

Applications for Deputy Managing Director of Small Industries Development Bank of India

Banks Board Bureau invites applications from qualified candidates for the post of Deputy Managing Director (DMD) of Small Industries Development Bank of India (SIDBI) on a full-time basis. Interested candidates who fulfil the eligibility criteria may apply online on www.banksboardbureau.org.in or directly through the link <https://www.research.net/r/dmd-sidbi>

The Last dates for submitting the complete online application is September 15, 2020 by 5:00 pm IST. Before applying candidates are advised to ensure that they fulfill the stipulated eligibility criteria.

Contents

A. Job profiles and competency/skill requirement	1
B. Eligibility criteria	1
C. Tenure, Remuneration and Allowances	2
D. Selection procedure.....	3
E. Application guidelines	3

A. Job profiles and competency/skill requirement

Critical skill set that sought is a strong ability to interpret trends in Indian Micro Small and Medium Enterprises, their financial and operational requirements coupled with understanding of financial products for banks and Non-Banking Financial Companies, excellent communication and negotiation skills and understanding of RBI, SEBI and other regulatory norms. Job Profile of the post of DMD of SIDBI is as follows:

1. DMD, SIDBI plays a pivotal role to facilitate and strengthen credit flow and address the developmental gaps in the MSME eco-system. He/ she is expected to have domain expertise and requisite appraisal skills with regard to credit flow to the MSME sector and their relevant schemes.
2. The DMD of the SIDBI acts as the second-in-command to the CMD of SIDBI in the areas/ domain allotted to him/ her, including that related to Control functions.
3. DMD is a member of the Board and assists the Board in all matters related to management, supervision and administration of SIDBI within the purview of the Board.

B. Eligibility criteria

1. **Age:** The maximum age of entry for both internal as well as other candidates shall be 55 years as on 22-January-2021.
2. **Educational qualifications:** Candidate should have a Post-Graduate degree preferably in Economics / Commerce / Business Administration or Finance; Or a Graduate degree with professional qualification of Chartered Accountancy, Cost Accountancy, Chartered Financial Analyst or equivalent. Any additional qualification with specialization in the field of MSME sector will be considered desirable.

3. Criteria for applying through Open Advertisement:

Experience:

- a. At least 18 years of experience as on 22-January-2021 in different verticals/ domains in Scheduled Commercial Banks (SCBs)/ Financial Institution (FIs) / Public Sector Organisations in financial sector, with at least 2 years operational experience/ exposure preferably in Credit Appraisal/ Micro credit/ SME lending.
- b. Of these 18 years, at least 2 years of experience (as on 22-January-2021) should be at the highest level below the Board level.
- c. All positions specified above should have been held on substantive basis.

Other Requirements

- a. Experience of institutional development in financial, banking and services sector.
- b. Proven management, leadership and innovative skills to building an inspired team.
- c. Adequate knowledge and experience in Re-finance, Corporate finance, Treasury operations, Resource Mobilization, Risk Management, Information Technology, etc.
- d. Excellent communication skills.

4. Criteria of deputation for Government Officers:

- a. All-India Service Officers/ Central Services Group 'A' Officers serving at the level of Director/Director equivalent to Government of India or above with a minimum of 15 years' experience as on 22-January-2021,
 - of which 2 years mandatory experience as Director/ Deputy Secretary to Government of India in the field of finance/ SME lending/ industrial development/ public enterprise management; OR
- b. State Government Officers serving at an equivalent level (level of Director/ Director equivalent to Government of India or above) with a minimum of 15 years' experience as on 22-January-2021,
 - of which 2 years mandatory experience in the field of finance/ SME lending/ industrial development/ public enterprise management.

C. Tenure, Remuneration and Allowances

1. **Tenure:** The assignment shall be for a period of three years and may be extended by upto two years based on performance provided that no person shall hold office of DMD of SIDBI after he/she attains the age of 60 years. For All India Service officers / Central Services Group 'A' officers, extant guidelines on deputation tenure shall apply.
2. **Remuneration and Allowances:** The post shall carry a pay scale of ₹ 1,76,800 – 2,24,400/- [Level 14A] plus all usual allowances and perquisites as allowed to Whole Time Director of Public Sector Banks.

D. Selection procedure

Selection will be based on Shortlisting and Personal Interview. Applications received shall be screened and shortlisted based on experience and eligibility conditions. The candidates may be called for preliminary interactions for the purpose of determining their eligibility. Adequate number of candidates will be shortlisted based on their qualification, experience and overall suitability for Interview. Final selection of the candidate will be done by the Bank Board Bureau (BBB).

E. Application guidelines

1. Application Procedure

All applicants are required to apply online **only** by submitting the details and scanned copies of the relevant documents. The link to the application is <https://www.research.net/r/dmd-sidbi>. The same link is also available on the BBB website www.banksboardbureau.org.in under vacancies tab.

PLEASE DO NOT SUBMIT MULTIPLE APPLICATIONS. IN CASE OF MULTIPLE APPLICATIONS, THE LAST SUBMITTED APPLICATION WILL ONLY BE CONSIDERED BASED ON THE DATE/TIME OF SUBMISSION. IN SUCH CASES, NO PART OF THE EARLIER SUBMITTED APPLICATIONS INCLUDING UPLOADS SHALL BE CONSIDERED

2. Documents

The following documents in original, may be called for by the BBB. The same may be uploaded in the online application form under the relevant section.

- i) Resume in specified format.

For open candidates
For candidates on deputation basis

[Template](#)
[Template](#)

- ii) Photo Identify Proof such as Passport/ Aadhaar/ e-Aadhaar Card/ PAN Card/ Driving Licence/ Voter's Card
- iii) Mark sheets & certificates for educational qualifications
- iv) Work Experience: Documentary proofs such as Experience Certificates from past and current employers, Appointment letters, Relieving Letters, Pay or Salary Slips to verify the date of joining and relieving, designation at the time of joining, date of promotion with designation, if any.
- v) Candidates **serving** in Government / quasi Government offices/ Public Sector Undertakings (including Nationalised Banks, Financial Institutions and Public Sector Organisations in financial sector) are required to upload a "No Objection Certificate" from their employer.
- vi) Candidates applying on deputation criteria for Government Officers, are required to route their application through 'Proper Channel', (as per extant norms in this regard), besides the Online Advance Copy.
- vii) Any other relevant documents in support of eligibility

3. Action against candidates found guilty of misconduct

Candidates are advised in their own interest that they should not furnish any particulars/ details/ information or make statements that are false, incorrect, tampered, fabricated and should not conceal or suppress any material information while filling up the application form and submitting the attested copies of testimonials. In case it is detected at any time that the candidate has indulged in any of the above mentioned activities, he/ she will not only be disqualified, but he/ she will also be liable to be dismissed from the services of SIDBI at any time, even after being selected and after joining SIDBI in service. At the time of Interview, if a candidate is (or has been) found guilty of:

- i) Using unfair means during the selection process, or
- ii) Impersonating or procuring impersonation by any person, or
- iii) Misbehaving in the Personal Interview or
- iv) Resorting to any irregular or improper means in connection with his/ her candidature, including resorting to canvassing for his candidature, or obtaining support for his/ her candidature, by any means, such a candidate may, in addition to rendering himself/ herself liable to criminal prosecution, shall also be liable:
 - a. To be disqualified from the selection process for which he/ she is a candidate.
 - b. To be debarred, either permanently or for a specified period, from any recruitment conducted by Banks Board Bureau

4. General eligibility

The appointment of selected candidates may be subject to their being declared medically fit by a doctor or a panel of doctors.

5. General instructions

- i. Candidates should satisfy themselves about their eligibility for the post applied for.
- ii. Candidates applying are bound by a Non-Disclosure Agreement with the Banks Board Bureau and are required to abide by all its terms and conditions.
[Non-disclosure Agreement Terms](#)
- iii. Candidates serving in Govt./ Quasi Government 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, failing which their candidature may not be considered and travelling expenses, if any, otherwise admissible, will not be paid.
- iv. In case of selection, candidates may be required to produce proper discharge certificate / NOC from the employer at the time of taking up the appointment.
- v. Candidates are advised in their own interest to submit their application and resumes much before the closing date and not to wait till the last date.
- vi. BBB 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 BBB.

- vii. 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.
- viii. Candidates are advised to keep their e-mail ID alive for receiving advices, viz. Call Letters/ Interview date advices etc.
- ix. Decisions of BBB in all matters regarding eligibility, conduct of Interview, other tests and selection would be final and binding on all candidates. No representation or correspondence will be entertained by BBB in this regard.
- x. Appointment of selected candidate is subject to the service and conduct rules in force at the time of joining.
- xi. 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.
- xii. Candidates called for Interview will be paid Airfare (Economy Class)/ I-AC railway fare on production of actual bills.

6. Announcements

All further announcements/ details pertaining to this process will only be published/ provided on our authorized website <https://www.banksboardbureau.org.in> from time to time.

7. Disclaimer

In case it is detected at any stage of recruitment that a candidate does not fulfil the eligibility norms and / or that he / she has furnished any incorrect / false information or has suppressed any material fact(s), his /her candidature will stand cancelled. If any of these shortcomings is / are detected even after appointment, his /her services are liable to be terminated. Decisions of BBB in all matters regarding eligibility, other tests and selection would be final and binding on all candidates. No representation or correspondence will be entertained by BBB in this regard.

**Secretary
Banks Board Bureau**