



Chander Mukhi Nariman Point Mumbai – 400 021 Web Site : www.centralbankofindia.co.in

**HUMAN RESOURCES DEVELOPMENT DEPARTMENT
(RECRUITMENT AND PROMOTION DIVISION)**

Recruitment process for selection of Chief Technical Officer (CTO) and Chief Risk Officer (CRO) equivalent to General Manager

Central Bank of India, a leading Public Sector Bank, with Pan India Branch Network of nearly 4600+ branches, with total business of more than Rs.4,80,000 Crores and driven by talented work force of 34500 plus employees, is inviting applications from eligible candidates for One post of Chief Technical Officer & One post of Chief Risk Officer. All the details for application for the posts are as under:

Date for submission of Application (in Hardcopy) starts from	29.10.2019
Last Date for submission of Application (Including for Candidates from Far-Flung Areas)	12.11.2019

A. Details of the post are as follows:-

Sr. No.	Name of Post	Nature of Engagement	Grade	Vacancy	Min./Max. Age	Selection Process	Place of Posting
1	Chief Technical Officer	Contractual (5 years) Extendable by another 5 years	Equivalent to GM(TEGS-VII) Post	01	40/55 years	Personal Interview	Mumbai
2	Chief Risk Officer	Contractual (3 years) Extendable by another 1 year at a time, subject to maximum term of 5 years.	Equivalent to GM(TEGS-VII) Post	01	35/55 years	Personal Interview	Mumbai

B. Details of Educational Qualification/Experience:-

	CRITERIA	CHIEF TECHNICAL OFFICER (CTO)	CHIEF RISK OFFICER (CRO)
2	Qualification	<ul style="list-style-type: none"> Engineering Graduate (BE/B. Tech) in Computer Science / Information Systems/other related fields or MCA or equivalent qualification from a recognized university OR M.Sc. in Computer 	<ul style="list-style-type: none"> Graduate Degree with professional certification in Financial Risk Management from Global Association of Risk professionals or Professional Risk Management Certification from PRMIA Institute Desirable additional Qualification: Holder of Chartered Financial

		Science / IT from a recognized university	Analyst awarded by CFA Institute or a designated Chartered Accountant by the Institute of Chartered Accountant of India or equivalent abroad or designated as a Cost and Management Accountant by the Institute of Cost Accountant of India or equivalent abroad.
3	Experience	<ul style="list-style-type: none"> • Minimum 15 years experience in IT field, preferably with software development background • Out of the above 15 years, a minimum of 5 years must be in Senior executive level like Asstt General Manager/ Deputy General Manager/ General Manager in banking and financial sector. • First hand knowledge in supervising development of software solutions • Adequate exposure to handle Digital banking. • Involved in formulating IT Policy and Planning /Financial Networks/ Cyber Security Technology. 	<ul style="list-style-type: none"> • Mandatory experience: Five years experience in corporate and risk management at the level of Assistant General Manager or above in one of the PSBs or having similar role and responsibilities in one or more regulated lending entity with minimum experience of one year in corporate credit and one year in risk management: • Desirable additional Experience: Good understanding of market risk and / or liquidity management and /or operational risk, with exposure to analytics
4	Nature of Engagement/ Likely Place of Posting	<ul style="list-style-type: none"> • On contractual basis for a fixed term of 05 years, extendable by another 05 years subject to a maximum term of 10 years. The place of posting will be DIT, Central Office, Mumbai 	<ul style="list-style-type: none"> • On contractual basis for a fixed term of 03 years, extendable by one year at a time, subject to a maximum term of 5 years. The place of posting will be Central Office, Mumbai
5	CTC	<ul style="list-style-type: none"> • Negotiable as per market rate. Compensation shall not be a limiting factor for the right candidate and will be on case to case basis 	<ul style="list-style-type: none"> • Negotiable as per market rate. Compensation shall not be a limiting factor for the right candidate and will be on case to case basis
6	Perks	<ul style="list-style-type: none"> • Travelling and Diem Allowance at par with the entitlement of 	<ul style="list-style-type: none"> • Travelling and Diem Allowance at par with the entitlement of General

		General Manager of Bank in case of travel outside the headquarters for official purpose.	Manager of Bank in case of travel outside the headquarters for official purpose.
7	Leave	<ul style="list-style-type: none"> 12 days CL and 15 days PL per year out of which not more than 4 days leave can be availed at one time with prior approval / intimation. 	<ul style="list-style-type: none"> 12 days CL and 15 days PL per year out of which not more than 4 days leave can be availed at one time with prior approval / intimation.

C. Roles, Responsibilities & Key Performances

Post no. 1:- CHIEF TECHNICAL OFFICER (CTO)

Roles:

Oversee the development of enterprise technology standards, governance processes and performance metrics to ensure that IT delivers value to the organization. Providing IT vision for the Bank, developing the long term IT strategy, Leading IT transformation projects and ensuring timely completion and implementation

Responsibilities:

- Creating of Technology vision, architecture roadmap
- Adopt latest cost effective technology initiatives
- Conceptualise and execute strategic planning of IT facilities
- Drive specific initiatives to create a flexible IT architecture
- Keeping IT environment secure as per bank's IT Policies
- Providing in depth technical expertise to top management
- Overall IT Department Administration

Key Performance Areas:

➤ **Tech Strategy**

- Monitor technological , social and scientific trends
- Identify opportunities and risks from IT prospective on state of art technology basis
- IT governance
- Innovation and development of technology and IT assets
- Communicate Bank's strategy to the vendors
- Quality management
- Manage key outsourcing relationship

➤ **Tech Policy**

- Develop and maintain overall framework of IT policies, standards and strategies and ensure implementation of the same
- Leading IT transformation projects in consultation with Business users of the Bank
- Developing long term plans to sustain and support the business
- Lead strategic insight and overview of business case

➤ **Tech Architecture**

- Designing of overall architecture including software, modules and components
- Designing of Database along with allied components
- Building of development roadmap
- Exploring new tools and technologies to improve development efficiency

➤ **Vendor Management**

- Maintain relationships with the Bank's vendors who support various IT applications.
- Enhance the level of monitoring mechanisms for these vendors' performance and delivery standards.
- Negotiate contracts with vendors and manage costs and schedule of deliverables.
- Work with multi department and multi vendor situations.
- Release payment to vendors within General Manager's non lending powers

➤ **Compliance**

- Ensure implementation of proper standards for governance as well as regulatory compliance in accordance with IT strategy committee and other committees of the Board
- Be responsible for IT security management and compliance with Information Security as well as regulatory prescriptions.
- Be responsible for placing OMs /notes to various committees of the Board and to Board with due recommendation

➤ **Provide Expertise**

- Provide industry expertise in all aspects of the Bank's IT needs.
- Track a broad range of emerging technologies to determine their maturity and applicability to the Bank.
- Map current and future security standards
- Develop standards and benchmarking for IT security being used in the Bank.
- Evaluate the cost efficiency of emerging security related technologies and assess their applicability to current needs of the Bank.

Post no. 2:- CHIEF RISK OFFICER (CRO)

1. Lead the integrated Risk Management (IRM) initiatives at the Bank
2. Actively participate in the executive level RMC and provide inputs on the developments, initiatives taken under each risk stream
3. Serve as a link with higher authorities for Risk Management Purpose between the Board level RMC and executive level RMC for policy, procedures and framework signoff, and Board for final approval.
4. Advisor to Top management by offering broad insights and expertise.
5. The CRO is to set capital limits for industry, segment, single loan as a percentage of capital, set up loss limits for NPA, credit cost and set limits on the basis of capital available and not growth.
6. Allocate capital based on risk – risk based LCR impact on the loan/credit facility, identifying the expected credit loss provisions.
7. Ascertain risk adjustment to yields on Treasury income and assessing of profitability net of risk.

8. Formulate stress testing portfolio to adjust capital allocations, connected lending, EWS to factor results of stress testing.
9. Standardise risk vocabulary to identify common risks
10. Identify common causal factors to remediate risks across processes and assess combined impact risk (Risk of unauthorised activity across functions improper reconciliation between systems).
11. Implement process to identify new risks through market research to test feasibility for new product launch and undertake rigorous testing before signoff on implementation of a system.
12. Simulate crisis scenario to test BCP for IT and beyond and also define crisis management response plan.
13. Approve reports of capital adequacy return and present to executive level RMC.
14. Approve vendor evaluation for model validation , data warehousing, loss database, capital calculation and presenting the reports to higher Committees and obtaining final sign off from the Board level RMC and the Board
15. Review performances of credit assessment models and presenting the reports to RMC
16. Review and approve all reports presented by specific risk teams (such as credit, market, operation and ERM cell) from time to time
17. Liaison with RMCs to coordinate flow of information and escalate risks to next level on immediate basis.
18. Be responsible for placing OMs /notes to various committees of the Board and to Board with due recommendation
19. Release payment to vendors within General Manager's non lending powers
20. Organise the executive Risk Management Committee meeting i.e CRMC, ALCO, ORCO etc.
21. All other roles and responsibilities as prescribed by Reserve Bank of India from time to time.

1. ELIGIBILITY CRITERIA:-

i. NATIONALITY/ CITIZENSHIP:

A candidate must be either

- i) A Citizen of India or
- ii) A subject of Nepal or
- iii) A 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 should be a person in whose favor a certificate of eligibility has been issued by the Government of India.

ii. REMUNERATION:-

Name of Post	CTC
Chief Technical Officer	Negotiable as per market rate. Compensation shall not be a limiting factor for the right candidate and will be on case to case basis
Chief Risk Officer	

2. SELECTION PROCEDURE

The eligible candidates will be called for personal interaction and the decision of the Bank in this regard shall be final.

3. GENERAL INSTRUCTIONS

- a. Not more than one application should be submitted by any candidate. Multiple Applications/Registrations will be summarily rejected and the application fee will be forfeited.
- b. Before applying, the candidate should ensure that he/she fulfils the eligibility and other norms mentioned in this advertisement. Applications, once submitted, will not be allowed to be withdrawn and the application fee/intimation charges once paid, shall neither be refunded nor be held in reserve for any other examination. The Bank would be free to reject any application, at any stage of the Recruitment Process, if the candidate is found ineligible for the post, for which he/she has applied. The decision of the Bank regarding eligibility of the candidates, the stage at which scrutiny of eligibility is to be undertaken, qualifications, other eligibility norms, the documents to be produced and any other matter relating to recruitment will be final and binding on the candidate. No correspondence or personal enquiries shall be entertained by the Bank in this behalf. If any shortcoming(s) is/are detected even after appointment, his/her services are liable to be terminated.
- c. A recent, recognizable color passport size photograph, which should be the same as the one pasted on application form, should be firmly pasted on the interview call letter and duly signed across by the candidate. Candidates are advised not to change their appearance till the recruitment process is complete. Failure to produce the same photograph at the time of the online test/interview may lead to disqualification. 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 correspondences with the Bank in future should be identical and there should be no variation of any kind.
- d. Candidates serving in Govt./quasi-Govt./Public Sector Undertakings (including nationalized banks and financial institutions) will be required to produce a "No Objection Certificate" from their employer at the time of interview, in the absence of which, their candidature may not be considered.
- e. All candidates will have to produce, if called for interview, originals as well as self attested photocopies of their educational/experience certificates as well as caste certificate, certificate of disability in the pro-forma prescribed by Govt. of India or any other certificate required, in the prescribed pro-forma in support of their eligibility, failing which their candidature will be cancelled.
- f. No Travelling Allowance is payable to candidates who are called for interview,
- g. The Bank takes no responsibility for any delay in /non-receipt or loss of any communication
- h. Any resulting dispute arising out of and/or pertaining to the process of recruitment under this advertisement shall be subject to the sole jurisdiction of the Courts situated at Mumbai.
- i. Request for change of contact no./address/ email ID/interview centre will not be entertained.
- j. In case any dispute arises on account of interpretation of version other than English, English version will prevail.
- k. Appointment of selected candidates is subject to their being declared medically fit as per the requirements of the Bank. Such appointment will also be subject to the Service, Conduct Rules & Policies of the Bank.

4. ACTION AGAINST CANDIDATES FOUND GUILTY OF MISCONDUCT

- a. Candidates are advised in their own interest that they should not furnish any particulars that are false, tampered, fabricated or should not suppress any material information while filling up the application form.
- b. At the time of interview, if a candidate is/has been found guilty of:
- misbehaving in the interview hall
 - resorting to any irregular or improper means in connection with his/her candidature for selection or obtaining support for his/her candidature by any means, such a candidate may in addition to rendering himself/herself liable to criminal prosecution, be liable:
(a) to be **disqualified** from the process for which he/she is a candidate
(b) to be **debarred**, either permanently or for a specified period, from any examination or recruitment conducted by the Bank

5. HOW TO APPLY:-

- a. Application fee to be remitted by the applicants along with the Application for Recruitment is as under (GST @ 18% on application fee):

Sr. No.	Category	Application fee	Intimation Charges	Total
1	All Candidates	Rs. 950/-	Rs. 50/-	Rs.1000/-

b. SUBMISSION OF APPLICATION:

Applicants have to submit their applications in the given format (ANNEXURE - A)
Last date for submission of application is 12.11.2019. No application shall be entitled beyond the stipulated date. Incomplete applications will be rejected.

Address the application, Superscribing “Application for the post of _____ (Chief Technical Officer/Chief Risk Officer)” to

**General Manager – HRD,
Central Bank of India,
ChanderMukhi, 17th Floor,
Nariman Point,
Mumbai-400 021**

6. Mode of Payment

Application fee of **Rs.1000/-** plus **GST** payable by the way of Demand Draft (non-refundable) drawn on any Nationalized/ Scheduled Bank in favor of “**Central Bank of India – Recruitment of Chief Technical Officer or Central Bank of India – Recruitment of Chief Risk Officer** as applicable and payable at Mumbai.

Candidates are advised to regularly visit the Bank’s website for updates/ notices/ instructions.

Last date for submission of application: 12.11.2019

Decision of the Bank in respect of all matters pertaining to this recruitment would be final and binding on all candidates

**GENERAL MANAGER (HRD)
CENTRAL BANK OF INDIA**

APPLICATION FOR THE POST OF CHIEF TECHNICAL OFFICER/CHIEF RISK OFFICER ON CONTRACT BASIS

To,
 General Manager – HRD
 Central Bank of India,
 Recruitment of Chief technical officer/Chief risk officer,17th floor,
 Chandermukhi, Nariman Point,
 Mumbai-400 021

Paste Passport Size
 Photograph
 Please Sign across the
 Photograph

With reference to your advertisement on Bank's website dated. 30.10.2019
 I, submit my application in prescribed format.

1.	NAME (IN FULL):	
2.	ADDRESS FOR CORRESPONDENCE:	
3.	CATEGORY:	
4.	WHETHER PWD: IF YES,TYPE OF DISABILITY: PERCENTAGE OF DISABILITY:	YES/NO
5.	DATE OF BIRTH (AS PER SCHOOL LEAVING CERTIFICATE): AGE IN COMPLETED YEARS AS ON 30.09.2019:	

6.	DETAILS OF NON-REFUNDABLE APPLICATION FEE: NAME OF DD ISSUING BANK: PLACE OF ISSUE: DATE OF ISSUE: AMOUNT:	
7.	CONTACT DETAILS: MOBILE NO. LANDLINE NO. EMAIL ID.	
8.	GENDER:	
9.	NATIONALITY:	
10.	BIRTH PLACE: NATIVE PLACE:	
11.	RELIGION:	
12.	MARITAL STATUS:	
13.	FATHER'S/ HUSBAND'S NAME:	
14.	PERMANENT ADDRESS:	
15.	EDUCATION QUALIFICATION	

16.	EXPERIENCE - (PRECEEDING 15 YEARS) – TOTAL (IN YEARS):	
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