0	0	0	0	2	2	0	0	0	0	0
47		Senior Manager - Model Validation	MMG/S-III	1	0	0	0	0	1	1	0	0	0	0	0
48		Manager - Analytics	MMG/S-II	3	0	0	0	0	3	3	0	0	0	0	0
49		Senior Manager - Analytics	MMG/S-III	2	0	0	0	0	2	2	0	0	0	0	0
50		Manager - Model Development	MMG/S-II	2	0	0	0	0	2	2	0	0	0	0	0
51		Senior Manager - Model Development	MMG/S-III	1	0	0	0	0	1	1	0	0	0	0	0
52		Manager- Credit Risk/Digital risk	MMG/S-II	5	0	0	1	0	4	5	0	0	0	0	0
53		Senior Manager- Credit Risk/Digital risk	MMG/S-III	4	0	0	1	0	3	4	0	0	0	0	0
54		Chief Manager- Credit Risk/Digital Risk	SMG/S-IV	2	0	0	0	0	2	2	0	0	0	0	0
55		Senior Manager - Bank, NBFC and FI Sector Credit Risk Management	MMG/S-III	1	0	0	0	0	1	1	0	0	0	0	0
56	Security	Manager - Security	MMG/S-II	36	5	2	10	3	16	36	0	0	1	0	1

A candidate can apply for only one post & one location only (wherever vacancies are notified location wise) and not more than one application should be submitted by any candidate. In case of multiple Applications only the latest valid (completed) application will be retained and the application fee/intimation charges paid for the other multiple registration (s) will stand forfeited. However, the selected candidates are liable to be posted by the Bank at its absolute discretion to any of the Branches/ Offices of the Bank or to any place in India.

Abbreviations stand for: SC - Scheduled Caste, ST - Scheduled Tribe, OBC - Other Backward Classes, EWS – Economically Weaker Sections, UR- Unreserved, PWD - Persons with Disability, OC-Orthopedically Challenged, HI – Hearing Impaired, VI- Visually Impaired, ID- Intellectually Disabled.

NOTE:

1. Please note that change of category submitted by the applicant will not be permitted at any stage after registration of online application.
2. Candidates belonging to OBC category but coming in the 'creamy layer' and/ or if their caste does not find place in the Central List are not entitled to OBC reservation and age relaxation. They should indicate their category as 'GENERAL' or GENERAL (OC/HI/VI/ID) as applicable.
3. Benefit of reservation under EWS category is permissible only upon production of an 'Income and Asset Certificate' issued by a Competent Authority in the format prescribed.
4. Caste/EWS/PWD certificate issued by Competent Authority on format prescribed by the Government of India will have to be submitted by the candidates applying under SC/ST/OBC/EWS/PWD category, while submitting their application/s.
5. The number of vacancies including reserved vacancies mentioned above are provisional and may vary according to the actual requirement of the Bank.
6. Reservation for PWD is horizontal and within the overall vacancies for the post.
7. Candidates seeking age relaxation will be required to submit copies of necessary certificate(s) at the time of Interview and at any subsequent stage of the recruitment process as required by Bank.
8. There is no reservation for Ex-Servicemen in Officers' Cadre.
9. Maximum age indicated is for General category candidates as on 01.02.2025. Relaxation in upper age limit will be available as detailed below.

3.1 Relaxation in Upper Age Limit:

S.N.	Category	Age Relaxation (years)
1.	Scheduled Caste	5
2.	Scheduled Tribe	5
3.	Other Backward Classes (Non-Creamy Layer)	3
4.	Persons with Disability	Gen/EWS – 10, OBC – 13, SC/ST - 15
5.	Ex-servicemen, Commissioned Officers including Emergency Commissioned Officers (ECOs)/ Short Service	Gen/EWS – 5,

	Commissioned Officers (SSCOs) who have rendered at least 5 years military service and have been released on completion of assignment (including those whose assignment is due to be completed within one year 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	OBC – 8, SC/ST – 10
6.	Persons affected by 1984 riots	5

The aforesaid Relaxation of Upper Age is applicable as per the Reservation Points available for different positions as mentioned above

4. Application fees:

- Rs.600/- + Applicable Taxes + Payment Gateway Charges for General, EWS & OBC candidates
- Rs.100/- + Applicable Taxes + Payment Gateway Charges for SC, ST, PWD & Women

The candidate is required to pay the non-refundable application fee/Intimation charges irrespective of whether online test is conducted or not and even if the candidate is shortlisted or not for the interview.

5. Location of Posting:

The selected candidates are liable to be posted by the Bank at its absolute discretion to any of the Branches/ Offices of the Bank or to any place in India.

6. Scale of Pay (as amended from time to time):

JMG/S – I	48480	2000 / 7	62480	2340 / 2	67160	2680 / 7	85920
MMG/S – II	64820	2340 / 1	67160	2680 / 10	93960		
MMG/S – III	85920	2680 / 5	99320	2980 / 2	105280		
SMG/S – IV	102300	2980 / 4	114220	3360 / 2	120940		

7. Credit History: The candidate applying for the above positions shall ensure that, they maintain a healthy Credit history and shall have a minimum CIBIL score of 650 or above at the time of joining. The minimum credit score will be as per the Banks policy, amended from time to time.

8. Probation Period:

The selected candidate will be on probation **for a period of 12 months** (-1- year) of active service from the date of his/ her joining the Bank.

9. Service Bond

For those selected on **Regular basis**, they will be required to mandatorily execute a Service Bond as under:

"Serve for a minimum period of -3- years in the Bank after joining the services or in lieu thereof an amount of R 1.5 Lacs"

10. Eligibility Criteria

Candidates, intending to apply for the said post should ensure that they fulfill the minimum eligibility criteria specified:

> **Please note that the eligibility criteria specified herein are the basic criteria for applying for the post. Candidates must necessarily produce the relevant documents pertaining to category, nationality, age, educational qualifications, work experience etc. in original along with a photocopy thereof in support of their identity and eligibility as indicated in the online application form at the time of interview and/or any subsequent stage of the recruitment process as required by the Bank. Please note that no change of category will be permitted at any stage after registration of the online application and the result will be processed considering the category which has been indicated in the online application, subject to guidelines of the Government of India in this regard. Merely applying for the said post/ appearing for and being shortlisted in the Online examination and/or in the subsequent GD/interview and/ subsequent processes does not imply that a candidate will necessarily be offered employment in the Bank. No request for considering the candidature under any category other than in which applied will be entertained.**

Note:

a. All the educational qualifications mentioned should be from a recognized University/ Institute/ Board recognized by Govt. of India/ approved by Govt. Regulatory Bodies. **Proper document from Board/ University / Regulatory Body has to be submitted at the time of application / interview / as and when called for by the Bank.** The date of passing the examination which is reckoned for eligibility will be the date of passing, appearing on the mark-sheet/ provisional certificate, issued by the University/Institute.
In case the result of a particular examination is posted on the website of the University/ Institute and web based certificate is issued then a certificate **in original** issued by the appropriate authority of the University/ Institute indicating the date of passing properly mentioned thereon will be reckoned for verification and for further process.

b. Candidates should indicate the percentage obtained in Graduation/Post Graduation calculated to the nearest two decimals in the online application. Where CGPA/ OGPA is awarded, the same should be converted into percentage and indicate the same in 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 norms.

c. Calculation of Percentage: The percentage of marks, unless mentioned by the University/ Board, shall be arrived at, by dividing the total marks obtained by the candidate in all the subjects in all semester(s)/ year(s) by aggregate maximum marks in all the subjects irrespective of honours/ optional/ additional optional subject, if any, multiplied by 100. This will be applicable for those Universities also where class/ grade is decided on the basis of Honours marks only.

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11. Nationality / Citizenship: (as on 01.02.2025)

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 1st January 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 and Vietnam with the intention of permanently settling in India.

Provided that a candidate belonging to categories (ii), (iii), (iv) & (v) above shall be a person in whose favour a certificate of eligibility has been issued by the Government of India. A candidate in whose case a certificate of eligibility is necessary may be admitted to the examination/ interview conducted by the Bank but on final selection, the offer of appointment may be given only after the Government of India has issued the necessary eligibility certificate to him.

12. Selection Procedure

➢ The selection process may comprise of online test, psychometric test or any other test deemed suitable for further selection process **followed by Group Discussion and/or Interview of candidates, qualifying in the online test.**

➢ However, if the number of eligible applications received is large/less, then Bank reserves the right to change the shortlisting criteria/interview process. Bank may, at its discretion, consider conducting of Multiple Choice/Descriptive/ Psychometric Test / Group Discussion/Interviews or any other selection/shortlisting methodologies for the above position.

➢ Merely satisfying the eligibility norms does not entitle a candidate to be called for interview. Bank reserves the right to call only the requisite number of candidates for the interview after preliminary screening/short-listing with reference to the candidate's qualification, suitability, experience etc.

➢ Bank reserves the right to consider the candidature of the candidate to any other position other than for which he/she has applied for, subject to the condition that the candidate fulfil the eligibility criteria prescribed for the position for which the candidate is considered for.

➢ Bank reserves the right to combine two or more similar position/s as one position, if necessitated.

12.1 Online Test:

The tentative structure of the online examination will be as follows:

Section	Name of the Tests	No. of Questions	Maximum Marks	Duration	Version
1	Reasoning	25	25		Bilingual
2	English Language	25	25	75 Minutes	English
3	Quantitative Aptitude	25	25		Bilingual
4	Professional Knowledge	75	150	75 Minutes	Bilingual
	Total	**150**	**225**	**150 Minutes**	

➢ The above Sections / Tests except the Test of English Language will be available bilingually, i.e. English and Hindi.

➢ Section/Test 1, 2 & 3 are qualifying in nature and marks secured in these sections will not be reckoned for final result. **The minimum qualifying marks/percentage of marks in each of the section would be 40% for General & EWS Category and 35% for Reserved Categories**. However, the Bank reserves the right to change the minimum/ waive off qualifying criteria at its sole discretion.

➢ Marks Section/Test 4 i.e. Professional Knowledge shall be reckoned for shortlisting the candidates for participation in further selection process and drawing the rank list. There will be penalty for wrong answers in this section (i.e. section 4). For each question for which a wrong answer has been given by the candidate, 0.25 of the marks assigned to that question will be deducted as penalty to arrive at corrected score. If a question is left blank, i.e. no answer is given by the candidate; there will be no penalty for that question.

Bank reserves the right to modify the structure of the examination including addition / substitution by the way of descriptive test/case study which will be intimated through its website.

The date of online test shall be advised shortly. Other detailed information, if any, regarding the examination will be given in an information hand out, which will be made available for the candidates to download along with the call letters from the Bank's official website.

12.2 Guidelines for Persons With Benchmark Disabilities/Specific Disability using the services of a Scribe

The scribe will be allowed to be used as per the guidelines issued vide Office Memorandum F.No. 16-110/2003-DDIII dated February 26, 2013 of Government of India, Ministry of Social Justice and Empowerment, Department of Disability Affairs, New Delhi and clarification issued by Government of India, Ministry of Finance, Department of Financial Services vide letter F. No. 3/2/2013- Welfare dated 26.04.2013, Office Memorandum F.No. 34-02/2015-DD-III dated 29.08.2018 of Government of India, Ministry of Social Justice and Empowerment, Department of Empowerment of Persons with Disabilities (Divyangjan) and F. No. 29-6/2019-DD-III dated 10.08.2022. In all such cases where a scribe is used, the following rules will apply:

• For candidates availing scribe in accordance with OM – F. No. 29-6/2019-DD-III dated 10.08.2022, shall be allowed scribe facility subject to production of a certificate at the time of online examination to the effect that person concerned has limitation to write and that scribe is essential to write examination on his/her behalf from competent medical authority of a Government healthcare institution as per proforma attached as Appendix I. Such candidates shall also, upload their certificate while filling the application form.

• The visually impaired candidates and candidates whose writing speed is adversely affected permanently for any reason can use their own scribe at their cost during the online examination.

• The candidate will have to arrange his / her own scribe at his/her own cost.

• The scribe should be from an academic stream different from that stipulated for the post.

• Both the candidate as well as scribe will have to give a suitable undertaking confirming that the scribe fulfils all the stipulated eligibility criteria for a scribe mentioned above. Further in case it later transpires that he/she did not fulfil any laid down eligibility criteria or suppressed material facts the candidature of the applicant will stand cancelled, irrespective of the result.

- Those candidates who use a scribe shall be eligible for compensatory time of 20 minutes or otherwise advised for every hour of the examination.
- **The scribe arranged by the candidate should not be a candidate for the online examination. If violation of the above is detected at any stage of the process, candidature of both the candidate and the scribe will be cancelled. Candidates eligible for and who wish to use the services of a scribe in the examination should invariably carefully indicate the same in the online application form. Any subsequent request may not be favourably entertained.**
- **Only candidates registered for compensatory time will be allowed such concessions since compensatory time given to candidates shall be system based, it shall not be possible to allow such time if he / she is not registered for the same. Candidates not registered for compensatory time shall not be allowed such concessions.**

12.3 Guidelines for candidates with loco motor disability and cerebral palsy

Compensatory time of 20 minutes per hour or otherwise advised shall be permitted for the candidates with locomotor disability and cerebral palsy where dominant (writing) extremity is affected to the extent of slowing the performance of function (minimum of 40% impairment).

12.4 Guidelines for Visually Impaired candidates

- Visually Impaired candidates (who suffer from not less than 40% of disability) may opt to view the contents of the test in magnified font and all such candidates will be eligible for compensatory time of 20 minutes for every hour or otherwise advised of examination.
- The facility of viewing the contents of the test in magnifying font will not be available to Visually Impaired candidates who use the services of a Scribe for the examination.
  These guidelines are subject to change in terms of GOI guidelines/ clarifications, if any, from time to time.

12.5 Examination Centres for Online Test/ GD/ Interview or any other method of selection

i. On-line test will be held at the following centres, which shall depend on the number of applications received, administrative feasibility or specific requirements of the bank:

Center of Examination				
Ahmedabad - Gandhinagar	Chandigarh-Mohali	Hamirpur	Lucknow	Raipur
Bangalore	Chennai	Hyderabad	Mumbai/Navi Mumbai/Thane/MMR	Vishakhapatnam
Bareilly	Dehradun	Jaipur	Nagpur	
Baroda	Delhi / NCR	Jalandhar	Panaji, Goa	
Bhopal	Ernakulam	Jammu	Patna	
Bhubhaneshwar	Guwahati	Kolkata	Pune	

ii. Centres for GD/ Interviews will be decided at a later date keeping in view the administrative feasibility.
iii. No request for change of Centre for Examination will be entertained.
iv. Candidate will appear for the examination/interview at the respective centres at his/her own risk and expenses and Bank will not be responsible for any injury or losses etc. of any nature.
v. Any unruly behavior/misbehavior in the examination hall may result in cancellation of candidature/ disqualification from this exam and also from future exams conducted by the Bank.

12.6 Biometric Data – Capturing and Verification :

It has been decided to capture and verify the biometric data (right thumb impression or otherwise) /IRIS Scan and the photograph of the candidates on the day of the Online Examination.

Please note: The biometric data / IRIS scan and photograph will be captured / verified on the following occasions –

➢ Before the start of the online examination it will be captured
➢ At the end of online examination before leaving the exam hall / lab
➢ At the time selection process viz. Group Discussion / Interview etc.
➢ At the time of joining the Bank for selected candidates

Decision of the Biometric data / IRIS scan data verification authority with regard to its status (matched or mismatched) shall be final and binding upon the candidates.

Refusal to participate in the process of biometric / IRIS Scan data capturing / verification on any of the above mentioned occasions may lead to cancellation of candidature.

Candidates are requested to take care of the following points in order to ensure a smooth process:

➢ If fingers are coated (stamped ink/mehndi/coloured etc), ensure to thoroughly wash them so that coating is completely removed before the exam / interview / joining day.
➢ If fingers are dirty or dusty, ensure to wash them and dry them before the finger print (biometric) is captured.
➢ Ensure fingers of both hands are dry. If fingers are moist, wipe each finger to dry them.
➢ If the primary finger (right thumb) to be captured is injured/damaged, immediately notify the concerned authority in the test centre. In such cases impression of other fingers, toes etc. may be captured.

12.7 Action Against Candidates Found Guilty of Misconduct/ Use Of Unfair Means

Candidates are advised in their own interest that they should not furnish any particulars that are false, tampered with or fabricated and **should not suppress any material information while submitting online application.**

At the time of examination, GD, interview or in a subsequent selection procedure, if a candidate is (or has been) found guilty of –

    i.   Using unfair means or
    ii. Impersonating or procuring impersonation by any person or
    iii. Misbehaving in the examination/ interview hall or disclosing, publishing, reproducing, transmitting, storing or facilitating transmission and storage of contents of the test(s) or any information therein in whole or part thereof in any form or by any means, verbal or written, electronically or mechanically for any purpose or
    iv. Resorting to any irregular or improper means in connection with his/ her candidature or
    v. Obtaining support for his/ her candidature by unfair means, or
    vi. Carrying mobile phones or similar electronic devices of communication in the examination/ interview hall, such a candidate may, in addition to rendering himself/ herself liable to criminal prosecution, be liable:
        a. To be disqualified from the examination for which he/ she is a candidate
        b. To be debarred either permanently or for a specified period from any examination conducted by Bank
        c. For termination of service, if he/ she has already joined the Bank.

Important: The test conducting agency, would be analyzing the responses (answers) of individual candidates with other candidates to detect patterns of similarity of right and wrong answers. If in the analytical procedure adopted by test conducting agency in this regard, it is inferred/ concluded that the responses have been shared and scores obtained are not genuine/ valid, in such cases Bank reserves the right to cancel the candidature of the concerned candidates and the result of such candidates (disqualified) will be withheld.

12.8 Use of Mobile Phones, Pagers, Calculator or Any Such Devices

    i.   Mobile phones, pagers or any other communication devices are not allowed inside the premises where the examination is being conducted. Any infringement of these instructions shall entail cancellation of candidature and disciplinary action including ban from future examinations.
    ii. Candidates are advised in their own interest not to bring any of the banned items including mobile phones/ pagers to the venue of the examination, as arrangement for safekeeping cannot be assured.
    iii. Candidates are not permitted to use or have in possession calculators in examination premises.

12.9 Group Discussion (GD)/Personal Interview (PI)/Psychometric Test or any other test/assessment as part of selection process:

    i.   The Bank reserves its right to call for the GD/ PI, candidates in a ratio, at its sole discretion. Wherever online test is conducted, candidates shall be called for GD and/or PI on the basis of their performance in the online test.
    ii. Candidates are required to obtain a **minimum score in each test /section** and also **a minimum total score in the online test** to be shortlisted for Psychometric Assessment/Group Discussion &/or Interview. Candidates will be shortlisted for Psychometric Assessment/GD &/or PI depending on the number of vacancies, cut-off in each test and total marks secured in the online test as decided by the Bank. Prior to the completion of the interview process, scores obtained in the online examination will not be shared with the candidates shortlisted for interview.
    iii. In case more than one candidate scores the cut off marks (common mark at cut off point), such candidates will be ranked according to their age in descending order.
    iv. Psychometric Test/GD/ &/or PI shall be conducted to assess the candidate's personality, level of communication, clarity & problem solving innovativeness, level of efficiency, willingness to work in any part of the country, suitability for the post etc.
    v. **The minimum qualifying marks/percentage of marks for GD/PI would be 60% for General Category and 55% for Reserved Category.** However, the Bank reserves the right to change the minimum qualifying criteria at its sole discretion.
    vi. Candidates not clearing the GD/PI will not be considered for final selection. The combined final scores of candidates shall be arrived at on the basis of scores obtained by the candidates in Online test and/or PI and/or GD (as the case may be) and /or any other method of selection adapted in the said selection process.
    vii. GD &/or PI score of the candidates failing to secure minimum qualifying marks or otherwise barred from the interview or further process shall not be disclosed.
    viii. A candidate should qualify in all the processes of selection, i.e. Online Examination and/or GD and/or PI (as the case may be) and <u>sufficiently high in the merit to be shortlisted for subsequent allotment process</u>.
    ix. Subject to the vacancies available under the respective category, only those candidates who pass the online test/GD/ PI will be shortlisted for further selection

While appearing for GD/PI, the candidate should produce valid prescribed documents given below. In the absence of documents candidature of the candidates shall be cancelled. Bank takes no responsibility to receive/ connect any certificate/remittance/ document sent separately.

12.10 Call Letters for Online Test/ GD/ Interview/Any Other Selection Process

    i.   The Centre, venue address, post applied for, date and time for examination, GD and interview shall be intimated in the respective Call Letter.
    ii. An eligible candidate should download his/her call letter from the link given on Bank's website **www.bankofbaroda.co.in** from time to time under **Career section/web page → Current Opportunities** by entering his/ her details and Password. No hard copy of the call letter/ Information Handout etc. will be sent by post/ courier.
    iii. Intimations will be sent through Notification on Bank's website and /or by email to the email ID registered in the online application form for this project. Bank will not take responsibility for late receipt/ non-receipt of any communication e-mailed/ sent via e-mail to the candidate due to change email address, technical fault or otherwise beyond the control of the Bank.
    iv. Candidates are hence advised to regularly keep in touch with the authorised Bank website for details, updates and any information which may be posted for further guidance as well as to check their registered e-mail account from time to time during the recruitment process. Any request for change of centre, venue, date and time for examination, GD and interview shall not be entertained.

12.11 Identity Verification

<u>Documents to be produced:</u>

In the examination hall as well as at the time of interview, the call letter along with a photocopy of the candidate's photo identity (**bearing the same name as it appears on the call letter**) such as PAN Card/Passport/ Driving License/ Voter's Card/ Bank Passbook with photograph/ Photo identity proof issued by a Gazetted Officer/ People's Representative along with a photograph / Identity Card issued by a recognized college/ university/ Aadhar card with a photograph/ Employee ID should be submitted to the invigilator for verification. The candidate's identity will be verified with respect to

his/her details on the call letter, in the Attendance List and requisite documents submitted. **If identity of the candidate is in doubt the candidate may not be allowed to appear for the Examination/ interview. Ration Card <u>will not be</u> accepted as valid id proof for this project.**

In case of candidates who have changed their name, they will be allowed only if they produce original Gazette notification / their original marriage certificate / affidavit in original, mentioning the changed name.

12.12 List of Documents to be produced at the time of further selection process (as applicable):

The following documents in original together with a self-attested photocopy 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 candidature from further participation in the recruitment process.**

   i. Printout of the valid GD/ Interview Call Letter
   ii. Valid system generated printout of the online application form
   iii. Proof of Date of Birth (Birth Certificate issued by the Competent Municipal Authority or SSLC/ Std. X Certificate with DOB)
   iv. Photo Identify Proof as indicated above.
   v. Individual Semester/Year wise Mark sheets & certificates for educational qualifications including the final degree/diploma certificate. Proper document from Board/ University for having declared the result has to be submitted.
   vi. Caste Certificate issued by competent authority, strictly in the prescribed format as stipulated by Government of India, in case of SC/ ST/OBC/EWS category candidates. (*as enclosed in the Annexure III)*
   vii. In case of candidates belonging to OBC category, certificate 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 (issued within one year as on the date of advertisement). **Caste Name mentioned in certificate should tally letter by letter with Central Government list / notification.**
   viii. Disability certificate in prescribed format issued by the District Medical Board in case of Persons with Benchmark Disability category. If the candidate has used the services of a Scribe at the time of online examination, then the duly filled in details of the scribe in the prescribed format.
   ix. 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. Those who are still in defence service should submit a certificate from a competent authority that they will be relieved from defence services, on or before 19.02.2026.
   x. Person eligible for age relaxation under para 3.1 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.
   xi. Candidates serving in Government / Quasi Govt offices/ Public Sector Undertakings (including Nationalised Banks and Financial Institutions) are required to produce a "No Objection Certificate" from their employer at the time of interview, in the absence of which their candidature will not be considered and travelling expenses, if any, otherwise admissible, will not be paid.
   xii. Persons falling in categories (ii), (iii), (iv) and (v) of Point 11 should produce a certificate of eligibility issued by the Govt. of India.
   xiii. Relevant documents in support of the work experience declared, including appointment letter, salary slip, relieving letter (wherever applicable), etc.
   xiv. 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 above.

Non production of relevant eligibility documents at the time of interview shall make the candidate ineligible for further process of recruitment.

No documents should be directly sent to the Bank by candidates before or after the interview.

The Competent Authority for the issue of the certificate to SC / ST / OBC /EWS/ PERSONS WITH BENCHMARK DISABILITIES is as under (as notified by GOI from time to time):

For Scheduled Castes / Scheduled Tribes / Other Backward Classes: (i) District Magistrate / Additional District Magistrate / Collector / Deputy Commissioner / Additional Deputy Commissioner / Deputy Collector / First Class Stipendiary Magistrate / City Magistrate / Sub-Divisional Magistrate (not below the rank of First Class Stipendiary Magistrate) / Taluk Magistrate / Executive Magistrate / Extra Assistant Commissioner (ii) Chief Presidency Magistrate/ Additional Chief Presidency Magistrate/ Presidency Magistrate (iii) Revenue Officer not below the rank of Tehsildar (iv) Sub-divisional officer of the Area where the candidate and or his family normally resides.

For Persons with Benchmark Disabilities: Authorised certifying authority will be the Medical Board at the District level consisting of Chief Medical Officer, Sub-Divisional Medical Officer in the District and an Orthopaedic / Ophthalmic / ENT Surgeon or any person designated as certifying authority by appropriate government.

Candidates belonging to SC, ST, OBC, EWS, PWD categories have to submit certificates in support of it at the time of interview.

13. How to Apply:

   i. **Candidates are required to apply Online through website www.bankofbaroda.co.in** from time to time under **Career section/web page → Current Opportunities No other means/ mode of application will be accepted.**

   ii. **Candidates are required to have a valid personal email ID and Contact Number.** It should be kept active till completion of this recruitment project. Bank may send call letters for Personal interview and/or Selection Process on the registered Email ID. In case, a candidate does not have a valid personal email ID, he/she should create his/ her new email ID before applying.

   a) **Guidelines For Filling Online Application:**

   i. Candidates should visit Bank's website **www.bankofbaroda.in/Career.htm** and register themselves online in the appropriate Online Application Format, available through the link being enabled on the Careers-> Current Opportunities on the Bank's website & pay the application fee using Debit Card / Credit Card / Internet Banking etc.
   ii. Candidates need to upload their Bio-data while filling online application. Candidates are also required to upload their scanned photograph, signature and other documents related to their eligibility. Please refer to Annexure II regarding scanning of photograph & signature and upload of

iii. Candidates are advised to carefully fill in the online application themselves as no change in any of the data filled in the online application will be possible/ entertained. Prior to submission of the online application, candidates are advised to verify the details in the online application form and modify the same if required. No change is permitted after clicking on **SUBMIT** button. Visually Impaired candidates will be responsible for getting the details filled in/carefully verifying, in the online application and ensuring that the same are correct prior to submission as no change is possible after submission.

iv. The name of the candidate should be spelt correctly in the application as it appears in the certificates/ mark sheets. Any change/ alteration found may disqualify the candidature.

v. An online application which is incomplete in any respect and unsuccessful fee payment will not be considered as valid.

vi. Candidates shall also be required to submit supporting documents such as Date of Birth Proof (10th Marksheet or Certificate or Dob certificate), Graduation/Mandatory Qualification Certificate/s, Other Certifications, Experience Letter, Document showing Break up of CTC, Latest Salary Slips, etc. at the time of submitting the online application form.

vii. Candidates are advised in their own interest to apply online much before the closing date and not to wait till the last date to avoid the possibility of disconnection / inability / failure to log on to the website on account of heavy load on internet or website jam

viii. Bank of Baroda 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 Bank of Baroda.

ix. Please note that all the particulars mentioned in the online application including Name of the Candidate, Category, Date of Birth, Post Applied for, Address, Mobile Number, Email ID, Centre of Examination, etc. will be considered as final and no change/modifications will be allowed after submission of the online application form. Candidates are hence requested to fill in the online application form with utmost care as no correspondence regarding change of details will be entertained. Bank will not be responsible for any consequences arising out of furnishing of incorrect and incomplete details in the application or omission to provide the required details in the application form.

b) Payment of Fees:

i. Application fees and Intimation Charges (Non-refundable) of Rs. 600/-for General /EWS /OBC candidates (plus applicable GST & transaction charges) and Rs.100/- (Intimation charges only) for SC/ ST/PWD/Women candidates (plus applicable GST & transaction charges) will be applicable. Bank is not responsible if any of the candidates makes more than one payment/s and no request for refund of fees shall be entertained.

ii. Fee payment will have to be made online through payment gateway available thereat.

iii. After ensuring the correctness of the particulars of the application form, candidates are required to pay fees through the payment gateway integrated with the application. No change/edit will be allowed thereafter.

iv. The payment can be made by using Debit Card / Credit Card / Internet Banking etc. by providing information as asked on the screen. Transaction charges for online payment, if any, will be borne by the candidates.

v. On successful completion of the transaction, e-receipt and application form with the data entered by the candidate will be generated, which should be printed and retained by the candidate.

vi. If the online transaction is not successfully completed, please register again and make payment online.

vii. There is also a provision to reprint the application form containing fee details, at later stage.

c) General Information:

i. The selected candidate will be required to sign an employment contract.

ii. Candidates should satisfy themselves about their eligibility for the post applied for as on the cut-off date as mentioned above and also ensure that the particulars furnished by him/her are correct in all respects.

iii. In case of multiple applications, only the last valid (complete) application will be retained. Multiple appearance by a candidate for a single post in interview will be summarily rejected/candidature cancelled.

iv. Candidates serving in Govt./Quasi Govt. offices, Public Sector undertakings including Nationalised Banks and Financial Institutions are advised to submit 'No Objection Certificate' from their employer at the time of interview or as and when required by the Bank, failing which their candidature may not be considered. In case of selection, candidates will be required to produce relieving letter from the employer at the time of taking up the engagement and clearance from the respective authorities, wherever applicable.

v. 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 candidature will stand cancelled. If any of these shortcomings is / are detected even after appointment, his /her services are liable to be terminated without notice.

vi. Decisions of bank in all matters regarding eligibility, conduct of interviews, other tests and selection would be final and binding on all candidates. No representation or correspondence will be entertained by the bank in this regard.

vii. Intimations, wherever required will be sent through website notification and/or email and/ SMS only to the email ID and mobile number registered in the online application form. Bank shall not be responsible if the information/ intimations do not reach candidates in case of change in the mobile number, email address, technical fault or otherwise, beyond the control of Bank. Candidates are advised to keep a close watch on the authorized Bank's website www.bankofbaroda.in from time to time under **Career section/web page → Current Opportunities** for latest updates.

viii. 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 Mumbai and courts/tribunals/forums at Mumbai only shall have sole and exclusive jurisdiction to try any cause/dispute.

ix. Any canvassing or creating influence for undue advantage shall lead to disqualification from the process.

x. Any request for change of date, time and venue for online examination and interview will not be entertained.

xi. A candidate should ensure that the signatures appended by him/her in all the places viz. in his/her call letter, attendance sheet etc. and in all correspondence with the bank in future should be identical and **there should be no variation of any kind**.

14. Announcements

All further Announcements/Addendum or Corrigendum (if any)/details pertaining to this process will only be published/ provided on authorised Bank's website www.bankofbaroda.in from time to time under **Career section/web page → Current Opportunities**. No separate communication/intimation will be sent to the candidates who are not shortlisted/not selected in the process. All notification/communication placed on the Bank's website shall be treated as intimation to all the candidates who have applied for the said project.

Mumbai

19.02.2025

Chief General Manager

(HRM & Marketing)

Department : Information Technology
Name of Position : **Senior Manager- Developer Full Stack JAVA (MMG/S-III)/** **Manager- Developer Full Stack JAVA (MMG/S-II)/** **Officer- Developer Full Stack JAVA (JMG/S-I)**

Roles & Responsibilities :

- Design and build Banking/Financial applications using Java technology.
- Work with outside data sources and APIs.
- Unit-test code for robustness, including edge cases, usability, and general reliability.
- Develop the front-end architecture.
- Design UI layout.
- Develop back-end framework.
- Continuously discover, evaluate, and implement new technologies to maximize development efficiency.
- Create databases to work in conjunction with the application.
- Work on bug fixing and improving application performance.
- Ensure the performance, quality, and responsiveness of applications.
- Work closely on the deadlines of the project.
- Coordinate with various teams to ensure all development tasks meet quality criteria.
- Keep raising the bar and standards of all the quality processes with every project.
- Collaborate with cross-functional teams to define, design, and finalize new features.

Job specific skills :

- Excellent Core Java Skills with frameworks such as Spring.
- Good Java development experience using J2EE, JSP, EJB, Servlets, Struts.
- Prior work experience with the following: REST, jersey, Jax RS.
- Object oriented analysis and design using various design and architectural patterns.
- Strong knowledge of IDE like Eclipse, IntelliJ IDEA or NetBeans.
- Excellent knowledge of Relational Databases, Oracle SQL, PL/SQL (i.e. Function/Procedure/Triggers) and ORM Technologies (JPA2, Hibernate).
- Hands on experience with Linux/Unix environments.
- Good understanding of Cryptography fundamentals.
- Other skills include JSON, SOAP, WSDL, XML, XSLT, XPATH.
- Java Application Servers experience (WebSphere, Weblogic, JBoss, Tomcat, etc.)
- Proficient understanding of code versioning tools, such as Git and familiarity with continuous integration and build tools such as Ant, Maven and Gradle.
- Desired Knowledge, Skills, Abilities, and Competencies.
- Experience in developing web applications using popular web application frameworks.
- Basic understanding of JVM, its limitations, weaknesses, and workarounds.
- Good knowledge of HTML, JavaScript, CSS, AJAX, Bootstrap or any other responsive UI framework.
- Basic understanding of financial transaction using ISO 8583 standard.

Name of Position : **Senior Manager Developer- Full Stack MERN (MMG/S-III)/** **Manager-Developer- Full Stack MERN (MMG/S-II)/** **Officer-Developer- Full Stack MERN (JMG/S-I)**

Roles & Responsibilities :

- Design and build Banking/Financial applications using NodeJs / NestJS and NoSQL technology
- Work with outside data sources and APIs/ microservices
- Unit-test code for robustness, including edge cases, usability, and general reliability
- Develop the front-end architecture, UIDevelop back end framework, microservices/ APIs
- Continuously discover, evaluate, and implement new technologies to maximize development efficiency

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- Create databases to work in conjunction with the application
- Work on bug fixing and improving application performance
- Ensure the performance, quality, and responsiveness of applications
- Work closely on the deadlines of the project
- Coordinate with various teams to ensure all development tasks meet quality criteria.
- Keep raising the bar and standards of all the quality processes with every project.
- Collaborate with cross-functional teams to define, design, and finalize new features

Job specific skills :

- Excellent Core Java Skills with frameworks such as Spring.
- Good MERN development experience using Mongo-NestJS(NodeJS)-React and Typescript techonologies
- Prior work experience with the following: REST.JSON
- Object oriented analysis and design using various design and architectural patterns.
- Strong knowledge of IDE like VSCode/ IntelliJ/ Eclipse
- Excellent knowledge of NoSQL and Relational Databases, Oracle SQL,
- Hands on experience with Linux/Unix environments.
- Good understanding of Cryptography fundamentals.
- Other skills include JSON, SOAP, WSDL, XML, XSLT, XPATH.
- npm technologies and nginx+
- Proficient understanding of code versioning tools, such as Git and familiarity with continuous integration and build tools such as Maven and Gradle
- Desired Knowledge, Skills, Abilities, and Competencies-
- Experience in developing web applications using popular web application frameworks
- Basic understanding of JVM, its limitations, weaknesses, and workarounds.
- Good knowledge of Css3, Typescript, Redux, ESlint, Axios, Jest, Bootstrap or any other responsive UI framework.
- Basic understanding of financial transaction using ISO 8583 standard and TCP/IP and secure sockets programming.

Name of Position : Officer-Cloud Engineer (JMG/S-I)/ Manager-Cloud Engineer (MMG/S-II)

Roles & Responsibilities :

- Design, implement and manage secure, scalable, and reliable cloud infrastructure environments.
- Propose and implement cloud infrastructure.
- Transformation to modern technologies and methods used to run micro services application architectures.
- Building, troubleshooting, and optimizing container-based cloud infrastructure.
- Ensure operational readiness for launching secure and scalable workloads into public and hybrid cloud environments.
- Validate existing infrastructure security, performance and availability and make recommendations for improvements and optimization.
- Ensure Backups, resilience, and business continuity.
- Implement infrastructure best practices

Job specific skills :

- Strong experience with large scale migrations to Cloud Providers such as Azure, AWS, Google, IBM.
- Strong experience in Pvt. Cloud such as VmWare, Hyperconverged Infrastructure etc.
- Knowledge of infrastructure solutions, platform migration, system security, and enterprise directories.
- Deep understanding of cloud computing & in one or more of the following domains: Core Platform: Compute (Iaas & Paas), Storage, and Networking.
- Monitoring, alerting, and logging tools, and build/release processes highly preferred.
- Demonstrated experience with DevOps, including automation/infrastructure as code.
- Strong knowledge in authentication patterns (MFA).
- Experience with Continuous Integration Delivery models.
- Strong knowledge of network topologies and technologies with emphasis on network gateway devices (ingress/egress).

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Name of Position : Officer- AI Engineer (AI/GenAI/NLP/ML) (JMG/S-I)/ Manager- AI Engineer (AI/GenAI/NLP/ML) (MMG/S-II)

Roles & Responsibilities :

- Design and develop AI-based banking applications and products
- End to End AI Model development and Deployment
- Collaborate with cross-functional teams to identify business requirements and develop solutions that meet those needs.
- Ensure the quality and accuracy of AI models by testing and validating
- Work on bug fixing and improving application performance
- Ensure the performance, quality, and responsiveness of applications/ models
- Work closely on the deadlines of the project
- Stay updated with the latest advancements in AI/ML technologies and contribute to the development and improvement of AI frameworks and libraries.

Job specific skills :

- Hands-on experience with any of the AI technologies - Machine Learning, Deep learning, Neural Networks Natural Language Processing, NLG and GenAI – LLMS (LLMA 2, LLMA 3, Gemini, OpenAI, Open-Source models, etc,), SLMs
- Proficiency in high-level programming languages like Python, C++, R
- Experience in Conversational AI and dialogue systems
- Preferred knowledge in practical applications of AI /ML, DL across Banking use cases
- Ability to design & develop practical analytical approach keeping the context of data quality & availability, feasibility, scalability, turnaround time aspects
- Strong understanding of explainable and Responsible/ Ethical AI framework
- Strong understating of Models Governance and Life cycle management
- Experience in working with Tensor Flow, Keras, Pytorch

Name of Position : Senior Manager AI Engineer (AI/GenAI/NLP/ML) (MMG/S-III)

Roles & Responsibilities :

- Design and develop AI-based applications and systems that improve performance and efficiency.
- Develop and Maintain AI strategies
- Implement AI solutions that integrate with existing business systems to enhance functionality and user interaction.
- End to End AI Model development
- Develop machine learning models and AI solutions
- Collaborate with cross-functional teams to identify business requirements and develop solutions that meet those needs.
- Ensure the quality and accuracy of AI models by testing and validating
- Work on bug fixing and improving application performance
- Ensure the performance, quality, and responsiveness of applications/ models
- Work closely on the deadlines of the project
- Collaborate with data scientists and other engineers to integrate AI with existing systems
- Stay updated with the latest advancements in AI/ML technologies and contribute to the development and improvement of AI frameworks and libraries.
- Experience in using container orchestration platforms such as Kubernetes to deploy and manage machine learning models in production environments.
- Hands-on experience in developing and deploying large language models (LLMs) in production environments, with a good understanding of distributed systems, microservice architecture, and REST APIs.

Job specific skills :

- Hands-on experience with any of the AI technologies - Machine Learning, Deep learning, Neural Networks Natural Language Processing, NLG and GenAI – LLMS (LLMA 2, LLMA 3, Gemini, OpenAI, Open Source models, etc,), SLMs
- Proficiency in high-level programming languages like Python, C++, R
- Experience in Conversational AI and dialogue systems
- Preferred knowledge in practical applications of AI /ML, DL across Banking use cases
- Ability to design & develop practical analytical approach keeping the context of data quality & availability, feasibility, scalability, turnaround time aspects

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- Strong understanding of explainable and Responsible/ Ethical AI framework
- Strong understating of Models Governance and Life cycle management
- Experience in working with Tensor Flow, Keras, PyTorch

Name of Position : Officer- API Developer (JMG/S-I)/ Manager- API Developer (MMG/S-II)/ Senior Manager- API Developer (MMG/S-III)

Roles & Responsibilities :

- Design, develop, and maintain scalable and secure APIs.
- Integrate APIs with various in-house and third-party systems and applications.
- Implement authentication and authorization mechanisms.
- Migration of Legacy Services to modern API architecture.
- Collaborate with cross-functional teams, including front-end developers and designers, to define and ship new features.
- Optimize API performance and scalability to ensure high availability and responsiveness.
- Participate in code reviews and ensure code quality and adherence to best practices.
- Contribute to the development of unit tests and documentation for APIs.

Job specific skills :

- Bachelor's degree in Computer Science or related field with a minimum of 01 years of relevant experience.
- Strong proficiency in Java/J2EE development with hands-on experience in Spring Boot and microservices architecture.
- Extensive experience in designing and developing RESTful and SOAP web services. Experience in using GraphQL, gRPC and WebSockets. Working knowledge of XML-RPC, JSON-RPC, AMQP, MQTT and SSE.
- Solid understanding of authentication and authorization protocols like OAuth, JWT, SAML, and Kerberos.
- Experience with API management platforms such as Kong or Layer7 is a plus.
- Proficient in using tools like Swagger/OpenAPI for API documentation.
- Familiarity with DevOps tools like Jenkins, GitHub, and CI/CD pipelines.
- Knowledge of database technologies such as MySQL, PostgreSQL, or MongoDB.
- Strong understanding of version control systems and agile development methodologies.
- Knowledge of Containerization and Orchestration Tools.

Name of Position : Manager- Network Administrator (MMG/S-II)/ Officer- Network Administrator (JMG/S-I)

Roles & Responsibilities :

- Maintain network devices and associated hardware, software, services, and settings.
- Recommend, test, and implement system and security upgrades.
- Consistently monitor and troubleshoot network stability and performance.
- Create, adjust, and maintain network user settings and permissions.
- Write technical support documentation for network systems and applications.
- Design and implement network architectures as per bank's operational requirements
- Troubleshoot problems with network devices and perform updates as per security norms.

Job specific skills :

- Strong fundamental and in depth experience with network (Routing/ Switching /Network security) / load balancing services and appliances is required
- Excellent understanding and direct hands on experience with major vendors router and switch configurations like Juniper, Cisco, Arista etc.
- In depth understanding and experience with WAN technologies like MPLS / EVPL, DS1, DS2, OCS, T1/T3, and even POTs and dial up modem services
- Experience designing, deploying and supporting dynamic routing protocols
- Proficient in the following network protocols: TCP/IP, RIP, DNS, BGP, OSPF, SIP, VOIP, SFTP, FTP, TCP/IP, LDAP, DNS, SNMP, SSL and IPSec. Etc.
- Extensive experience with the setup and support of business-to-business VPNs
- Exposure on Wireless technologies, Load balancer technology.
- Preference will be given to candidate having certification in CCNA, CCNP

- Managing wide area networks (WANs), local area networks (LANs), and organization-specific networks.

- Designing and implementing network architecture.

- Monitoring and troubleshooting network performance.

- Managing network security.

- Administering the Window/Unix Servers, workstations and mobile devices, as well as ensuring that the email and data storage networks are working effectively.

- Perform regular maintenance and updates on network hardware and software.

- Regularly review and update firewall rules, and access controls

- Respond to network incidents and outages, coordinating troubleshooting efforts to restore services quickly.

- Maintain accurate documentation of network configurations, changes, and procedures

Name of Position : Manager- Server Administrator (Linux & Unix) (MMG/S-II)/ Officer- Server Administrator (Linux & Unix) (JMG/S-I)

Roles & Responsibilities :

- Perform server administration tasks (ex: user/group, security permissions, group policies, print services); research event-log warnings and errors; and monitor resources to ensure that systems architecture components work together seamlessly

- Monitor data-center health using existing management tools and respond to hardware issues as they arise; help build, test, and maintain new servers when needed.

- Maintain internal infrastructure requirements, including laptop and desktop computers, servers, routers, switches, firewalls, printers, phones, security updates, support internet, intranet, LANs, WANs, and network segments

- Assist the help desk and other teams with troubleshooting to identify root cause, and provide technical support when needed

- Perform routine and scheduled audits of all systems, including backups.

Job specific skills :

- Install and configure server hardware and operating systems (e.g., Windows Server, Linux, AIX).

- Maintaining, configuring, and installing server software and hardware.

- Monitoring server performance and health using various tools.

- Developing and refining the processes for ongoing management of servers.

- Designing and implementing new server solutions.To build solutions, implement new software and hardware, provide training, and assist in developing the overall IT strategy.

- Maintain DNS and DHCP services, group policies, and network policy services.

- Setup and configure new MS Windows servers as required in VMWare clustered environment

- Coordinate use of technology resources with user's needs.

- Install software releases.

- Leads upgrades of database software and hardware, provides ongoing support, as required, of same.

- Manage the daily operations of the corporate Windows & Solaris servers, Windows PCs and network.

- Upgrading server OSes and various applications

- Auditing system logs for troubleshooting and incident response.

- Collaborate on projects and provide technical support as needed

Name of Position : Senior Manager Database Administrator(SQL) (MMG/S-III)/ Senior Manager Database Administrator(Oracle) (MMG/S-III)

Roles & Responsibilities :

- To Develop and maintain database documentation, including data standards, procedures and definitions for data elements and tables in the company.

- To Identify and implement database requirements for new or existing applications by working collaboratively with other teams.

- To Optimise database performance and efficiency by evaluating and recommending new database technologies.

- To Support users and developers by resolving data-related technical issues and troubleshooting queries by guiding them with best practices.

- To Execute regular database maintenance tasks, including database defragmentation, backups, and database replication.

- To analyse database growth and plan for future capacity needs, ensuring that resources are allocated efficiently.

- Maintain comprehensive documentation of database configurations, procedures, and policies for audit and training purposes.

- Regularly update and patch database management systems to ensure security and stability.

- To execute Database upgrade and integration of database monitoring and performance metrics in tools
- To monitor and design data replication rools for downstream systems.
- To implement automation for repeated jobs in database.

Job specific skills :

- Design, install, configure and maintain database systems, including monitoring, tuning and troubleshooting issues.
- Execute disaster recovery plans and procedures to ensure database availability during system outages or dysfunction.
- Able to leads and mentors junior DBAs, coordinates with other IT teams, and communicates with stakeholders and clients.
- To create and modifying database schemas, tables, views, indexes, triggers, stored procedures, functions, and other objects.
- Designs and implements data models, data dictionaries, data standards, and data quality rules.
- Should have knowledge and expertise in uses of at least one tools and languages, such as SQL, PL/SQL, Oracle, MySQL, PostgreSQL, MongoDB, and NoSQL, to develop and manage databases.
- To implements and enforces database security policies, roles, permissions, encryption, auditing, and logging and performs regular backups and restores of the databases.
- Manage and monitor disk space, database space, CPU, memory and cache, user connections. Work with complex ETL architecture that is fully dynamic to integrate all clients.
- Expertise in database performance tuning and optimization techniques.
- Knowledge of high availability structures and configration, backup strategies, disaster recovery plans, and tools (e.g RMAN for oracle, RAC for oracle)
- Understanding of database security protocols, including encryption, access controls, and access compliance regulations (e.g.,GDPR, PCI DSS)
- Familiarity with cloud based database solutions (e.g., AWS RDS, Azure SQL DB) for modern database.
- Strong analytical skils for diagnosing and resolving database issues promptly.

Name of Position : Manager-Database Administrator (MMG/S-II)/ Officer- Database Administrator (JMG/S-I)

Roles & Responsibilities :

- To Develop and maintain database documentation, including data standards, procedures and definitions for data elements and tables in the company.
- To Identify and implement database requirements for new or existing applications by working collaboratively with other teams.
- To Optimise database performance and efficiency by evaluating and recommending new database technologies.
- To Support users and developers by resolving data-related technical issues and troubleshooting queries by guiding them with best practices.
- To Execute regular database maintenance tasks, including database defragmentation, backups, archival and database replication.
- Commitment to staying current with emerging technologies and best practices in database management.
- To perform end to end automation designing for databases
- To execute Database upgrade and integration of database monitoring and performance metrics in tools
- To integrate and implement data replication rools for downstream systems.
- To implement database security parameters and implementation of database encryption methodologies.

Job specific skills :

- Design, install, configure and maintain database systems, including monitoring, tuning and troubleshooting issues.
- Execute disaster recovery plans and procedures to ensure database availability during system outages or dysfunction.
- To create and modifying database schemas, tables, views, indexes, triggers, stored procedures, functions, and other objects.
- Designs and implements data models, data dictionaries, data standards, and data quality rules.
- Should have knowledge and expertise in uses of at least one tools and languages, such as SQL, PL/SQL, Oracle, MySQL, PostgreSQL, MongoDB, and NoSQL, to develop and manage databases.
- To implements and enforces database security policies, roles, permissions, encryption, auditing, and logging and performs regular backups and restores of the databases.
- Manage and monitor disk space, database space, CPU, memory and cache, user connections. Work with complex ETL architecture that is fully dynamic to integrate all clients.
- Understanding of indexing, query optimization, and resource allocation
- Familiarity with database security protocols and practices
- Proficiency in automation of database tasks.
- Expertise in database performance tuning and optimization techniques.

- Knowledge of high availability structures and configration, backup strategies, disaster recovery plans, and tools (e.g RMAN for oracle, RAC for oracle)

- Understanding of database security protocols, including encryption, access controls, and access compliance regulations (e.g.,GDPR, PCI DSS)

- Familiarity with cloud-based database solutions (e.g., AWS RDS, Azure SQL DB) for modern database.

- Strong analytical skills for diagnosing and resolving database issues promptly.

Name of Position :	Senior Manager-Data Scientist (MMG/S-III)/ Manager- Data Scientist (MMG/S-II)/ Officer- Data Scientist (JMG/S-I)

Roles & Responsibilities :

- Work in Bank's Analytics Centre of Excellence as data Scientist

- Identify, analyze, and interpret trends or patterns in complex data sets

- Utilize a hypothesis-driven problem-solving approach to design, construct, and rapidly test/iterate exploratory analytics that will reveal insight and opportunities for the business

- Generate efficient data marts, analysis and reports on large data sets, building basic automations to reduce manual interventions for repeated analysis and data updates

- Work with management to prioritize business and information needs

- Locate and define new process improvement opportunities

- Implement and Deploy Machine Learning/ Artificial Intelligence/ Natural Language Processing models using R/Python etc.

- Monitor the performance and accuracy of the AI/ML models in production.

- Design and implement Big data scalable workflow systems using Big Data Technologies

- Closely collaborate with business teams to develop/ co-create analytics use case

- Understand business requirements, devise and implement strategies to improve the operational efficiencies/business KPIs using AI/ML techniques

Job specific skills :

- Proven working experience as data scientist

- Technical expertise regarding data models, database design development, data mining and segmentation techniques

- Hands on data analysis experience using Relational Databases and Big Data platforms. Ability to query in SQL, Spark etc.

- Knowledge of statistics and experience using statistical packages for analyzing datasets.

- Strong analytical skills with the ability to collect, organize, analyze, and disseminate significant amounts of information with attention to detail and accuracy

- Strong in Advanced Machine learning/ Artificial Intelligence, Natural Language Processing, Neural Networks, Deep Learning techniques.

- Experience with programming languages/tools used in data science (R/Python etc.)

- Knowledge of Cloudera Data Science Workbench is a plus.

- Familiarity with developing models using semi structure as well as unstructured data.

- End to end experience in development from data extraction, data quality assessment to modelling and validation.

- Self-driven individual with business acumen

- Strong understanding of Banking Business Domains.

Name of Position :	Senior Manager - Data Engineer (MMG/S-III)/ Manager - Data Engineer (MMG/S-II)/ Officer Data Engineer (JMG/S-I)

Roles & Responsibilities :

- Data engineers are required to work closely with Data Scientist and Analytics professionals, designers, project managers, QA engineers, operations engineers, third party systems providers and other stakeholders in the Data ecosystem of the organization.

- Required to manage Cloudera Big Data Environment (CDH)

- Data engineers are also required to determine what data management systems are appropriate and which data are needed for analysis.

- Create and maintain optimal data pipeline architecture.

- Identify, design, and implement internal process improvements: automating manual processes, optimizing data delivery, re-designing infrastructure for greater scalability, etc.

- Build the infrastructure required for optimal extraction, transformation, and loading of data from a wide variety of data sources using RDBMS and 'big data' technologies

- Work with data and analytics teams to strive for functionality enhancement in data systems.

Job specific skills :

BOB

- Should have proficient understanding of databases such as Relational (SQL), distributed (NoSQL), etc.
- Experience with installation on multi cluster Hadoop environment. Experience in large clusters is preferred.
- Experience with Maintenance of the applications and infrastructure.
- Knowledge of Informatica Big data management
- Experience with Hadoop Administration
- Experience with development of common ingestion framework, hive structure creation, compression, encryption steps
- Experience with unix shell scripting, Perl
- Experience with tools like Nifi, HBase, Spark, pig, storm, flume
- Experience with Hive which includes creation of schema structures, partitioning & performance tuning
- ASM & RAC Experience
- Should have experience of supporting and working with cross-functional teams in a dynamic environment.
- Good understanding of Data Model and types of dimension modeling (SCD Type 1, SCD Type 2)
- Deep understanding in information Security Principles to ensure compliant handling and management of business data.

Name of Position : Officer- Finacle Developer (JMG/S-I)/ Manager- Finacle Developer (MMG/S-II)

Roles & Responsibilities :

- Designing, developing and maintaining Software using the Finacle platform.
- To write codes, testing and debug the software.
- Understand the Business requirement and do the development to meet the organisational need.
- Provide technical support and trouble shoot issues related to finacle platform.
- To work on various Banking Modules, developing and customising scripts and batch jobs.

Job specific skills :

- Strong Understanding of Finacle 10.
- Develop the new Customization in Finacle 10.x including Interface using FI and API.
- Should have development experience in FI & Connect 24 integration.
- Finacle scripting, Jasper reporting, JAVA, SQL Scripting, java scripting etc.
- Development Experience in Finacle 10.x using FSDP tool.
- Good knowledge of API, Workflow, Finacle interface with external System, web services, Unix cron-jobs.
- Good knowledge of ORACLE SQL, PLSQL, JavaScript and Unix shell script.
- Must have Finacle Core or Finacle CRM (CIF Module) techno functional skills.
- Should have customization experience in Finacle – Asset, Liability, Clearing / Remittance, Trade Finance Modules.

Name of Position : Senior Manager- Finacle Developer (MMG/S-III)

Roles & Responsibilities :

- Designing, developing and maintaining Software using the Finacle platform.
- To write codes, testing and debug the software.
- Understand the Business requirement and do the development to meet the organisational need.
- Provide technical support and trouble shoot issues related to finacle platform.
- To work on various Banking Modules, developing and customising scripts and batch jobs.
- Lead the team of developers to complete the development activities in time.

Job specific skills :

- Strong Understanding of Finacle 10.
- Develop the new Customization in Finacle 10.x including Interface using FI and API.
- Should have development experience in FI & Connect 24 integrations.
- Finacle scripting, Jasper reporting, JAVA, SQL Scripting, java scripting etc.
- Development Experience in Finacle 10.x using FSDP tool.

BOB

- Good knowledge of API, Workflow, Finacle interface with external System, web services, Unix cron-jobs.
- Good knowledge of ORACLE SQL, PLSQL, JavaScript and Unix shell script.
- Must have Finacle Core or Finacle CRM (CIF Module) techno functional skills.
- Should have customization experience in Finacle – Asset, Liability, Clearing / Remittance, Trade Finance Modules.

Name of Position   :   Senior Manager- Enterprise Architect (MMG/S-III)

Roles & Responsibilities :

- Set up technical standards and governance structure for the enterprise.
- Assist business strategy and accordingly drive technology strategy from an architecture perspective.
- To Provide technology architecture expertise and guidance across multiple business divisions & technology domains
- Setting up technical standards, formulation of Enterprise Architecture (EA) Governance Framework. 13
- Driving technology strategy from an architecture perspective, across a portfolio of applications in the Bank, for resource optimization and Risk mitigation
- Translating business requirements into specific system, application or process designs, including working with business personnel and executives to identify functional requirements.
- Define/ maintain Target Architectures in Roadmaps.
- Lead and/or assist efforts to scope and architect major change programs, leading strategic options analysis & proposing end-to-end solutions & highlighting trade-offs.
- Review ongoing designs of major programs to identify strategic opportunities and resolve design issues during delivery.
- Identify key technology enablers to optimize IT investment.
- Develop highly complex solutions that exemplifies quality optimization regarding reliability, availability, scalability, manageability, flexibility, usability/ reusability and high performance.
- Deliver Architecture solutions in a Banking environment at the highest-level technical expertise.
- Lead other IT Architects to provide effective consulting/ solutions on complex projects.
- Lead multifunctional teams in successful application of methodologies and architecture modelling tools.

Job specific skills :

- Strong knowledge of enterprise architecture and design, including architecture frameworks such as TOGAF (TOGAF certification preferred)
- Strong knowledge of technologies such as APIs, SOA, programming languages, cloud hosting practices and big data technologies.
- Agile/ DevOPs experience and emerging technology trends.
- Hands on experience in building enterprise solutions with mature governance processes.
- Hands on experience in drawing architectural artefacts with modelling tools.
- Good relationship management and communication skills.

Department   -   Trade & Forex
Name of Position   -   Manager- Trade Finance Operations (MMG/S-II)

Roles & Responsibilities :

- 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.
- Handle the processing of Trade Finance and Forex transactions at a centralized processing centre for pan India branches. Ensure accurate and timely processing of transactions within the specified Turnaround Time (TAT) benchmarks.
- 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.
- Perform any additional tasks as per Bank's requirement, ensuring smooth and efficient support across all relevant functions.
- Address and resolve branch escalations promptly, providing support to linked branches to improve customer experience through efficient and high-quality operations.

Job specific skills :

- Capability to adequately utilize the Knowledge of Trade Finance Products
- Proficiency in Regulatory guidelines (FEMA / RBI / DGFT / Other regulatory body)
- Ability to efficiently use the Knowledge of cross-border payment systems such as SWIFT
- Problem-Solving & Escalation Management Skill

Name of Position - **Manager- Forex Acquisition & Relationship (MMG/S-II)/** **Senior Manager- Forex Acquisition & Relationship (MMG/S-III)/** **Chief Manager- Forex Acquisition & Relationship (SMG/S-IV)**

Roles & Responsibilities :

- Identify and acquire new clients for forex products and services focusing on both domestic and international markets.
- Develop strategies to attract corporate clients, SMEs, and high-net-worth individuals (HNWIs) for forex services.
- Promote and sell forex-related products and drive revenue growth by achieving sales targets related to forex transactions and products.
- Analyze market trends, forex rates, and competitor offerings to identify new business opportunities.
- Provide regular market insights and performance reports to senior management and clients.
- Understand clients' specific forex requirements and recommend the best solutions to optimize their currency management strategies.
- Build and maintain long-term, strong relationships with new and existing clients, ensuring high levels of satisfaction and retention.
- Provide ongoing support to clients by offering timely advice, updates on market conditions, forex solutions and smooth transaction processing.
- Address client concerns, resolve issues, and ensure smooth execution of forex transactions.
- Meet or exceed monthly, quarterly, and annual sales targets for forex acquisition and revenue generation. Track performance and adjust strategies to meet business objectives

Job specific skills :

- Excellent Communication Skill
- Negotiation Skills
- Relationship Management Skill
- Structuring of the deal
- Soft Skills
- Proficient in creating and delivering presentations

Name of Position - **Chief Manager- Financial Institutions & Correspondent Banking Relationship (SMG/S-IV)**

Roles & Responsibilities :

- Driving the corporate new business acquisition & accountable for managing business growth for the bank
- Conduct market research and provide insights on industry trends, emerging opportunities, and competitive advantages.
- Identifying prospective corporate and foreign institution, generating business from the existing clientele and achieving business targets.
- Analysis of business proposals for corporate based in India.
- Providing assistance in Market Entry Strategy to clients to move Global and assisting in arranging financial assistance.
- Expertise on Global Market and Corporate Credit Industry, as well as knowledge of ISDA documentation.
- Preparation of credit note and submission to the appropriate Committee for recommendation.
- Client Relationship Management
- Robust Client Relationship with FI's - Private , Public, Foreign Banks and NBFI's at Senior levels. Trusted Advisor to Clients.
- Strategic Alliances for driving new age payment mechanisms focusing on emerging technologies.
- Cross Border engagement with clients at regional and global levels. Exposure to multiple markets.
- Due Diligence and Regulatory Compliance
- Coordinating the bank's involvement in prominent events like SIBOS, IMF / World Bank Annual Meetings, and other international conferences.
- Redressal of complaints/grievances received from FIs.
- To achieve the business target on month-on-month basis.

Job specific skills :

- Excellent Communication Skill
- Negotiation Skills
- Relationship Management Skill
- Structuring of the deal

Department - Risk Management

Name of Position   -   Manager- Portfolio Monitoring & Exposure Management (MMG/S-II)

Roles & Responsibilities :

- Monitoring the credit event and evaluate the risk of potential default while recommending timely solutions
- Identify early signs of warning triggering necessary action
- Managing portfolio risk, focusing on growth divers and preparation of periodic portfolio report for Management decision
- Maintain an effective trigger reporting system of credit impairments and propose corrective actions.
- Evaluate performance of product & portfolio, and provide insight with data analysis
- Provide analytical reports for the purpose of monitoring, making policy adjustments, monitor credit decisions with the ultimate goal of optimizing risk and rewards
- Work together with Credit Monitoring Team for smooth monitoring of portfolio/product.
- Appropriately assess risk when business decisions are made, demonstrating particular consideration for the firm's reputation and safeguarding Bank of Baroda, its clients and assets.
- To undertake risk-return evaluation of the Bank's loan portfolio from time to time for policy reviews.
- Preparation and submission of various regulatory returns.
- Any other work assigned from time to time.

Job specific skills

- Thorough understanding of the operations/ processes of a large commercial bank.
- Knowledge of the relevant industry and product range.
- Understanding of the IT infrastructure in the BFSI sector for suitable digital risk analysis as well as leveraging technology for risk assessment.
- Well-developed analytical skills with the ability to identify root causes and trends and anticipate futuristic issues.
- Knowledge of relevant and business-level policies/procedures and the ability to apply this knowledge to specific situations
- Form independent opinion on business practices and recognize emerging risks.
- Highly Effective interpersonal skills, with the ability to build relationships with ability to influence.
- Organizational skills with ability and willingness to work under pressure and manages time and priorities effectively.
- Knowledge of VBA, SAS, R or Python (desirable)

Name of Position   -   Senior Manager- Sector/Industry Analyst (MMG/S-III)

Roles & Responsibilities :

- Conduct detailed research and analysis of the designated industry/sector to identify market trends, opportunities and risks, competitive landscape, and customer preferences.
- Deep understanding of the industry/sector ecosystem, including key players, regulatory environment, and value chain.
- Monitor and evaluate industry/sector developments, including technological advancements, economic shifts, and geopolitical factors, to identify potential impacts on our business and recommend appropriate strategies.
- Collaborate with internal teams, including business, product development, and sales to develop insight-driven strategies that address customer needs.
- Communicate research findings and insights to key stakeholders through presentations, reports, and other channels.
- Manage a team of analysts to ensure high-quality research and analysis output that meets business needs and deadlines.
- Build and maintain strong relationships with external industry experts, analysts, and thought leaders to stay up-to-date with the latest trends.
- Undertake risk-return evaluation of portfolio of various sectors/industries for providing feedback for policy formation and marketing efforts.
- Conducting Sector Specific Stress Testing and Scenario Analysis to understand the risk associated with any particular industry.
- Any other work assigned from time to time.

Job specific skills :

- Strong analytical skills and the ability to use data for business guidance/ decisions.
- Excellent communication and presentation skills, with the ability to effectively communicate complex ideas to both technical and non-technical audiences.
- Proven experience in managing a team of analysts and delivering high-quality research output on time and within budget.
- Strong project management skills and the ability to manage multiple projects simultaneously.
- Deep knowledge of the designated industry/sector and the ability to stay up-to-date with the latest trends and developments.

- Proficient in using market research and analysis tools, including statistical software, data visualization tools, and VBA.

Name of Position - Senior Manager- Thematic study on sectors (MMG/S-III)

Roles & Responsibilities :

- Conduct detailed analysis of thematic trends that are driving change in various sectors, including but not limited to technology, sustainability, innovation, and customer expectations.
- Deep understanding of the thematic drivers and how they impact multiple sectors, including emerging industries and disruptive technologies.
- Monitor and evaluate emerging technologies and other disruptors to identify potential impacts on our business and recommend appropriate response plan.
- Collaborate with internal teams, including business, product development, and sales to develop insights that address thematic trends and customer expectations.
- Communicate research findings and observations to key stakeholders through presentations, reports, and other communication channels.
- Manage a team of analysts to ensure high-quality research and analysis output that meets business needs and deadlines.
- Build and maintain strong relationships with external industry experts, analysts, and thought leaders to stay up-to-date with the latest trends.

Job specific skills :

- Strong analytical skills and the ability to use data for business guidance/ decisions.
- Excellent communication and presentation skills, with the ability to effectively communicate complex ideas to both technical and non-technical audiences.
- Proven experience in managing a team of analysts and delivering high-quality research output on time and within budget.
- Strong project management skills and the ability to manage multiple projects simultaneously.
- Deep knowledge of the designated industry/sector and the ability to stay up-to-date with the latest trends and developments.
- Proficient in using market research and analysis tools, including statistical software, data visualization tools, and VBA.

Name of Position - Manager-Enterprise Risk Management (MMG/S-II)/ Senior Manager-Enterprise risk Management (MMG/S-III)

Roles & Responsibilities :

- Develop and maintain the organization's ERM framework, policies, and procedures in alignment with regulatory requirements and industry best practices.
- Identify, assess, and prioritize the organization's risks and develop risk management strategies to mitigate those risks.
- Collaborate with business units, risk managers, and other stakeholders to identify and evaluate emerging risks and provide recommendations to senior management and the board of directors.
- Monitor and report on the effectiveness of risk management strategies and the organization's overall risk profile to senior management and the board of directors.
- Conduct risk assessments and evaluate the adequacy of controls, policies, and procedures to manage identified risks.
- Stay abreast of emerging trends and developments in risk management and provide timely updates and recommendations to senior management.
- Document the ICAAP framework for the bank which includes assessing pillar I and pillar II risks which helps bank to manage these risks effectively
- Develop, implement, and maintain an ERM framework and supporting policies and procedures (including risk tolerance levels and appetite) in line with relevant frameworks and guidelines.
- Establish and maintain a risk management culture within the organisation through; ERM awareness activities, understanding the risk maturity model, establishing risk appetite and tolerance levels, and participation in ERM activities.
- Develop and implement risk assessment methodologies, models, and systems in line with best practice principles and guidelines under the Bank-wide Risk Framework.
- Facilitate the compilation of strategic and operational risk registers developed for business units and the organisation in line with the ERM framework and best practice principles.
- Any other work assigned from time to time.

Job specific skills :

- In-depth knowledge of regulatory requirements related to enterprise risk management.
- Strong analytical skills and the ability to use data to inform decision-making.
- Excellent communication and presentation skills, with the ability to effectively communicate complex ideas to both technical and non-technical audiences.
- Ability to work independently and collaboratively with cross-functional teams.
- Proven leadership skills, with experience leading and managing teams.
- Knowledge of major Risk Management Guidelines and policies issued by RBI, Basel, PRA, ECB etc.

Name of Position - Manager - Climate Risk (MMG/S-II)

Roles & Responsibilities :

BOB

- Conduct comprehensive assessment of physical and transition risks associated with climate change, including potential impacts on assets, operations, and supply chains.
- Develop and implement strategies to manage climate-related risks, including risk mitigation, risk transfer, and risk avoidance.
- Collaborate with internal stakeholders, including senior management, business unit leaders, and risk management teams, to develop climate risk management policies and procedures that align with organizational goals and objectives.
- Monitor and evaluate emerging climate risks and trends, and provide timely updates and recommendations to the management.
- Ensure compliance with regulatory requirements related to climate risk management, including disclosure and reporting.
- Build and maintain strong relationships with external stakeholders, including regulators and industry peers, to stay up-to-date with the latest trends of risk management.

Job specific skills :

- Strong analytical skills and the ability to use data for risk management decisions.
- Excellent communication and presentation skills, with the ability to effectively communicate complex ideas to both technical and non-technical audiences.
- Experience of developing and implementing climate risk management strategies and policies in a corporate or institutional setting.
- Demonstrated ability of climate risk assessment and their potential impact on business operations and financial performance.
- Ability to work independently and collaboratively with cross-functional teams.
- Proficient in using research and analysis tools for scenario analysis and stress testing, including statistical software, data visualization tools, and VBA..
- Knowledge of regulatory requirements related to climate risk management, including disclosure and reporting requirements.
- Proven leadership skills, with experience leading and managing teams.

Name of Position - Senior Manager - Climate Risk (MMG/S-III)

Roles & Responsibilities :

- Conduct comprehensive assessments of the organization's exposure to physical and transition risks associated with climate change, including potential impacts on assets, operations, and supply chains.
- Develop and implement strategies to manage climate-related risks, including risk mitigation, risk transfer, and risk avoidance.
- Implement climate risk management policies and procedures that align with organizational goals and objectives.
- Collaborate with internal stakeholders, including senior management, business unit leaders, and risk management teams, to ensure that climate risk management is integrated into the organization's overall risk management framework.
- Monitor and evaluate emerging climate-related risks and trends, and provide timely updates and recommendations to senior management and other stakeholders.
- Ensure compliance with regulatory requirements related to climate risk management, including disclosure and reporting requirements.
- Build and maintain strong relationships with external stakeholders, including regulators, investors, and industry peers, to stay up-to-date with the latest trends and insights in climate risk management.
- Any other work assigned from time to time.

Job specific skills :

- Strong analytical skills and the ability to use data to inform risk management decisions.
- Excellent communication and presentation skills, with the ability to effectively communicate complex ideas to both technical and non-technical audiences.
- Proven experience developing and implementing climate risk management strategies and policies in a corporate or institutional setting.
- In-depth knowledge of climate-related risks and their potential impact on business operations, supply chains, and financial performance.
- Knowledge of regulatory requirements related to climate risk management, including disclosure and reporting requirements.
- Ability to work independently and collaboratively with cross-functional teams.
- Proven leadership skills, with experience leading and managing teams.

Name of Position - Chief Manager-Climate Risk (SMG/S-IV)

Roles & Responsibilities :

- Climate Risk management capabilities, in terms of risk identification, measurement and integrating these into governance and existing risk processes and partnership with the business.
- Subject-matter-expert concerning climate risk (both physical risk and transition risk) and the use of climate risk models for credit risk and financial stress testing.
- Assess emerging risk scenarios, climate stress testing industry practices and supervisory expectations and develop a roadmap for establishing in-house capabilities.
- Support the evaluation of external vendor solutions to help fill gaps in internal data and/or analytical capabilities.
- Work with Model Risk Management to ensure adherence to policy requirements.

- Support engagement with footprint countries (where Bank has presence) as well as risk and business stakeholders on the topic of Climate Risk. Ensure Climate risk policies are fit for regulatory purposes, underwriting decisions, risk appetite decisions and strategy design.
- Keep abreast and address home and host regulatory changes relating to Climate Risk. Liaise with RBI for Climate risk management and provide timely and high-quality responses to regulatory queries and requests.
- Provide leadership and guidance to the Climate Risk Management team, including coaching, mentoring, and performance management.
- Any other work assigned from time to time.

Job specific skills :

- Climate scenario development and scenario expansion modelling experience or knowledge of Risk modelling within a financial service setting.
- Familiarity with conventional transition scenario modelling and tools, including Simulation Models and Probabilistic Models.
- Experience in banking risk management, a knowledge of Basel/ IndAS regulations and standards.
- The candidate should be highly-motivated to establish a comprehensive climate risk management framework against an ambitious timeline.
- Strong written and verbal communication skills with attention to detail and good time management.
- Proven ability to partner and collaborate across an organisation, excellent influencing, facilitation, and partnering skills, with the ability to build relationships, partner effectively and build a strong internal network across matrix at all levels of the organisation.
- Excellent analytical skills and comfortable working with large datasets; expertise in econometrics and other quantitative methods is highly desirable. Proficient in statistical and data analysis using data management and statistical software- Python, R, SAS, SQL, VBA.
- Knowledge of regulatory requirements related to climate risk management, including disclosure and reporting requirements.
- Proven leadership skills, with experience leading and managing teams.

Name of Position   -   Manager - Model Validation (MMG/S-II)/ Senior Manager - Model Validation (MMG/S-III)

Roles & Responsibilities :

- Review and validate risk and pricing models used within the banking sector, including models for credit risk, market risk, operational risk, and liquidity risk.
- Collaborate with model developers, risk managers, and business units to ensure that all models are developed and used in a sound and effective manner.
- Develop and implement validation policies and procedures that align with regulatory requirements and industry best practices.
- Monitor and evaluate emerging risks and trends in model validation, and provide guidance and recommendations to senior management and other stakeholders.
- Ensure that validation activities are adequately documented, including validation reports and model risk assessments.
- Develop and deliver training programs for validation staff and other stakeholders on model validation concepts and techniques.
- Participate in model governance committees and working groups, and provide regular updates and recommendations to senior management.
- Any other work assigned from time to time.

Job specific skills :

- Strong analytical skills and the ability to use data for decision-making.
- Excellent communication and presentation skills, with the ability to effectively communicate complex ideas to both technical and non-technical audiences.
- In-depth knowledge of regulatory requirements related to model validation.
- Knowledge of risk and pricing models used within the banking sector, including credit risk, market risk, operational risk, and liquidity risk.
- Ability to work independently and collaboratively with cross-functional teams
- Proven leadership skills, with experience leading and managing teams.
- Experience in design of Statistical models using regression (linear/ logistic/ GAM/ Machine learning/ Decision Trees), optimization, time series, survival modelling techniques.
- Strong understanding of application scorecards / Behavioural Scorecard / Collection scorecards and credit risk models.
- Experience in validation of Expected Credit Loss Models

Name of Position   -   Manager - Analytics (MMG/S-II)/ Senior Manager - Analytics (MMG/S-III)

Roles & Responsibilities :

- Design and implement data analytics frameworks and methodologies that enable the organization to collect, store, and analyse large volumes of data from various sources.
- Collaborate with business units, risk managers, and other stakeholders to identify data analytics opportunities that align with the organization's strategic goals and objectives.
- Develop predictive models and machine learning algorithms to forecast customer behaviour, identify trends, and detect fraud.
- Design and develop dashboards, reports, and visualizations that enable stakeholders to access and analyze data in a meaningful way.

- Ensure that all data analytics activities comply with regulatory requirements and industry best practices.

- Develop and deliver training programs on data analytics concepts and techniques.

- Monitor and evaluate emerging data analytics trends and developments, and provide timely updates and recommendations to senior management and other stakeholders.

- Any other work assigned from time to time.

Job specific skills :

- Strong analytical skills and the ability to use data for decision-making.

- Excellent communication and presentation skills, with the ability to effectively communicate complex ideas to both technical and non-technical audiences.

- In-depth knowledge of data analytics methodologies and data visualization.

- Knowledge of data management and data governance best practices, including data security and privacy.

- Experience with data analytics tools and technologies, including SQL, Python, R, Tableau, and VBA.

- Ability to work independently and collaboratively with cross-functional teams.

Name of Position   -   Manager - Model Development (MMG/S-II)/ Senior Manager - Model Development (MMG/S-III)

Roles & Responsibilities :

- Develop, implement, and maintain model development policies, procedures, and standards that align with regulatory requirements and industry best practices.

- Collaborate with business units, risk managers, and other stakeholders to identify and prioritize model development needs that align with the organization's strategic goals and objectives.

- Develop, test, and validate risk and pricing models used within the banking sector, including models for credit risk, market risk, operational risk, and liquidity risk.

- Develop credit risk models (retail loan origination models, business banking customer rating models, and loan behaviour scorecards).

- Ensure that all model development activities comply with regulatory requirements and industry best practices.

- Monitor and evaluate emerging trends and developments in model development, and provide timely updates and recommendations to senior management and other stakeholders.

- Conduct detailed analytical work with a high level of accuracy in order to deliver high level results to senior management, and contribute to the management and education of enhanced credit risk approaches.

- To work on Provision and Expected Loss methodologies. This includes all inputs of Probability of Default, Loss Given Default and Exposure at Default (methodology).

- Any other work assigned from time to time.

Job specific skills :

- Strong analytical skills and the ability to use data for decision-making.

- Excellent communication and presentation skills, with the ability to effectively communicate complex ideas to both technical and non-technical audiences.

- In-depth knowledge of regulatory requirements related to model development and validation.

- Knowledge of risk and pricing models used within the banking sector, including credit risk, market risk, operational risk, and liquidity risk.

- Ability to work independently and collaboratively with cross-functional teams.Top of Form.

Name of Position   -   Manager- Credit Risk/Digital risk (MMG/S-II)

Roles & Responsibilities :

- Credit Policy Management for various Retail, MSME, Digital and Rural & Agri Products.

- Portfolio Risk Evaluation and defining framework of portfolio risk review at Product / Segment Level.

- Submission of periodic portfolio risk review reports to the senior management / committees.

- Underwriting Process & Platforms revamp for enabling STP wherever possible. Identifying process gaps which could lead to credit risk events.

- Building Credit risk analytics dashboards with the help of relevant stakeholder/ departments

- Reviewing the audit reports to identify credit risk areas and identify risk mitigation measures.

- Building risk data mart with the help of data warehouse team. Ensuring continuous enrichment of the data mart.

Job specific skills :

- Fair understanding of Credit Risk management and Risk Analytics domain.

- Analytical skills and the ability to process data with advance excel, Python, R, Tableau, PowerBi, Qliksense etc.

- Good communication, drafting and presentation skills.

- Ability to work independently and collaboratively with cross-functional teams.

Name of Position   -   Senior Manager- Credit Risk/Digital risk (MMG/S-III)

Roles & Responsibilities :

- Credit Policy Management for various Retail, MSME, Digital and Rural & Agri Products.
- Portfolio Risk Evaluation and defining framework of portfolio risk review at Product / Segment Level.
- Submission of periodic portfolio risk review reports to the senior management / committees.
- Conceptualizing Application and behavioural Scoring models, getting them built through internal / external resources, developing appropriate decision management framework around scorecards and deploying them into decision management platforms
- Underwriting Process & Platforms revamp for enabling STP wherever possible. Identifying process gaps which could lead to credit risk events.
- Building Credit risk analytics dashboards with the help of relevant stakeholder/ departments
- Reviewing the audit reports to identify credit risk areas and identify risk mitigation measures.
- Building risk data mart with the help of data warehouse team. Ensuring continuous enrichment of the data mart.

Job specific skills :

- Strong understanding of Credit Risk management and Risk Analytics domain.
- Analytical skills and the ability to process data with advance excel, Python, R, Tableau, PowerBi, Qliksense etc.
- Experience of working in projects involving building of scoring / rating models.
- Understanding of market dynamics of various retail/ MSME / Rural / Agri Lending products.
- Good communication, drafting and presentation skills.
- Ability to work independently and collaboratively with cross-functional teams.

Name of Position   -   Chief Manager- Credit Risk/Digital Risk (SMG/S-IV)

Roles & Responsibilities :

- Credit Policy Management for various Retail, MSME, Digital and Rural & Agri Products.
- Portfolio Risk Evaluation and defining framework of portfolio risk review at Product / Segment Level.
- Translating portfolio review insights into policy actions and getting them implemented through the relevant stakeholders.
- Dealing with external service providers such as credit bureaus, rating agencies to get the portfolio benchmarking done.
- Leading and driving the risk analytics framework project.
- Establishing scalable data ecosystem for the respective products.
- Underwriting Process & Platforms revamp.

Job specific skills :

- Strong understanding of Credit Risk management and Risk Analytics domain.
- Analytical skills and the ability to process data with advance excel, Python, R, Tableau, PowerBi, Qliksense etc.
- Experience of working in projects involving building of scoring / rating models.
- Understanding of market dynamics of various retail/ MSME / Rural / Agri Lending products.
- Good communication, drafting and presentation skills.
- Ability of working in projects involving building of scoring / rating models.
- Demonstrated ability of managing a team of 4 to 5 members for at least 2 years.
- Ability of having led multi-stakeholder projects.

Name of Position   -   Senior Manager - Bank, NBFC and FI Sector Credit Risk Management (MMG/S-III)

Roles & Responsibilities

- Formulation of Policy and Pricing along with Product development, research and risk profiling conforming to Bank's Internal Risk Appetite and Regulatory Expectations
- To undertake risk-return evaluation of the Bank's loan portfolio from time to time for providing insight and feedback for policy formation and marketing efforts
- Independent Credit Risk Evaluation of Loan Proposals, assessing the credit and financial strength of ETB/NTB Customers by performing fundamental credit analysis of counterparties using both quantitative and qualitative factors and providing recommendations
- Accountability for ensuring best in class core credit risk analysis of applicable portfolio ensuring consistencies with industry leading practices and conforming to all internal credit procedures/policies, all related regulatory expectations based on Predictive Data Analytics (through combination of MIU data, EWS data, CREMON etc.)

- Conducting Industry and Sector Analysis and providing report for the same to the Operational Units/Top Management periodically
- Stressed Sector/ Borrowers identification and analysis of restructured/ SMA/ others to timely reduce exposures by way of planned exit strategy for risk reduction
- To undertake risk-return evaluation of the Bank's loan portfolio from time to time for providing insight and feedback for policy formation and marketing efforts
- Conducting Specific Stress Testing and Scenario Analysis for Capital Adequacy Assessment
- Performance Monitoring based on the utilisation level of Credit Risk Capital allocated to the specific division
- Other credit risk related activities related to Risk management Department

Job specific skills

- Thorough understanding of the credit underwriting and/or portfolio management process.
- Well-developed analytical skills, including an understanding of financial components such as (liquidity position, leverage profile) with the ability to identify root causes and trends and anticipate issues.
- Knowledge of relevant and business-level credit policies and the ability to apply this knowledge to specific situations.
- Forms independent opinions on credit and recognizes emerging risks.
- Ability to identify early warning and provide portfolio steering.
- Highly Effective interpersonal skills, with the ability to build relationships and exert influence with and without direct authority with Senior Levels of Management.
- Solid organizational skills with ability and willingness to work under pressure and manages time and priorities effectively.

Department : Sucurity
Name of Position : Manager – Security (MMG/S-II)

Roles & Responsibilities :

- To work under the direct supervision, direction & control of Regional Manager / any other authority as decided by the Bank and to report to the Zonal Security Officer (ZSO)/ Authority decided by the Bank on all technical matters.
- To oversee enforcement of all instructions, directions and regulations in respect of security in respect of safety and security arrangements issued by the Bank.
-
- To inspect prescribed Bank Premises under his jurisdiction as per periodicity fixed by the Bank.
- Any other work assigned from time to time.

ANNEXURE II

GUIDELINES FOR UPLOADING THE PHOTOGRAPH, SIGNATURE & OTHER DOCUMENTS

The following documents are required to be uploaded by the candidate:

➢ Resume (PDF)
➢ DOB Proof: 10th marksheet/ certificate (PDF)
➢ Educational Certificates: Relevant Mark-Sheets/Certificate (PDF) (All Educational Certificates should be scanned in a single PDF file)
➢ Work experience certificates (PDF) if applicable (PDF)
➢ Caste/ Category Certificate (PDF) if applicable (PDF)
➢ PWD certificate, if applicable (PDF)

Before applying online, a candidate will be required to have scanned (digital) image of the above documents as per the specifications given below:-
➢ All Documents must be in PDF format.
➢ Page size of the document to be A4.
➢ Size of the file should not be exceeding 500 KB.
➢ In case of Document being scanned, please ensure it is saved as PDF and size not more than 500 KB as PDF. If the size of the file is more than 500KB, then adjust the setting of the scanner such as the DPI resolution, no. of colors etc., during the process of scanning. Please ensure that Documents uploaded are clear and readable.

GUIDELINES FOR SCANNING THE PHOTOGRAPH (4.5cmX3.5cm) & SIGNATURE:

Before applying online, a candidate will be required to have a scanned (digital) image of his/ her photograph and signature as per the specifications given below:-

(i)   **Photograph Image :-**
➢ Photograph must be a recent passport style colour picture.
➢ Make sure that the picture is in colour, taken against a light coloured, 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 the file should be between 20kb – 50kb.
➢ Ensure that the size of the scanned image is not more than 50kb. If the size of the file is more than 50kb, then adjust the settings of the scanner such as the DPI resolution, no of colours etc during the process of scanning.

(ii)   **Signature Imaging :-**
➢ The applicant has to sign on white paper with Black Ink Pen.
➢ The signature must be signed only by the applicant and not by any other person.
➢ The signature will be used to put on the Call letter and wherever necessary.
➢ If the applicant's signature on the answer script at the time of the examination does not match the signature on the Call letter, the applicant will be disqualified.
➢ Dimensions 140 x 60 pixels (preferred)
➢ Size of the file should be between 10kb – 20kb.
➢ Ensure that the size of the scanned image is not more than 20kb.
➢ **Signature in CAPITAL LETTERS shall NOT be accepted**

(iii)   **Guidelines for scanning of photograph, signature & documents :-**

1. Set the scanner resolution to a minimum of 200 dpi (dots per inch).
2. Set the colour to True Colour
3. Crop the image in the scanner to the edge of the photograph/ signature, then use the upload editor to crop the image to the final size (as specified above).
4. The image file should be JPG or JPEG format. An example file name is: image01.jpg or image01.jpeg. Image dimensions can be checked by listing the folder files or moving the mouse over the file image icon.
5. Image dimensions can be checked by listing the folder/ files or moving the mouse over the file image icon.
6. Candidates using MSWindows/ MSOffice can easily obtain photo and signature in .jpeg format not exceeding 50kb and 20kb respectively by using MSPaint or MSOffice Picture Manager. Scanned photograph and signature in any format can be saved in .jpg format by using 'Save As' option in the File menu and size can be reduced below 50kb (photograph) & 20kb (signature) by using crop and then resize option (Please see point (i) & (ii) above for the pixel size) in the 'Image' menu. Similar options are available in other photo editor also.
7. If the file size and format are not as prescribed, an error message will be displayed.
8. While filling in the Online Application Form, the candidate will be provided with a link to upload his photograph and signature.

PROCEDURE FOR UPLOADING THE PHOTOGRAPH, SIGNATURE & DOCUMENTS :-

(i)   There will be separate links for uploading Photograph, Signature & Documents.
(ii)   Click on the respective link 'Upload'.
(iii)   Browse and select the location where the scanned photograph, signature or document files has been saved.
(iv)   Select the file by clicking on it & click the 'Upload' button.
(v)   Click Preview to confirm the document is uploaded and accessible properly before submitting the application. If the file size and format are not as prescribed, an error message will be displayed.
(vi)   Once uploaded/ submitted, the Documents uploaded cannot be edited/ changed.

(vii) After uploading the photograph/ signature in the online application form candidates should check that the images are clear and have been uploaded correctly. In case the photograph or signature is not prominently visible, the candidate may edit his/ her application and re-upload his/ her photograph or signature, prior to submitting the form. If the face in the photograph or signature is unclear the candidate's application may be rejected.

Your Online Application will not be registered unless you upload your photograph, signature & documents as specified.

Note :-

1. *In case the face in the photograph or signature or documents is unclear, the candidate's application may be rejected.*
2. *After registering online, candidates are advised to take a printout of their system generated online application forms.*
In case, the photograph or signature or documents is/ are not prominently visible, the candidate may edit his/her application and re-load his/ her photograph or signature or documents, prior to submitting the form.

FORM OF CERTIFICATE TO BE PRODUCED BY A
CANDIDATE BELONGING TO SCHEDULED CASTE OR
SCHEDULED TRIBE IN SUPPORT OF HIS / HER CLAIM.

1.This is to certify that Sri / Smt / Kum*_____ son / daughter* of_____ of village / town* _____ in District / Division*_____of the State / Union Territory*_____belongs to the _____Caste/Tribe* which is recognized as a Scheduled Caste/ Scheduled Tribe* under :

* The Constitution (Scheduled Castes) Order, 1950 ;
* The Constitution (Scheduled Tribes) Order, 1950 ;
* The Constitution (Scheduled Castes)(Union Territories)Orders, 1951 ;
* The Constitution (Scheduled Tribes)(Union Territories)Order, 1951 ;

[as amended by the Scheduled Castes and Scheduled Tribes lists Modification) Order,1956; the Bombay Reorganisation Act, 1960; the Punjab Reorganisation Act 1966, the State of Himachal Pradesh Act, 1970, the North-Eastern Areas (Reorganisation)Act, 1971, the Constitution (Scheduled Castes and Scheduled Tribes) Order (Amendment) Act,1976, The State of Mizoram Act, 1986, the State of Arunachal Pradesh Act, 1986 and the Goa, Daman and Diu (Reorganization) Act, 1987.],:

* The Constitution (Jammu and Kashmir) Scheduled Castes Order,1956 ;
* The Constitution (Andaman and Nicobar Islands) Scheduled Tribes Order, 1959 as amended by the Scheduled Castes and Scheduled Tribes Orders (Amendment) Act, 1976 ;
* The Constitution (Dadra and Nagar Haveli) Scheduled Castes Order, 1962 ;
* The Constitution (Dadra and Nagar Haveli) Scheduled Tribes Order, 1962 ;
* The Constitution (Pondicherry) Scheduled Castes Order 1964;
* The Constitution (Uttar Pradesh) Scheduled Tribes Order,1967;
* The Constitution (Goa, Daman and Diu) Scheduled Castes Order, 1968 ;
* The Constitution (Goa, Daman and Diu) Scheduled Tribes Order, 1968 ;
* The Constitution (Nagaland) Scheduled Tribes Order, 1970 ;
* The Constitution (Sikkim) Scheduled Castes Order, 1978 ;
* The Constitution (Sikkim) Scheduled Tribes Order, 1978 ;
* The Constitution (Jammu and Kashmir) Scheduled Tribes Order, 1989 ;
* The Constitution (Scheduled Castes) Orders (Amendment)Act, 1990;
* The Constitution (ST) Orders (Amendment) Ordinance, 1991 ;
* The Constitution (ST) Orders (Second Amendment) Act,1991 ;
* The Constitution (ST) Orders (Amendment) Ordinance, 1996;
* The Scheduled Caste and Scheduled Tribes Orders (Amendment) Act 2002;
*The Constitution (Scheduled Castes) Order (Amendment) Act, 2002;
*The Constitution (Scheduled Caste and Scheduled Tribes) Order (Amendment) Act, 2002;
*The Constitution (Scheduled Caste) Order (Second Amendment) Act, 2002].

………2

2. Applicable in the case of Scheduled Castes / Scheduled Tribes persons , who have migrated from one State / Union Territory Administration.

This certificate is issued on the basis of the Scheduled Castes / Scheduled Tribes* Certificate issued to Shri / Smt / Kumari* _____Father /Mother* of Sri / Smt / Kumari*_____- _____of village / town_____in District/Division*_____of the State/Union Territory*_____ who belong to the_____ Caste / Tribe* which is recognized as a Scheduled Caste/Scheduled Tribe* in the State/Union Territory* issued by the _____[Name of the authority] vide their order No. _____ dated _____.

3.Shri/Smt/Kumari*_____and/or* his/her* family ordinarily reside(s) in village/town*_____ of_____ District / Division* of the State / Union Territory* of _____

Signature _____

Designation _____

Place: [With seal of Office]
Date :   State/Union Territory

Note : The term "Ordinarily resides" used here will have the same meaning as in Section 20 of the Representation of the Peoples Act, 1950.

----
* Please delete the words which are not applicable.
# Delete the paragraph which is not applicable.

List of authorities empowered to issue Caste / Tribe Certificates:

1. District Magistrate / Additional District Magistrate / Collector / Deputy Commissioner / Additional Deputy Commissioner / Deputy Collector/I Class Stipendiary Magistrate / Sub-Divisional Magistrate / Extra-Asst. Commissioner / Taluka Magistrate / Executive Magistrate.

2. Chief Presidency Magistrate/ Additional Chief Presidency Magistrate / presidency Magistrate.

3. Revenue Officer not below the rank of Tehsildar.

4. Sub-Divisional Officers of the area where the candidate and / or his family normally resides.

Note : The Certificate is subject to amendment/modification of Scheduled Castes and Scheduled Tribes lists from time to time

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FORM OF CERTIFICATE TO BE PRODUCED BY
OTHER BACKWARD CLASSES APPLYING FOR APPOINTMENT
TO POSTS UNDER THE GOVERNMENT OF INDIA

This is to certify that Sri / Smt. / Kumari_____son/daughter of _____ of village/Town _____District/Division _____ in the State/ Union Territory_____ belongs to the _____community which is recognized as a backward class under the Government of India, Ministry of Social Justice and Empowerment's Resolution No. _____dated _____*. Shri/Smt./Kumari _____and/or his/her family ordinarily reside(s) in the _____District/Division of the _____State/Union Territory. This is also to certify that he/she does not belong to the persons /sections (Creamy Layer) mentioned in column 3 of the Schedule to the Government of India, Department of Personnel & Training OM No.36012/22/93- Estt.[SCT], dated 8-9-1993 **.

Dated :   **District Magistrate**

                                   Deputy Commissioner etc.

Seal

* - the authority issuing the certificate may have to mention the details of Resolution of Government of India, in which the caste of the candidate is mentioned as OBC.

**- As amended from time to time.

Note:- The term "Ordinarily" used here will have the same meaning as in Section 20of the Representation of the People Act, 1950.

The Prescribed proforma shall be subject to amendment from time to time as per Government of India Guidelines.

FORM-I

Disability Certificate

(In cases of amputation or complete permanent paralysis of limbs and in cases of blindness)
(Prescribed proforma subject to amendment from time to time)
(NAME AND ADDRESS OF THE MEDICAL AUTHORITY ISSUING THE CERTIFICATE)

> Recent PP size Attested Photograph (Showing face only) of the person with disability

Certificate No. :   Date :

This is to certify that I have carefully examined

Shri/Smt./Kum. _____ son/wife/daughter of Shri

_____ Date of Birth (DD / MM / YY) ____ ____ ____

Age _____ years, male/female Registration No. _____ permanent resident of House

No._____ Ward/Village/Street _____ Post Office

_____District _____ State _____, whose photograph is affixed above,

and am satisfied that :

(A) he/she is a case of :

- **Iocomotor disability**
- **Blindness**

(Please tick as applicable)

(B) The diagnosis in his/her case is _____

(A) He/She has _____% (in figure) _____ percent (in words) permanent physical impairment/blindness in relation to his/her _____ (part of body) as per guidelines (to be specified)

2. The applicant has submitted the following documents as proof of residence :-

Nature of Document	Date of Issue	Details of authority issuing certificate

(Signature and Seal of Authorised Signatory of notified Medical Authority)

> Signature/Thumb impression of the person in whose favour disability certificate is issued.

FORM - II

Disability Certificate

(In case of multiple disabilities)

(Prescribed proforma subject to amendment from time to time)

(NAME AND ADDRESS OF THE MEDICAL AUTHORITY ISSUING THE CERTIFICATE)

Recent PP size Attested Photograph (Showing face only) of the person with disability

Certificate No. :   **Date :**

This is to certify that we have carefully examined

Shri/Smt./Kum. _____ son/wife/daughter of Sh

_____ Date of Birth (DD / MM / YY) ____ ____ __

Age _____ years, male/female _____ **Registration No.** _____ permanent resident

House No._____ **Ward/Village/Street** _____ Po

Office _____**District** _____ **State** _____, whose photograph is affixe

above, and are satisfied that :

(A) He/she is a Case of Multiple Disability. His/her extent of permanent physical impairment/disability has been evaluate
as per guidelines (to be specified) for the disabilities ticked below, and shown against the relevant disability in th
table below :

Sr. No.	Disability	Affected Part of Body	Diagnosis	Permanent physical impairment/mental disability (in %)
1	Locomotor disability	@		
2	Low vision	#		
3	Blindness	Both Eyes		
4	Hearing impairment	£		
5	Mental retardation	X		
6	Mental-illness	X		

(B) In the light of the above, his/her over all permanent physical impairment as per guidelines (to be specified), is as follows

In figures :- _____ percent

In words :- _____ percent

2. This condition is progressive/non-progressive/likely to improve/not likely to improve.

3. Reassessment of disability is :

(i) not necessary,

Or

BOB

(ii)   is recommended / after _____ years _____ months, and therefore this certificate shall be valid till (DD / MM / YY) ____ ____ ____

@ - e.g. Left/Right/both arms/legs

- e.g. Single eye / both eyes

£ - e.g. Left / Right / both ears

4.   The applicant has submitted the following documents as proof of residence :-

Nature of Document	Date of Issue	Details of authority issuing certificate

5.   Signature and Seal of the Medical Authority

Name and seal of Member	Name and seal of Member	Name and seal of Chairperson

Signature/Thumb impression of the person in whose favour disability certificate is issued.

FORM - III

Disability Certificate

(In cases other than those mentioned in Form I and II)

(Prescribed proforma subject to amendment from time to time)

(NAME AND ADDRESS OF THE MEDICAL AUTHORITY ISSUING THE CERTIFICATE)

> Recent PP size Attested Photograph (Showing face only) of the person with disability

Certificate No. :   **Date :**

This is to certify that I have carefully examined

Shri/Smt./Kum. _____ son/wife/daughter of Shri

_____ Date of Birth (DD / MM / YY) ____ ____ ____

Age _____ years, male/female _____ Registration No. _____ permanent resident of

House No._____ Ward/Village/Street _____ Post

Office _____ District _____ State _____, whose photograph is affixed

above, and am satisfied that he/she is a Case of _____ disability. His/her extent of percentage

physical impairment/disability has been evaluated as per guidelines (to be specified) and is shown against the relevant

disability in the table below :

Sr. No.	Disability	Affected Part of Body	Diagnosis	Permanent physical impairment/mental disability (in %)
1	Locomotor disability	@		
2	Low vision	#		
3	Blindness	Both Eyes		
4	Hearing impairment	£		
5	Mental retardation	X		
6	Mental-illness	X		

(Please strike out the disabilities which are not applicable.)

2. The above condition is progressive/non-progressive/likely to improve/not likely to improve.

3. Reassessment of disability is :

(i) not necessary,

Or

(ii) is recommended / after _____ years _____ months, and therefore this certificate shall be valid till (DD / MM / YY) ____ ____ ____

@ - e.g. Left/Right/both arms/legs

BOB

- e.g. Single eye / both eyes

£ - e.g. Left / Right / both ears

4.   The applicant has submitted the following documents as proof of residence :-

Nature of Document	Date of Issue	Details of authority issuing certificate

<div align="right">

(Authorised Signatory of notified Medical Authority)
(Name and Seal)

Countersigned

{Countersignature and seal of the
CMO/Medical Superintendent/Head of
Government Hospital, in case the
certificate is issued by a medical
authority who is not a government
servant (with seal)}

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Signature/Thumb impression of the person in whose favour disability certificate is issued.

FORM OF CERTIFICATE TO BE PRODUCED BY CANDIDATE APPLYING UNDER ECONOMINCALLY WEAKER SECTION

Government of ....
(Name & Address of the authority issuing the certificate)

INCOME & ASSET CERTFICATE TO BE PRODUCED BY ECONOMICALLY WEAKER SECTIONS

Certificate No. _____   Date:_____

VALID FOR THE YEAR _____

This is to certify that Shri/Smt./Kumari _____ son/daughter/wife of _____permanent resident of _____, Village, Street _____Post Office _____ District in the State / Union Territory _____ Pin Code _____ whose photograph is attested below belongs to Economically Weaker Sections, since the gross income* of his/her 'family'** is below Rs. 8 lakh (Rupees Eight Lakh only) for the financial year _____. His/her family does not own or possess any of the following assets***:

I.   5 acres of agricultural land and above;
II.   Residential flat of 1000 sq. ft. and above;
III.   Residential plot of 100 sq. yards and above in notified municipalities;
IV.   Residential plot of 200 sq. yards and above in areas other than the notified municipalities.

2. Shri/Smt./Kumari _____ belongs to the _____ caste which is not recognized as a Scheduled Caste, Scheduled Tribe and Other Backward Classes (Central List).

Signature with Seal of Office _____
Name_____
Designation_____

Recent Passport size attested photograph of the applicant

*Note1: Income covered from all sources i.e. salary, agriculture, business, profession, etc.
**Note 2: The term 'Family' for this purpose include the person, who seeks the benefit of reservation, his/her parents and siblings below the age of 18 years as also his/her spouse and children below the age of 18 years
***Note 3: The property held by a 'Family' in different locations or different places/cities have been clubbed while applying the land or property hold test to determine the EWS status