



## INDIAN OVERSEAS BANK

(A Govt. of India Undertaking)

Central Office, 763, Anna Salai, Chennai – 600002

www.iob.in

Good People to Grow with

Advt. No.: HRDD/RECT/01/2022-23

Dated: 08.11.2022

### **RECRUITMENT OF SPECIALIST OFFICERS - IT PROFESSIONALS** **IN MMG SCALE II - 2022-23**

Indian Overseas Bank, a leading Public Sector Bank with headquarters in Chennai having geographical presence all over India and abroad invites online applications from qualified and experienced IT professionals for recruitment against **25 Vacancies for Specialist Officers for the various posts in Information Technology and Digital Banking in MMG Scale II.**

Interested candidates who fulfil the eligibility criteria may apply online from 08.11.2022 to 30.11.2022 by visiting our website [www.iob.in](http://www.iob.in). No other mode of application will be accepted.

**Before applying, candidates are advised to read this advertisement carefully and ensure that they fulfill the stipulated eligibility criteria. They should note that Application Fee / Intimation charges once deposited will neither be refunded nor be adjusted against any other recruitment process. Candidates are advised to fill their particulars Online by themselves correctly.**

The important dates are as follows:

ACTIVITIES	DATES
Payment of Application Fee / Intimation Charges	08.11.2022 to 30.11.2022
Opening Date of Online Registration	08.11.2022
Closing Date of Online Registration	30.11.2022

#### **A. DETAILS OF THE POSTS & RESERVATION**

- As the reservation for Physically Challenged persons is on horizontal basis, the selected candidates will be placed in the appropriate category (viz. SC/ST/OBC/EWS/UR-GEN) to which they belong.
- The number of vacancies and the number of reserved vacancies is provisional and may vary according to actual requirements of the Bank.
- The selected candidates will be placed at Central Office, Chennai or DRS/ISD, Hyderabad, initially. However, they are liable to be transferred/ posted, at the sole discretion of the Bank and as per its exigencies, at any of the Bank's Branches/ Offices, anywhere in India from time to time and on such terms and conditions as may be decided by the Bank.

**SC** – Scheduled Caste, **ST** – Scheduled Tribe, **OBC** – Other Backward Classes, **EWS** – Economically Weaker Section, **UR (Gen)** – Unreserved (General), **PWBD** - Persons with Benchmark Disabilities, **HI** - Hearing Impaired, **OC** – Orthopedically Challenged, **VI** –Visually Impaired, **ID** – Intellectual Disability, **MMGS II** - Middle Management Grade Scale II.

**Note:** Above posts are support services in nature and on upon exigencies of services, candidates are expected to work in **shift basis, to ensure 24\*7\*365 operation.**

POST CODE	POST NAME	GRADE	SC	ST	OBC	EWS	UR (GEN)	TOTAL	OUT OF WHICH (PWBD)			
									HI	OC	VI	ID
01	Manager - Business Analyst	MMGS-II	-	-	-	-	1	1	-	-	-	-
02	Manager - Data Engineer	MMGS-II	-	-	1	-	1	2	-	-	-	-
03	Manager - Cloud Engineer	MMGS-II	-	-	-	-	1	1	-	-	-	-
04	Manager - Data Scientist	MMGS-II	-	-	-	-	1	1	-	-	-	-
05	Manager - Network Security Engineer	MMGS-II	-	-	-	-	1	1	-	-	-	-
06	Manager - Oracle DBA	MMGS-II	1	-	1	-	-	2	-	-	-	-
07	Manager - Middleware Engineer	MMGS-II	-	-	-	-	1	1	-	-	-	-
08	Manager - Server Administrator	MMGS-II	-	-	1	-	1	2	-	-	-	-
09	Manager - Network – Routing & Switching Engineer	MMGS-II	-	-	1	-	1	2	-	-	-	-
10	Manager - Hardware Engineer	MMGS-II	-	-	-	1	-	1	-	-	-	-
11	Manager - Solution Architect	MMGS-II	-	-	-	-	1	1	-	-	-	-
12	Manager – Digital Banking (RTGS/ NEFT)	MMGS-II	-	-	-	-	1	1	-	-	-	-
13	Manager – Digital Banking (Debit Card & ATM Switch)	MMGS-II	-	-	-	-	1	1	-	-	-	-
14	Manager – ATM Managed Services & ATM Switch	MMGS-II	1	-	1	-	-	2	-	-	-	-
15	Manager – Merchant Acquisition	MMGS-II	-	-	1	-	-	1	-	-	-	-
16	Manager – Digital Banking (IB, MB, UPI)	MMGS-II	1	1	-	-	1	3	1	-	-	-
17	Manager – Digital Banking (Reconciliation)	MMGS-II	-	-	-	1	-	1	-	-	-	-
18	Manager – Compliance & Audit	MMGS-II	-	-	-	-	1	1	-	-	-	-
<b>TOTAL</b>			<b>3</b>	<b>1</b>	<b>6</b>	<b>2</b>	<b>13</b>	<b>25</b>	<b>1</b>	<b>-</b>	<b>-</b>	<b>-</b>

## **B. 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 shall be a person in whose favor 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 Online Examination / Interview conducted by the Bank, may be provisionally selected, but on final selection, the offer of appointment may be given only after the necessary eligibility certificate issued by the Government of India, is produced.

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. 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 / being shortlisted / appearing for the interview and/or subsequent processes do 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 the candidate applied will be entertained.**

ii. **EDUCATIONAL QUALIFICATION & POST QUALIFICATION WORK EXPERIENCE (AS ON 01.11.2022)**

Educational Qualifications, Post Qualification, Work Experience, Skills required & Nature of Duties to be performed POST-WISE are detailed below. The date of Clearance of certification courses done by the candidate should be within 4 years from 01.11.2022. (i.e., on or after 01.11.2018 and on or before 01.11.2022)

Post Code/ Name of the Post(s)	Vacancy	Nature of Duties to be performed	Educational Qualifications	Post Qualification Work Experience	Skills Required
<b>01. Manager - Business Analyst</b>	1	The Business Analyst shall: a. Analyse huge data of various kinds to bring out strong insights, helping in improving business process. b. Apply banking knowledge for formulating various strategies ensuring better customer experience and early tapping of good business opportunities. c. Be Responsible for defining, developing & communicating key metrics to the leadership and drive those metrics for improving business. d. Be able to support business development and new analytics solution development activities along with ability to conduct deep dive of the critical business issues to provide insights for strategic planning. e. Be responsible for tracking key metrics and KPIs related to implementation success.	a. Full time B.E./ B.Tech. in Computer Science/IT/ Electronics & Communications/ Electrical & Electronic Engineering <b>AND</b> b. Full Time M.B.A. (any specialisation) c. Full Time Master's in Business Analytics will be preferred Minimum of 60% marks in both B.E./ B. Tech and M.B.A.	a. Minimum 3 years of Experience in business analytics and strategic planning b. Banking domain knowledge is a must. c. Out of 3 years of experience, minimum of 2 years of experience in working on different visualization tools like Tableau/ Power BI/ GDS d. Should have worked on different banking analytics use cases like portfolio deep dive, time series analysis, decision trees, etc. e. Proficiency in Actionable Insights Generation f. Ability to work in challenging & demanding timelines g. Analytical thinker with strong problem structuring and solving abilities h. Complete expertise in breaking any problem into components that can be collaboratively solved i. Data driven decision making and communicating the same to the stakeholders j. Expertise in tracking and measuring campaign success k. Should have worked on huge data sets with ability to churn down for meaningful analysis l. Experience in analytics companies is preferred	a. Excellent analytical, mathematical, and creative problem-solving skills b. Excellent communication skills are a must c. Must be able to present business solution to complex business problems in an efficient manner d. Familiarity with Project Management and Governance e. Ability to negotiate the scope of the problem through business lens f. Highly self-motivated and ability to independently plan and execute deliveries g. Experience in campaign tracking, customer segmentation, MIS creation, strategy formulation, etc. h. Hands on experience in Python/R/ Oracle/Excel i. Having worked on SAS/Time Series/ Statistical techniques is preferred j. Expertise in working with large data sets and drawing useful insights by data crunching and manipulation.

Post Code/ Name of the Post(s)	Vacancy	Nature of Duties to be performed	Educational Qualifications	Post Qualification Work Experience	Skills Required
<b>02. Manager - Data Engineer</b>	2	<p>The Data Engineer shall:</p> <ol style="list-style-type: none"> <li>Help in transforming and developing high-quality data infrastructure from core banking system and be responsible for maintaining the same thereafter.</li> <li>Develop scalable services that are capable of ingesting and transforming data at huge scale coming from many different sources on schedule for analytical use case.</li> <li>Develop and design functional data foundations based on the business requirements.</li> <li>Work closely with stakeholders (Reporting team, Analysts and Business) and source system domain experts along with the engagement and delivering of complex integrations from both internal and external data sources.</li> </ol>	<p>Full Time B.E./ B.Tech/ M.E./ M.Tech in Computer Science/ IT/ Electronics &amp; Communications/ Electrical &amp; Electronics Engineering <b>OR</b> Post Graduate Diploma in Data Science/ Machine Learning and AI with minimum of 60% marks.</p>	<ol style="list-style-type: none"> <li>Minimum 3 years of experience in building and supporting Data Warehouse and Data marts structures</li> <li>Experience in creation and deployment of scalable data pipelines for analytical needs</li> <li>Worked on building Data warehouse and Data Lake</li> <li>Knowledge of data management fundamentals and data storage principles</li> <li>Experience in Database/ ETL Performance Tuning Skills and Airflows</li> <li>Strong analytical thinking to tackle challenging engineering problems</li> <li>Experience in MDM and data governance</li> <li>Experience in Hadoop</li> <li>Expertise in data architect and data roadmap journey</li> <li>Proficiency in how data is sourced, processed, organized and used by designing instrumentation specs to capture logging of new product features in easy-to-use, scalable data structures.</li> </ol>	<ol style="list-style-type: none"> <li>Expertise in developing robust data platform components sourcing, loading, transformation, and extracting data from various sources</li> <li>Proficiency in big data, parallel processing, ETL development and data warehousing</li> <li>Experience in monitoring scheduled jobs, troubleshooting and fixing job failures</li> <li>Hands on experience in Apache/ Scala/ Kafka/ Python/ R/ Spark/ Oracle/ Redshift/ EMR/ NoSQL</li> <li>Experience in working on different analytics Tech-stacks (AWS/ Azure/ GCP)</li> <li>Expertise in data storage and process optimization techniques in Hadoop and Spark</li> <li>Expertise in cross team collaboration for extracting, transforming, and loading data from a wide variety of data sources using various tools</li> <li>Build metadata processes and frameworks and Quick in exploring, analysing, and formulating fixes for data issues</li> <li>Champion the standardization of processes that generate data elements used in analysis and maintain documentation on lineage and definitions of data elements to support consistent usage in analysis</li> <li>Commitment to Excellence – Exhibits attention to detail and a well-organized approach to problem solving</li> </ol>

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					k. Methodical approach – Practiced at breaking complex tasks into manageable segments and identify mitigation strategies to possible problems or stumbling blocks
<b>03. Manager - Cloud Engineer</b>	1	<p>The Cloud Engineer shall:</p> <ul style="list-style-type: none"> <li>a. Work closely with data engineers for scaling from on premise servers to cloud based infrastructure.</li> <li>b. Participate in architectural discussions and design exercises to create large scale solutions built on cloud and be part of the development lifecycle.</li> <li>c. Be able to write scalable APIs and complete API lifecycle and will be responsible for development, deployment and testing of data pipelines and APIs for model deployment and secured data flow on cloud.</li> <li>d. Carry out POCs to make sure that suggested design/technologies meet the requirements and ensure security is integrated into all cloud architecture solutions</li> </ul>	<ul style="list-style-type: none"> <li>a. Full Time B.E./ B. Tech./M.E./M. Tech. in Computer Science/ IT / Electronics &amp; Communications /Electrical &amp; Electronics Engineering/ MCA with minimum of 60% marks</li> <li>b. Candidate from TIER 1 colleges like IITs &amp; NITs will be preferred</li> </ul>	<ul style="list-style-type: none"> <li>a. Minimum 3 years of experience in Cloud migration, Cloud service implementation and solution</li> <li>b. Should have worked on cloud architecture initiatives from inception to completion</li> <li>c. Experience in automating routine tasks using scripting language.</li> <li>d. Knowledge and expertise of clustering, partitioning and virtualization.</li> <li>e. Hands-on troubleshooting skills with log analysis, tracing, and debugging</li> <li>f. Proven experience and agile iterative methodologies required in Integration of cloud services with on - premise technologies from Microsoft, IBM, Oracle, HP, SAP etc.</li> <li>g. Strong strategic thinking ability about business, product, and technical challenges in an enterprise environment which can be solved by leveraging cloud solutions</li> <li>h. Expertise in designing optimal database environments, analysing complex distributed production, Deployments, and making recommendations to optimize performance</li> </ul>	<ul style="list-style-type: none"> <li>a. Design and develop Cloud based solutions using AWS technologies (Lambda, Amplify, Web API, AWS IoT, RDS, Elastic Cache, No-SQL databases, Unit testing frameworks, CI/CD frameworks)</li> <li>b. Strong understanding and ability to implement home grown and/or third-party cloud products</li> <li>c. Experience in Data Center transformation concepts</li> <li>d. Hands on experience in Linux/Python/R/Spark/Oracle/IDE/ Data bricks/T-SQL</li> <li>e. Experience in working on CI/CD systems/AWS/ Azure/ GCP/ Docker/ Kubernetes /Airflow/APIs</li> <li>f. Experience in NFRs (Scalability, reliability, extensibility etc.) while evaluating design</li> <li>g. Expertise in protocols such as DNS, HTTP, LDAP, SMTP, and SNMP</li> <li>h. Proactively identify risks and failure modes early in the development lifecycle</li> <li>i. Strong verbal and written communication skills, with the ability to work effectively across internal and external organizations</li> <li>k. Ability to work on multiple projects and function in a team environment</li> </ul>

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				<ul style="list-style-type: none"> <li>i. Proficiency in database environments such as Oracle, SQL Server, MySQL, NoSQL, and evaluating/ planning migrations to cloud RDS, Aurora.</li> <li>j. Candidate who worked with India based Bank or India based financial services clients will be preferred</li> </ul>	
<b>04. Manager - Data Scientist</b>	1	<p>Data scientist shall:</p> <ul style="list-style-type: none"> <li>a. Develop and maintain statistical models</li> <li>b. Apply machine learning techniques</li> <li>c. Build high-quality predictive/prescriptive systems.</li> <li>d. Make technology and business recommendations, as well as develop key insights based on data analysis.</li> <li>e. Partner with business stakeholders to curate business problem statements and guide which business priorities using data.</li> <li>f. Serve as a domain expert and will develop a rapport with our internal business partners as an essential, long-term part of the team.</li> </ul>	<p>Full Time B E / B Tech in Computer Science /IT / Electronics &amp; Communications /Electrical &amp; Electronics Engineering <b>OR</b> Post Graduate Degree in Statistics / Econometrics / Mathematics / Mathematical Statistics / Finance / Economics / Computer Science/ Data Science with minimum of 60% marks</p>	<p>Minimum 3 years of experience involving the following areas</p> <ul style="list-style-type: none"> <li>a. Development of Predictive analytics models using machine learning and linear algorithms.</li> <li>b. Have worked on classification, regression, and forecasting business problem statements</li> <li>c. Expertise in model training and validation to improve higher accuracy and model stability</li> <li>d. Experience in maintaining analytics model and develop analytics governance frameworks</li> <li>e. Have worked in different technology stacks (Cloud/on Prem) for model deployment and production</li> <li>f. Experience in working with business stakeholders and for curation of analytics problems</li> <li>g. Must have analytics delivery experience on Business Analytics, Data Science, and Natural Language processing</li> <li>h. Experience in Big Data Projects</li> <li>i. Must have worked on banking use cases like cross sell, upsell,</li> </ul>	<ul style="list-style-type: none"> <li>a. Proficiency in predictive modelling, feature engineering, Hypothesis testing and Machine Learning (Decision Trees, GBM, XG-Boost, GLM modelling, Forecasting, Scorecard development, Clustering)</li> <li>b. Experience in A/B Testing, campaign design and scaling data science models into production level model that can handle huge real-time data</li> <li>c. Hands on programming experience on Python</li> <li>d. Experience in SAS/R/ SQL will be an added advantage</li> <li>e. Experience in working on different analytics Tech-stacks (AWS/ Azure/ GCP)</li> <li>f. Experience in analytics project management and working with business stakeholders</li> <li>g. Expertise in collating data from different sources, data mining and data wrangling</li> <li>h. Excellent communication skills with ability to explain the problems/solutions with clarity</li> <li>i. Must have good presentation skills</li> </ul>

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				<p>customer retention, customer acquisition, customer servicing, personalization, ATM optimization, Branch analytics.</p> <p>j. Own Data assessment for analytics and build data foundations for analytics use cases.</p> <p>k. Exposure to Artificial intelligence techniques and use cases</p> <p>l. Experience in use of language models (NLP) for business</p>	
<b>05. Manager - Network Security Engineer</b>	1	<p>Network Security Engineer shall:</p> <p>a. Have hands-on expertise for a diverse set of network security projects including but not limited to cloud, firewall, web proxies, and DDoS mitigation.</p> <p>b. Design the network architecture using standard and industry best practices as per the Bank's requirements and analysis of network architecture &amp; design teams from security perspective and recommend changes.</p> <p>c. Interact with various application owners, security departments of the Bank and TAC teams of several OEMs while handling security incidents,</p> <p>d. Prepare Root Cause Analysis (RCA) report with recommendation to prevent recurrences of such incidents and implementation of recommendations so made.</p> <p>e. Ensure compliance of Bank's security policies including analysis, recommendation, and implementation of IPS signatures.</p> <p>f. Manage all security devices such as firewalls, IDS/IPS, AAA, Network Access</p>	<p>Full Time B.E / B. Tech/ M.E./ M. Tech (in Computer Science/ Information Technology/ Electronics &amp; Communications/ Electrical &amp; Electronics Engineering) <b>OR</b> MCA/ MSc (Computer Science)/ MSc (IT) with minimum of 60% marks.</p> <p><b>Preferred Certifications:</b> Having any of the below-mentioned Certifications will be an added advantage.</p> <p>a. Cisco CCNA Security,</p> <p>b. Check Point Certified Security Administrator (CCSA) R80.x</p> <p>c. Palo Alto Networks Certified Cyber</p>	<p>a. Minimum 3 years of technical working experience in the following areas, in a Banking or IT sector:</p> <p>i. Data Centre/WAN Routing and Switching (Cisco), ACI</p> <p>ii. Network Firewalls (example- Fortinet, Checkpoint)</p> <p>iii. Experience in building or integrating Infrastructure Automation products and solutions</p> <p>b. Experience in BFSI/ NBFC/ FinTech / MNCs will be preferred</p> <p>c. Hands on experience in understanding and troubleshooting Network Security and related technologies, Firewalls, access and perimeter control, vulnerability management and intrusion detection.</p> <p>d. Experience in VLANS, Tagging - IEEE 802.1q, 802.3ad, 802.1d, 802.1w., IPSEC VPN/SSL-VPN/NAT/GRE and on routing protocols – RIP V1/V2, OSPF, BGP</p>	<p>a. Managing seamless network &amp; security operations adhering to the Bank's security policies as per Bank's requirement.</p> <p>b. Responding to emergency critical network issues for quick resolution round the clock (whenever required),</p> <p>c. Quick response to emergency critical network issues within the TAT.</p> <p>d. Stakeholder management</p> <p>e. Taking proactive measures for enhancing the security posture of the Bank's network</p> <p>f. Should have a strong knowledge on various attacks like SYN flood, Replay attacks etc. and the mitigation techniques</p> <p>g. Should have strong knowledge about network security and enterprise security, such as DDOS, Firewall, IPS, Malware detection, etc.- Experience in doing an architecture assessment of large-scale Data Center networks &amp; campus Networks including solid understanding of best practices,</p>



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		<p>Control (NAC) solution, Network Security Policy Manager (NSPM), Enterprise Proxy solution, Network Sandboxing, DDOS solution, load balances etc. their configuration, including implementation of security policies and rules in accordance with the change management process and Secure Configuration Document of the Bank</p> <p>g. Take proactive measures for enhancing the security posture of the Bank's network by studying the vulnerabilities issued/published by various OEMs, internal and external agencies such as CERT, CDAC etc.,</p> <p>h. Provide consultancy services for adoption of new technologies in the market in the form of formal document</p> <p>i. Conduct Proof of Concept (PoC) for technologies especially focused on enhancing network security and recommendations in the form of PoC report,</p> <p>j. Analyze security logs and correlation with the logs of other devices and submission of structured reports in the format prescribed by the Bank,</p> <p>k. Ensure Timely closure of observations made by the auditors (internal or external),</p> <p>l. Prepare technical specifications of security devices to be procured by the Bank and providing responses to technical queries.</p> <p>m. Assist in Compliance and closure of all internal and external audit reports (External audit, RBI Reports, ISO Audit, VAPT, Process etc.).</p>	<p>Security Associate (PCCSA)</p> <p>d. Fortinet NSE3 &amp; above, Preferred: CEH</p> <p>e. Cisco Certified Internetwork Expert Security (CCIE Security)</p> <p>f. Juniper Networks Certified Professional, Security (JNCIP-SEC)</p> <p>g. Network Access Control (NAC)</p> <p>h. Firewall security</p>		<p>scalability strategy, and security-based practices</p> <p>h. Management of all security devices such as firewalls, IDS/IPS, AAA, Network Access Control (NAC) solution, Network Security Policy Manager (NSPM), Enterprise Proxy solution, Network Sandboxing, DDOS solution, load balances etc. their configuration, including implementation of security policies and rules in accordance with the change management process and Secure Configuration Document of the Bank.</p> <p>i. Additionally, the following skills are also required for a Network Security Engineer:</p> <ul style="list-style-type: none"> <li>a) Routing</li> <li>b) Network Administration</li> <li>c) WAN</li> <li>d) Network Infrastructure</li> <li>e) Troubleshooting</li> <li>f) Network Security</li> <li>g) Logging &amp; Monitoring</li> <li>h) Network Architecture</li> <li>i) Analytical Thinking</li> <li>j) Teamwork</li> </ul>

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		<ul style="list-style-type: none"> <li>n. Mentor and guide other teams in the organization on network security best practices, security vulnerabilities and implementation/ enforcement of the compensating controls.</li> <li>o. Configure and maintain baseline security at routers, switches, and other network devices</li> <li>p. Provide engineering and operational support for network security products and services (new deployments, hardware refresh/upgrades, migrations, and feature implementation).</li> <li>q. Help in Monitoring, troubleshooting and management of security devices including Firewall, IPS, Proxy, Firewall Analyser, NAC, Email Gateway, TACACS.</li> <li>r. Handle Security policy administration on various network security products.</li> <li>s. Be responsible in Documentation and updating of network architecture/ segments for domestic and foreign offices of the Bank, all the time including inventory of network devices.</li> <li>t. Stay up to date with latest technologies, acquiring the skills required to manage Bank's network infrastructure and providing technical training (including hands-on sessions) securely and efficiently to other Bank's staff.</li> <li>u. Have good understanding of OSI Model, TCP/IP protocol suite (IP, ARP, ICMP, TCP, UDP, SNMP, SFTP, TFTP).</li> <li>v. Possess Cryptography standards</li> </ul>			
<b>06. Manager - Oracle DBA</b>	2	<p>The Manager - Oracle DBA shall:</p> <ul style="list-style-type: none"> <li>a. Work in/with an Agile Development Team to deliver quality products to the Bank, with a focus on technical</li> </ul>	Full Time B.E. /B. Tech/ M.E./M.Tech (Computer Science/ Information Technology/ Electronics	<ul style="list-style-type: none"> <li>a. Minimum 3 years of hands-on-experience in Oracle DBA</li> <li>b. Must have experience in supporting DBs on common OS Platforms such as RHEL, AIX,</li> </ul>	<p>The Manager – Oracle DBA requires the following skills:</p> <ul style="list-style-type: none"> <li>a. Database Management</li> <li>b. Database Administration</li> <li>c. Database Monitoring</li> </ul>

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		<p>application solutions using best-practices, patterns, frameworks, and standards.</p> <p>b. Establish database management systems, standards, guidelines, and quality assurance for database deliverables, such as conceptual design, logical database, capacity planning, external data interface specification, data loading plan, data maintenance plan and security policy and assesses database performance</p> <p>Implement security measures for database system and set database parameters or specifications</p> <p>c. Design, develop, implement, and maintain core Oracle applications</p> <p>d. Maintain SQL/PLSQL processes</p> <p>e. Closely monitor RBDMS performance, identifying problems and implementing solutions monitoring and tuning</p> <p>f. Proactively manage and maintain security standards and controls</p> <p>g. Actively seek to optimize and simplify architecture</p> <p>h. Address performance and capacity monitoring aspects of database system performance and configuration management</p> <p>i. Execute of data migration jobs and scripts as required</p> <p>j. Assist the infrastructure team in sizing hardware used for the database</p> <p>k. Contribute to the creation and maintenance of disaster recovery plans</p> <p>l. Create and ensure database backups are appropriately executed and</p>	<p>&amp; Communications/ Electrical &amp; Electronics Engineering) <b>OR</b> MCA/ M.Sc. (Computer Science)/ M.Sc. (IT) with minimum of 60% marks.</p> <p><b>Preferred Certifications</b></p> <p>Having any of the below-mentioned Certifications will be an added advantage:</p> <ol style="list-style-type: none"> <li>1. Oracle Database Administration 2019 Certified Professional</li> <li>2. Oracle Database 12c Administrator Certified Master</li> <li>3. Oracle Certified Professional (OCP)</li> <li>4. Oracle Certified Associate - Oracle9i Database Administrator (OCA)</li> <li>5. Oracle 9i Database Administrator - Professional (OCP)</li> <li>6. Oracle Database 10g Administrator Certified Professional</li> <li>7. Microsoft Certified Database Administrator (MCDBA)</li> </ol>	<p>Windows, Oracle Linux, Oracle Solaris</p> <p>c. Experience in BFSI/ NBFC/ FinTech/ MNCs will be preferred along with</p> <ol style="list-style-type: none"> <li>i. DBMS-Oracle 19C</li> <li>ii. Oracle Database Design (Modelling and Normalization), Capacity Planning, Performance Tuning, Storage Management, Back-up and Recovery, Managing Schemas, Report Generation and Database Clustering Technologies.</li> <li>iii. Operating System experience in Linux/UNIX</li> <li>iv. Oracle Management tools (Data Guard, RMAN, Data pump)</li> </ol>	<ol style="list-style-type: none"> <li>d. IT Infrastructure Library (ITIL)</li> <li>e. Oracle</li> <li>f. Microsoft SQL Server</li> <li>g. MySQL</li> <li>h. PostgreSQL</li> <li>i. NoSQL</li> <li>j. Operating Systems</li> <li>k. Cloud native Databases</li> <li>l. Shell Scripting</li> <li>m. MPP Databases</li> <li>n. Data Modelling</li> <li>o. Troubleshooting</li> </ol>

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		<p>periodic restorations are exercised to ensure backup quality</p> <p>m. Determine and document database policies, procedures, and standards</p> <p>n. Perform testing and evaluation to ensure data security, privacy, and integrity</p> <p>o. Ensure Service Level Agreements (SLA's) &amp; operational Key Performance Indicators (KPI's) are met, working as necessary with internal and external support functions when major incidents occur</p>			
<b>07. Manager - Middleware Engineer</b>	1	<p>The Middleware Engineer shall:</p> <p>a. Provide software engineering capabilities using technical skills &amp; technologies like Python, PL SQL coding &amp; DevOps tools on Cloud platforms.</p> <p>b. Proactively gather requirements and deal with the bugs reported and provide analysis around any problems.</p> <p>c. Deliver high quality automation solution accordingly in line with IOB's standards, policies, and procedures.</p> <p>d. Engineering of solutions for Middleware Inventory, Compliance Reporting, Vulnerability Management &amp; Entitlement Server.</p> <p>b. Deploy code in WebSphere, Tomcat &amp; JBOSS environments</p> <p>c. Code and support Linux/UNIX scripts to automate processes</p> <p>d. Perform day-to-day production support activities such as web server recycles, troubleshooting issues, etc.</p> <p>e. Determine gaps in procedures/processes and come up with suggestions/recommendation for improvement</p> <p>f. Assist with Server, Network related issues or configurations</p>	<p>Full Time B.E. / B. Tech/ M.E. / M. Tech (in Computer Science /Information Technology /Electronics &amp; Communications/ Electrical &amp; Electronics Engineering) or MCA/ MSc (Computer Science)/ MSc (IT) with minimum of 60% marks.</p> <p><b>Preferred Certifications:</b> Having any of the below-mentioned Certifications will be an added advantage</p> <p>a. Associate/ Professional Level Certification from middleware-OEM- Oracle, WebLogic</p> <p>b. Redhat's Middleware products</p>	<p>a. Minimum 3 years of experience in Middleware Technologies.</p> <p>b. Experience in BFSI/ NBFC/ FinTech / MNCs will be preferred along with:</p> <p>i. Extensive technical knowledge on Middleware Technologies (WebSphere MQ, WebSphere Application Server, WebLogic, Microsoft IIS, JBoss EAP, JBoss EWS Redhat Open Runtime, Tomcat).</p> <p>ii. Installation and configuration of Middleware Products (WebSphere MQ, WebSphere Application Server, WebLogic, Microsoft IIS, JBoss EAP, JBoss EWS, IBM HTTP Server, Apache Web Server)</p> <p>iii. Hands-on Experience in Shell Scripting, Jython and Python Scripting or any automation platform such as Ansible</p> <p>iv. Experience in Production Support 24x7 including</p>	<p>The Middleware Engineer requires the following skills:</p> <p>a. Python Development</p> <p>b. PL SQL Programming</p> <p>c. Redhat OpenShift V4/V3</p> <p>d. Docker, Kubernetes, Jenkins, ELK</p> <p>e. Other Scripting Languages - Ruby, Golang, Perl</p> <p>f. Operation system - Linux, Windows</p> <p>g. Programming - .NET &amp; Java</p>

Post Code/ Name of the Post(s)	Vacancy	Nature of Duties to be performed	Educational Qualifications	Post Qualification Work Experience	Skills Required
		g. Develop technical designs that will meet system objectives and minimize the impact on operations h. Perform other related duties as assigned from time to time	c. Oracle Certified Professional, Oracle WebLogic Server 12c Administrator Certification	Incident, Change and Problem Management v. Raising support cases for critical incidents vi. Extensive troubleshooting knowledge on WebSphere Application Server, JBoss, IBM MQ vii. Hands-on experience in Unix Platforms (AIX, Solaris OS, Linux) and Windows Platform viii. Automation-Good in Ansible scripting ix. Experience in messaging such as IBM MQ, Rabbit MQ x. Experience with Splunk	
<b>08. Manager - Server Administrator</b>	2	The Server Administrator shall: a. Possess thorough technical knowledge of UNIX platform (Solaris, RHEL/SuSE). b. Be Expert on UNIX heterogeneous platform environments, including Clustering, Backup operations, Hardware, Patching and Activation c. Possess Excellent grasp of OS, Networking, and any System. d. Have Knowledge on Automation tools/scripting will be an added advantage e. Be good at troubleshooting and root cause analysis f. Possess Experience in install, upgrade, and patching. g. Be Able to explore, setup & manage server environments h. Be Responsible for installing the OS, upgrades, and patching activities. i. Address the VAPT's observations and documentation.	Full Time B.E. / B. Tech/ M.E./ M. Tech (in Computer Science/ Information Technology/ Electronics & Communications/ Electrical & Electronics Engineering) OR MCA/ MSc (Computer Science)/ MSc (IT) with minimum of 60% marks  <u><b>Preferred Certifications:</b></u> Having any of the below-mentioned Certifications will be an added advantage a. Any OS/Cloud certification b. Oracle Solaris 11 Administrator Certification	a. Minimum 3 years of experience on any Unix flavour /Windows Server/ Solaris/ Linux/ RHEL Operating System Administration b. Experience in BFSI/ NBFC/ FinTech / MNCs will be preferred. c. Experience in implementation, troubleshooting and end to end support and maintenance for IT systems hosted in multiple environments.	The Server Administrator requires the following skills: a. UNIX platform (Solaris, RHEL/SuSE). b. ITSM\ITIL processes c. Shell scripting d. Python e. Ansible

Post Code/ Name of the Post(s)	Vacancy	Nature of Duties to be performed	Educational Qualifications	Post Qualification Work Experience	Skills Required
		<ul style="list-style-type: none"> <li>j. Be Proactive incident management and response.</li> <li>k. Have Excellent communication with all the stakeholders</li> <li>l. Ensure timely resolution of high severity incidents, including communications, reporting, and tracking of follow-ups.</li> <li>m. Follow technical documentation for bank's environments, processes, standards, and support procedures.</li> <li>n. Collaborate closely with other teams to efficiently resolve service incidents; ensuring service availability levels are met.</li> <li>o. Desire to improve upon existing systems and automate processes, including writing and maintaining documentation</li> </ul>	<ul style="list-style-type: none"> <li>c. Redhat Certified System Administrator</li> </ul>		
<b>09. Manager - Network – Routing &amp; Switching Engineer</b>	2	<p>The Network – Routing and Switching Engineer shall:</p> <ul style="list-style-type: none"> <li>a. Deliver the resilient networking system technology and architecting and implementing networking solutions.</li> <li>b. Liaise with OEM's products or solutions based on any vendor hardware &amp; operating system software to troubleshoot any issues.</li> <li>c. Provide technical expertise during router, switch and other network devices Installation &amp; configuration for the Bank</li> <li>d. Design and deploy functional networks (LAN, WLAN, WAN) with in-built security controls</li> <li>e. Ensure proper and structured LAN cabling with end-to-end tagging of cables, de-congestion of cables underneath the floor of server rooms, Data Centre, and DRS.</li> </ul>	<p>Full Time B. E / B. Tech/ M.E./ M. Tech (in Computer Science / Information Technology / Electronics &amp; Communications / Electrical &amp; Electronics Engineering) <b>OR</b> MCA / MSc (Computer Science)/ MSc (IT) with minimum of 60% marks.</p> <p><b>Preferred Certifications:</b> Having any of the below-mentioned Certifications will be an added advantage</p> <ul style="list-style-type: none"> <li>a. Cisco Certified Network Associate Security (CCNA)</li> <li>b. CCNA Routing and Switching</li> </ul>	<ul style="list-style-type: none"> <li>a. Minimum 3 years of experience in network engineering and architecture on Enterprise Networks, routing, switching and load balancing experience, preferably in a Data Center Networking environment.</li> <li>b. Experience in Banking, financial services, and insurance (BFSI)/ Non-Banking Financial Company (NBFC)/ Financial technology (FinTech)/ MNCs will be preferred.</li> </ul>	<ul style="list-style-type: none"> <li>a. Experience with Linux and excellent knowledge of core network services (DNS, DHCP, SMTP, NTP, SNMP, syslog, HTTP/HTTPS).</li> <li>b. Good Exposure on Wan / Core: Routing &amp; Switching, MPLS, WAN, Cisco</li> <li>c. Experience in Routing Protocols: OSPF, EIGRP, IGRP, RIPv1 &amp; RIPv2</li> <li>d. Hands on experience on Switching: STP, Port Security, VLAN's &amp; ACCESS List,</li> <li>e. Network and Endpoint Security: Managing switches, Routers, Wireless AP &amp; Controller</li> <li>f. Knowledge in implementation of cisco &amp; Juniper Switches, Routers and security devices and maintaining monitoring tools</li> </ul>

Post Code/ Name of the Post(s)	Vacancy	Nature of Duties to be performed	Educational Qualifications	Post Qualification Work Experience	Skills Required
		<ul style="list-style-type: none"> <li>f. Configure and install software, servers, routers, and other network devices</li> <li>g. Assist and coordinate DR Drills of various applications viz. CBS, ATMs, IBS with respect to network diversion, and other activities</li> <li>h. Test software configuration, maintenance and repair of hardware and peripheral devices</li> <li>i. Monitor network performance and integrity</li> <li>j. Resolve issues tiers of support have escalated by troubleshooting MPLS and local infrastructure</li> <li>k. Automate tasks and monitor their effectiveness</li> <li>l. Mentor team members on technical issues</li> <li>m. Create, oversee, and test security measures (e.g., access authentication and disaster recovery)</li> <li>n. Suggest improvements to network performance, capacity, and scalability</li> <li>o. Assist in Compliance and closure of all internal and external audit reports (External audit, RBI Reports, ISO Audit, VAPT, Process etc.)</li> <li>p. Perform troubleshooting to system failures and identify bottlenecks to ensure long term efficiency of network</li> <li>q. Be Responsible for Network Documentation using Visio Tools, MS-Power Point</li> </ul>	Certification (CCNA RS)		<ul style="list-style-type: none"> <li>g. Implementing Managing and troubleshooting LAN and WAN Network.</li> <li>h. Experience in programming (Python) or Shell Scripting.</li> <li>i. Good understanding of OSI Model, TCP/IP protocol suite (IP, ARP, ICMP, TCP, UDP, SNMP, SFTP, TFTP).</li> <li>j. Experience in VLANs, Tagging - IEEE 802.1q, 802.3ad, 802.1d, 802.1w.</li> <li>k. Experience in IPSEC VPN/SSL-VPN/NAT/GRE/</li> <li>l. Experience on routing protocols – RIP V1/V2, OSPF, BGP</li> <li>m. Cryptography standards</li> </ul>
<b>10. Manager - Hardware Engineer</b>	1	<p>The Hardware Engineer shall:</p> <ul style="list-style-type: none"> <li>a. Oversee environments of a data centre where requirement of supervision of systems and identify log and report issues.</li> </ul>	Full Time B.E / B. Tech/ M.E./ M.Tech (Computer Science/ Information Technology/ Electronics & Communications/	a. Minimum 3 years of professional experience working with enterprise class server infrastructure, specifically x86	<ul style="list-style-type: none"> <li>a. Experience working with multiple vendor hardware architectures</li> <li>b. Deployment and support of large-scale virtualized environments</li> </ul>

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		<ul style="list-style-type: none"> <li>b. Handle the system and validation process for data center server hardware products. This includes network connectivity, power delivery, cooling systems and functional aspects of the servers</li> <li>c. Handle the supply chain management with respect to hardware from OEM/SI as per the SLA.</li> <li>d. Data Center deployments and troubleshooting production/ operational issues in our data centers are an aspect of the job responsibilities</li> <li>e. Assist SI engineers and server partners to develop, support, and sustain purpose-built servers, with emphasis on a resilient design and high availability</li> <li>f. Identify and implement fixes and find efficiencies in our large virtualization environment supporting critical applications</li> <li>g. Collaborate regularly with internal teams to understand requirements, cost-optimize solutions, and cultivate product knowledge</li> <li>h. Expect to drive the hardware procurement process from initial concept, architectural draft, product requirement documents, to deployment coordination and operational support</li> <li>i. Generate and review validation plans, oversee execution and test reports across multiple disciplines including hardware, firmware, and system software</li> <li>j. Investigate, triage, and debug hardware and system level issues down to component and firmware level working across the bank.</li> </ul>	<p>Electrical &amp; Electronics Engineering) with minimum of 60% marks.</p> <p><b>Preferred Certifications:</b> Having any of the below-mentioned Certifications will be an added advantage.</p> <ul style="list-style-type: none"> <li>a. Engineer In Training Certification (EIT)</li> <li>b. Software Engineering Management Associate Engineer</li> <li>c. Certified LabVIEW Developer (CLD)</li> <li>d. Software Engineering Master Certification (SEMC)</li> </ul>	<ul style="list-style-type: none"> <li>server (i.e., CPUs, PCIe, Power, Memory)</li> <li>b. Experience with data center infrastructure management (DCIM) including tools to monitor, measure, manage, and/or control data center utilization.</li> </ul>	<ul style="list-style-type: none"> <li>c. Experience supporting container infrastructure platforms leveraging Kubernetes</li> <li>d. Hands on experience with KVM, QEMU, Open stack, VMWare</li> <li>e. Unix/Linux and Windows OS system administration experience</li> </ul>



Post Code/ Name of the Post(s)	Vacancy	Nature of Duties to be performed	Educational Qualifications	Post Qualification Work Experience	Skills Required
		k. Define and qualify source components and materials to ensure continuity in product line constraints with primary partners and suppliers l. Assist in compliance support activities such as data submissions during audits or to regulatory bodies			
<b>11. Manager - Solution Architect</b>	1	The Solution Architect shall: a. Collaborate with stakeholders, business representatives and subject matter experts to design IT systems and programs b. Ensure that IT systems and program to be implemented are in synchronization with the needs of the Bank c. Manage and secure client's IT assets and frequently update them to meet changing demands of the business d. Prepare proposals and cost estimation of designing and implementing IT programs and systems e. Work with cloud architects to enhance sharing of resources to improve information flow and minimize costs f. Assist business managers in developing policies and guidelines regarding the design and implementation of IT within the enterprise g. Evaluate and present alternative solution options and technologies h. Conduct, oversee and studies the preparation of initiative reports that includes study findings, presentations, recommendations, and instructions for proposed system implementations; formulates logical descriptions of problems and devise and implement optimum solutions	Full Time B.E / B. Tech/ M.E./ M. Tech (in Computer Science/ Information Technology/ Electronics & Communications/ Electrical & Electronic Engineering) <b>OR</b> MCA/ MSc (Computer Science)/ MSc (IT) with minimum of 60% marks.  <u><b>Preferred Certifications:</b></u> Having any of the below-mentioned Certifications will be an added advantage a. The Open Group Architecture Framework (TOGAF), b. Certified Information Systems Security Professional CISSP), c. Certified Scrum Master (CSM). d. Leading/Major CSPs Certified Solution Architect	a. Minimum 3 years of experience as Solution Architect. b. Experience in Banking, financial services, and insurance (BFSI)/ Non-Banking Financial Company (NBFC)/ Financial technology (FinTech)/renowned MNCs will be preferred.	a. Must have contributed to developing system strategy and provide ad-hoc consultancy to the business on technical matters in BSFI sector. b. Experience in creating commercially viable solutions in a regulated environment c. Ability to work collaboratively with a wide range of stakeholders d. Ability to design scalable, performant, secure, resilient, highly viable solutions e. Knowledge of emerging technologies including cloud platforms, open source, automation, 'as a service' architecture, stream processing, and container platforms, AI/ML f. Knowledge of best practices, frameworks and design patterns, including data management g. API design and development experience using RAML, SOAP, RESTful, XML, JSON h. Experience with Oracle and knowledge of Nonrelation Database-NoSQL databases i. Experience with source code management, packaging and build tools

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		<ul style="list-style-type: none"> <li>i. Perform highly advanced computer system analysis work</li> <li>j. Plan and analyse user requirements, procedures, and problems to automate processing or to improve existing systems</li> <li>k. Prepare As-Is, To Be, Gap analysis, SWOTs, charts, diagrams, and tables that depict the present and proposed systems in terms of costs, benefits derived, and tasks accomplished</li> <li>l. Be Aware of test automation platforms, frameworks and tools</li> <li>m. Appreciate infrastructure patterns, networking and virtualisation</li> <li>n. Be Familiar with integration and implementation issues and their architectural implications. Excellent understanding of best practice architectural and design methods with proven innovative and leading-edge thinking (e.g., Domain Driven Architecture, event-based architecture, building for resilience, scalability, performance, Micro service design patterns etc.)</li> <li>o. Project Delivery - Understands different project methodologies, project lifecycles, major phases, dependencies and milestones within a project, and the required documentation needs.</li> <li>p. Vendor Evaluation – Ability to understand how and where third-party products could be deployed. Good knowledge of vendor evaluation and selection of best practice.</li> <li>q. Planning - Experienced with planning, estimating, staffing, organising, and working on multiple projects. Has</li> </ul>			<ul style="list-style-type: none"> <li>j. Experience working in an Agile environment</li> <li>k. Knowledge of automated delivery pipelines including CI/CT/CD</li> <li>l. Experience with Enterprise Architecture tools such as Alfabet, LeanIX, Abacus, MEGA or similar.</li> </ul>

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		<p>monitored and dealt with critical paths and risk areas</p> <p>r. Service Delivery - Good understanding of concepts of service delivery and support and how this can be affected by technical delivery</p> <p>s. Appreciation of different Infrastructure patterns (e.g., Internet Facing Environment, Operational Data Stores, DMZ, etc.).</p> <p>t. Assist for Cloud configurations and deployments.</p>			
<b>12. Manager – Digital Banking RTGS /NEFT</b>	1	<p>The Manager - Digital Banking (RTGS/ NEFT) shall/ possess:</p> <p>a. Knowledge on IBM MQ &amp; Rabbit MQ, Oracle DB (Management /Administration /Monitoring) and J2EE / JavaScript</p> <p>i. Deploying code in WebSphere, Tomcat &amp; JBOSS environments</p> <p>ii. Technical designs that would meet system objectives and minimize the impact on operations</p> <p>iii. Good at troubleshooting and root cause analysis</p> <p>b. Knowledge on window server OS &amp; troubleshooting / SQL/PLSQL processes</p> <p>c. Advanced skills on MS Excel/ Word/ PowerPoint/ Access</p> <p>d. Knowledge on regulatory compliance with regard to Payment systems of Banks</p> <p>e. Project Management &amp; Data Analysis skills</p> <p>f. Knowledge on Networking &amp; wireless standards like IPv4, IPv6, 802.11</p> <p>g. Handle Debugging &amp; identifying errors in source code</p> <p>h. Knowledge on Reconciliation of Payments system of Banks</p>	<p>Full Time B.E. / B. Tech/M.E./ M. Tech in (Computer Science/ Information Technology/ Electronics &amp; Communications/ Electrical &amp; Electronics Engineering) OR MCA/ MSc (Computer Science)/ MSc (IT) with minimum of 60 % marks</p> <p><b>Preferred Certifications:</b></p> <p>a. Oracle Database Administration 2019 Certified Professional,</p> <p>b. Oracle Database 12c Administrator Certified Master,</p> <p>c. Oracle 9i Database Administrator - Professional (OCP)</p> <p>d. Extensive technical knowledge on Middleware Technologies</p>	<p>Minimum 3 years of experience in:</p> <p>a. Working on Project for large companies / BFSI</p> <p>b. Extensive troubleshooting knowledge on WebSphere Application Server, JBoss, IBM MQ</p> <p>c. Installation and configuration of Middleware Products (WebSphere MQ, WebSphere Application Server, WebLogic, Microsoft IIS, JBoss EAP, JBoss EWS, IBM HTTP Server, Apache Web Server)</p> <p>d. Hands-on experience in Unix Platforms (AIX, Solaris OS, Linux) and Windows Platform</p>	<p>a. People Management &amp; Vendor Management/ Negotiation skills</p> <p>b. Excellent Verbal &amp; Written Communication Skills &amp; ability to coherently present ideas</p> <p>c. Holistic skills to succeed as in IT professional from Digital Banking perspective</p>

Post Code/ Name of the Post(s)	Vacancy	Nature of Duties to be performed	Educational Qualifications	Post Qualification Work Experience	Skills Required
		<ul style="list-style-type: none"> <li>i. Be Responsible for installing the OS, upgrades and patching activities.</li> <li>j. Understand the VAPT's observations, documentation and remediation.</li> <li>k. Integration of RTGS/NEFT with different payment channels</li> <li>l. Helpdesk function i.e., liaison with branch/ITD/customers for resolving problems faced by customer/branch</li> <li>m. Conduct of DR drill</li> <li>n. Perform Testing of applications/interfaces and new products launched.</li> <li>o. Help in designs of new products</li> <li>p. Work in shifts and holidays and the day-to-day problems to be addressed by coordinating with vendors/ITD and experts.</li> </ul>	(WebSphere MQ, WebSphere Application Server, WebLogic, Microsoft IIS, JBoss EAP, JBoss EWS Redhat Open Runtime, Tomcat).		
<b>13. Manager – Digital Banking (Debit Card &amp; ATM Switch)</b>	1	<p>The Manager – Digital Banking (Debit Card &amp; ATM Switch) shall/ possess:</p> <ul style="list-style-type: none"> <li>a. Knowledge on <ul style="list-style-type: none"> <li>i. SQL queries</li> <li>ii. Data encryption, regulatory standards like PCI-DSS, PA-DSS</li> <li>iii. Regulatory compliance w.r.t. Digital products of Banks</li> <li>iv. Data Analysis skills</li> <li>v. Networking &amp; wireless standards like IPv4, IPv6, 802.11</li> <li>vi. Project Management</li> <li>vii. Various Operating Systems (Unix/Linux/AIX)</li> <li>viii. ATM Switch services.</li> <li>ix. Adequate knowledge in shell script programming.</li> <li>x. Adequate knowledge in testing of software &amp; services.</li> </ul> </li> </ul>	Full Time B.E. / B. Tech/ M.E. / M. Tech (Computer Science/ Information Technology/ Electronics & Communications/ Electrical & Electronic Engineering) <b>OR</b> MCA/ MSc (Computer Science)/ MSc (IT) with minimum of 60 % marks	<p>Minimum 3 years of experience in:</p> <ul style="list-style-type: none"> <li>a. ATM Switch/Card Management System.</li> <li>b. Should have exposure in RDBMS/SQL queries, Information/Hardware Security, UNIX, LINUX</li> <li>c. Managing/ developing/ implementing large scale projects.</li> <li>d. Management of Switch, DCMS, ATMs &amp; Recon applications.</li> <li>e. An expert working with a Bank or IT companies with good working knowledge of cards system.</li> <li>f. Experience in BFSI/ NBFC/ FinTech / MNC's will be preferred</li> </ul>	<ul style="list-style-type: none"> <li>a. People Management &amp; Vendor Management/ Negotiation skills</li> <li>b. Excellent Verbal &amp; Written Communication Skills &amp; ability to coherently present ideas</li> <li>c. Holistic skills to succeed as an IT professional from Digital Banking perspective</li> <li>d. Manage Alternate channel banking projects (ATM Switch, Debit Card Management, EMV issuing &amp; acquiring).</li> <li>e. Assist in implementation, progress reports, plans, scoping, and vendor management.</li> <li>f. Proactively communicate and collaborate between entities (i.e., internal users, technology team and application vendors) to analyse information needs and functional requirements.</li> <li>g. Successfully engage in multiple initiatives simultaneously</li> </ul>

Post Code/ Name of the Post(s)	Vacancy	Nature of Duties to be performed	Educational Qualifications	Post Qualification Work Experience	Skills Required
		<ul style="list-style-type: none"> <li>xi. Adequate knowledge in API/web services &amp; ISO 8583 integration.</li> <li>xii. Analyse the guidelines/compliance issued by regulators and provide the requirements.</li> <li>b. Ability to resolve customer complaints in co-ordination with respective stakeholders.</li> <li>c. Co-ordinate with card networks for multiple certifications.</li> <li>d. Advanced skills on MS Excel/ Word/ Power point/ Access</li> </ul>			<ul style="list-style-type: none"> <li>h. Understand technical design specifications.</li> <li>i. Designing and executing the test scripts and test scenarios to validate preliminary results.</li> <li>j. Identify and document system deficiencies and recommend solutions.</li> <li>k. Ability to analyse and document complex business processes.</li> <li>l. Adhere to the Bank's established procedures, policies and guidelines.</li> <li>m. Strong analytical and product management skills</li> <li>n. Good working knowledge of Switch, DCMS, ATMs &amp; Recon applications</li> </ul>
<b>14. Manager - ATM Managed Services &amp; ATM Switch</b>	2	<p>The Manager – ATM Managed Services &amp; ATM Switch shall:</p> <ul style="list-style-type: none"> <li>a. Deal with different vendors of ATM/Cash Recyclers for maintaining good uptime, corrective actions as per regulatory guidelines.</li> <li>b. Ensure various security measures in respect of transactions happening through ATMs viz. monitoring of continuous critical security patches which is to be updated periodically by the vendors in machines.</li> <li>c. Manage and secure ATM/Cash Recyclers/Passbook Kiosk/ATM Switch and frequently update them to meet changing the demands of the business.</li> <li>d. Prepare proposals and cost estimation of designing and implementing any change in the existing features of machines.</li> <li>e. Assist business managers in developing policies and guidelines about functioning of Machines to ensure viability and cost effectiveness.</li> </ul>	<p>Full Time B.E. / B. Tech/M.E. / M. Tech (Computer Science/ Information Technology/ Electronics &amp; Communications/ Electrical &amp; Electronic Engineering) <b>OR</b> MCA/ MSc (Computer Science)/ MSc (IT) with minimum of 60% marks</p>	<ul style="list-style-type: none"> <li>a. Minimum 3 years of experience in ATM Managed Service/ATM Switch</li> <li>b. Experience in ATM Switch/Card Management System.]</li> <li>c. Experience in managing/ developing/ implementing large scale projects.</li> <li>d. Experience in management of ATMs, Switch, DCMS, Recon applications.</li> <li>e. Experience in Banking, financial services / Non-Banking Financial Company (NBFC)/ Financial technology (FinTech)/renowned MNCs will be preferred.</li> <li>f. Exposure in RDBMS, SQL Queries, Information/Hardware Security, UNIX, LINUX will be preferred.</li> </ul>	<ul style="list-style-type: none"> <li>a. Must have contributed to Monitoring and analysing ATM switch/ATM machines and provide ad-hoc consultancy to the business on technical matters.</li> <li>b. Experience in creating commercially viable features with respect to deployment of ATMs in a regulated environment.</li> <li>c. Ability to work collaboratively with a wide range of stakeholders.</li> <li>d. Ability to design scalable, performant, secure, resilient, highly viable solutions</li> <li>e. Knowledge of ATM Switch, functioning of ATMs/ Network/ ATM/ Cash Recyclers Machines.</li> <li>f. Knowledge and experience of integrating multiple features/services to be provided through ATMs/CRs and other KIOSKs.</li> </ul>

Post Code/ Name of the Post(s)	Vacancy	Nature of Duties to be performed	Educational Qualifications	Post Qualification Work Experience	Skills Required
		<p>f. Conduct, oversee and study the preparation of initiative regarding various features from the usages of customers' delight that include study findings, presentations, recommendations, and instructions for proposed features implementations; formulates logical descriptions of problems and devise and implement optimum solutions.</p> <p>g. Perform user's acceptance testing before rolling out the new features/products in machines in coordination with other stakeholders viz. NPCI, Switch and CBS.</p> <p>h. Plan and analyse for customers' usage and requirements and accordingly deployment of machines.</p> <p>i. Prepare As-Is, To Be, Gap analysis, SWOTs, charts, diagrams, and tables that depict the present and proposed systems in terms of costs, benefits derived, and tasks accomplished.</p> <p>j. Possess experience working in an Agile environment</p> <p>k. Be Aware of test platforms, frameworks and tools pertaining to ATM and ATM Switch.</p> <p>l. Be Familiar with integration and implementation issues and their architectural implications. Excellent understanding of best practice, architectural and design methods with proven innovative and leading-edge thinking (e.g., Domain Driven Architecture, event-based architecture, building for resilience, scalability, performance, Microservice design patterns etc.)</p>			

Post Code/ Name of the Post(s)	Vacancy	Nature of Duties to be performed	Educational Qualifications	Post Qualification Work Experience	Skills Required
<b>15. Manager – Merchant Acquisition</b>	1	<p>The Manager – Merchant Acquisition shall:</p> <ol style="list-style-type: none"> <li>Study the industry and market trend with respect to payment processing and Tie-up with FinTechs for providing various Digital Products for Bank's customers.</li> <li>Gather requirements from merchants/ customers &amp; documenting; Coordinating with technical team for development; Arranging for necessary approvals</li> <li>Manage Operations and Merchant on boarding for various merchant acquisition products as per TAT; managing all stakeholders in the process.</li> <li>Coordinate with Payment Gateway Aggregators for merchant on boarding, negotiating commercials and day to day operations &amp; issues.</li> <li>Track and update KPIs/ Performance Metrics; Preparing Product Performance review reports</li> <li>Issue work orders to various payment gateway aggregator partners to on-board merchants; Issuing invoices to payment aggregators.</li> <li>Work with regional marketing teams for canvassing merchants; Reviewing subvention requests from merchants, received through regional offices.</li> <li>Manage Audits – IS Audit, Accounts Audit, RBI Audits</li> <li>Analyse the need for updating/ restructuring existing product; Preparing business case and arranging for necessary approvals; Coordinating with various functional teams from initial stage to release of product.</li> <li>Source and build up the largest base of merchants for our bank business</li> <li>Ensure all merchants to complete the on-boarding and start selling</li> <li>Oversee the accounts and sales targets of merchants on boarded currently and in the past.</li> </ol>	Full Time B.E. / B. Tech/ M.E./M. Tech (Computer Science/ Information Technology/ Electronics & Communications/ Electrical & Electronics Engineering) <b>OR</b> MCA/ MSc (Computer Science)/ MSc (IT) with minimum of 60 % marks.	<p>Minimum 3 years of experience in:</p> <ol style="list-style-type: none"> <li>Merchant Acquiring Business in POS/ Payment Gateway/UPI QR/BHIM AADHAAR in Banks/ NBFC/ Fintech.</li> <li>Scheduled Commercial Bank with Technology Domain Knowledge related to Digital Channels and reconciliation of digital transactions (OR) Technological / Fintech Companies with Banking Domain Knowledge related to Digital Channels and reconciliation of digital transactions.</li> </ol>	<ol style="list-style-type: none"> <li>Understanding of web &amp; mobile App development technologies, APIs, H2H system integrations.</li> <li>Requirement Analysis and Documentation.</li> <li>Advanced skills on MS Excel/ Word/ PowerPoint/ Access</li> <li>Data Analysis skills</li> <li>People Management &amp; Vendor Management/ Negotiation skills</li> <li>Excellent Verbal &amp; Written Communication Skills &amp; ability to coherently present ideas</li> <li>Knowledge on Payment Gateway ecosystem and regulatory compliance will be an added advantage.</li> <li>Handling regulators/Information system audit team/compliance team</li> <li>In Merchant Acquiring Business in POS/ Payment Gateway/UPI QR/ BHIM AADHAAR in Banks/ NBFC/ Fintech.</li> <li>Communications and interactions with branches/vendors/controlling offices and departments to gather business requirement, find the technical feasibility, economic viability</li> <li>Submit reports, information notes to higher officials.</li> <li>Independently handle various product launch events, marketing of products,</li> <li>Help in content change in bank's web pages, help in web marketing</li> <li>Knowledge of Banking industry, customer needs /tastes /expectations</li> </ol>

Post Code/ Name of the Post(s)	Vacancy	Nature of Duties to be performed	Educational Qualifications	Post Qualification Work Experience	Skills Required
		<p>m. Oversee the operations team that handles merchant and customer enquiries and facilitate with concerned banking team on behalf of merchants</p> <p>n. Plan and create marketing events and campaigns to drive sales during major campaign periods.</p> <p>o. Constantly be in move/ out of office to contact potential merchants/ commercial establishments /payment aggregator/peer banks/ Govt. officials/ educational and other entities.</p>			<p>o. Previous experience in retail or ecommerce company</p> <p>p. Experience running teams</p> <p>q. Multiple language skills will be an added advantage</p> <p>r. Able to work in a fast-paced and dynamic environment</p>
<p><b>16. Manager – Digital Banking (IB, MB &amp; Other ADC)</b></p>	<p>3</p>	<p>The Manager – Digital Banking (IB, MB &amp; Other ADC) shall/ possess:</p> <p>a. Strong understanding and knowledge about digital transformation</p> <p>b. Demonstrate ability to organize, plan strategically and Project Management</p> <p>c. Superior problem solving and critical thinking skills</p> <p>d. Be able to work with cross functional teams</p> <p>e. Excellent stakeholder management skills</p> <p>f. Knowledge on Mobile App development/ testing/ troubleshooting and understanding on C++ / JavaScript</p> <p>g. Knowledge on SQL queries, advanced skills on MS Excel/ Word/ PowerPoint/ Access</p> <p>h. Knowledge on Data encryption, regulatory standards like PCI-DSS, PA-DSS</p> <p>i. Knowledge on regulatory compliance with regard to Digital products of Banks</p> <p>j. Knowledge on Networking &amp; wireless standards like IPv4, IPv6, 802.11</p> <p>k. Be responsible for Debugging &amp; identifying errors in source code</p> <p>l. Help in compliance functions and audits</p> <p>m. Drive growth of customer acquisition through digital channels. Lead digital</p>	<p>Full Time B.E. / B. Tech/M.E./ M. Tech (Computer Science/ Information Technology/ Electronics &amp; Communications/ Electrical &amp; Electronics Engineering) <b>OR</b> MCA/ MSc (Computer Science)/ MSc (IT) with minimum of 60 % marks</p>	<p>Minimum 3 years of experience in:</p> <p>a. Scheduled Commercial Bank with Technology Domain Knowledge related to Digital Channels</p> <p>b. Technological / Fintech Companies with Banking Domain Knowledge related to Digital Channels.</p> <p>c. Experience in working on projects for a Software development firm/ company preferably dealing with Banking applications/BFSI.</p>	<p>a. People Management &amp; Vendor Management/ Negotiation skills</p> <p>b. Excellent Verbal &amp; Written Communication Skills &amp; ability to coherently present ideas</p> <p>c. Holistic skills to succeed as an IT professional from Digital Banking perspective</p> <p>d. Experience in broader Financial Services/ Payments/ Fin-Tech or allied sectors</p> <p>e. Work experience in Digital team/ transformational roles in BFSI Sector</p> <p>f. Experience in handling Emerging Digital Banking areas handled UPI/ Machine Learning / Artificial Intelligence / Applications in Robotics (Chat Bots), Block chain &amp; understanding on latest Operating Systems / Data</p> <p>g. Development knowledge on HTML, CSS, JSON, Java scripts, Dot net, ASP dotnet, PYTHON etc.,</p> <p>h. Extensive Development knowledge on XML, APIs (SOAP APIs, REST APIs, Composite APIs), API connect.,</p> <p>i. Basic knowledge on WebSphere Application Server, JBoss, TOMCAT</p>



Post Code/ Name of the Post(s)	Vacancy	Nature of Duties to be performed	Educational Qualifications	Post Qualification Work Experience	Skills Required
		<p>initiatives which will help Bank acquire 'New to the Bank' customers across various segments including Retail, SME, Commercial Banks etc.</p> <p>n. Define and implement digital strategy by working with cross-functional partners to map and transition traditional processes to digital ones. Developing and execute plans to sustain and support the digital business, anticipating future trends.</p> <p>o. Lead end to end delivery of digital projects and change management required to improve, implement, and embed digital systems and processes.</p> <p>p. Drive and support ongoing digital transformation of the Bank by continuously improving the effectiveness of the current processes. This would also involve</p> <p>i. Measuring ROI on digital projects, fine-tuning approaches as needed to ensure the Bank is investing in the right tools and resources.</p> <p>ii. Maintain an overview of all digital products across the Bank, developing and promoting standards and processes to ensure quality, usability, and consistency for Bank's customers.</p> <p>q. Closely track new and innovative ways to present the Bank's digital content, proposing and experimenting with ways to develop its content in line with changing digital trends and customer preferences.</p> <p>r. Take the lead on Analytics (incl. new technologies like AI/ML) and other digital monitoring/measurement tools, ensuring that digital metrics are implemented,</p>			<p>j. Hands-on experience in Unix Platforms (AIX, Solaris OS, Linux) and Windows Platform</p>

Post Code/ Name of the Post(s)	Vacancy	Nature of Duties to be performed	Educational Qualifications	Post Qualification Work Experience	Skills Required
		<p>consistently reported and widely used across the Bank.</p> <p>s. Be a Digital Evangelist, championing the use of digital technology and practices to engender a digital mindset top down.</p> <p>t. Ensure collaboration, knowledge sharing, and digital best practices between partners and colleagues to help embed a robust digital ecosystem.</p> <p>u. Coach, advise and share information on digital topics with the wider organisation.</p> <p>v. Encourage and support staff across the Bank to adopt a 'digital first' mind-set.</p>			
<b>17. Manager – Digital Banking (Recon)</b>	1	<p>The Manager – Digital Banking (Recon) shall/ possess:</p> <p>a. Knowledge on SQL queries &amp; RDBMS</p> <p>b. Knowledge of accounting, double entry system for banking transactions</p> <p>c. Advanced skills on MS Excel/ Word/ PowerPoint/ Access/ Macros/VB</p> <p>d. Knowledge of Python /Java</p> <p>e. Sound knowledge in Mobile Banking, Internet Banking, UPI, BBPS, POS, ECom and related transactions</p> <p>f. Handle Three-way,4-way reconciliation and computerised shadow accounting</p> <p>g. Takes care of Data encryption, regulatory standards like PCI-DSS, PA-DSS</p> <p>h. Regulate compliance with regard to Digital products of Banks</p> <p>i. Data Analysis skill sets</p> <p>j. Handle API and ISO 8583 message standards</p> <p>k. Knowledge on computerised (Banking) General Ledger</p> <p>l. Handle Digital Payment routing and accounting standards</p>	<p>Full Time B.E. / B. Tech/ M.E./ M.Tech (Computer Science/ Information Technology/ Electronics &amp; Communications/ Electrical &amp; Electronic Engineering) <b>OR</b> MCA/ MSc (Computer Science)/ MSc (IT) with minimum of 60 % marks</p>	<p>Minimum 3 years of experience in</p> <p>a. Daily reconciliation of ADC channels/ATM/ BNA/CRA account and follow-up with branches/ IT Department</p> <p>b. Scheduled Commercial Bank with Technology Domain Knowledge related to Digital Channels and reconciliation of digital transactions (OR) Technological / Fintech Companies with Banking Domain Knowledge related to Digital Channels and reconciliation of digital transactions.</p>	<p>a. People Management &amp; Vendor Management/ Negotiation skills</p> <p>b. Excellent Verbal &amp; Written Communication Skills &amp; ability to coherently present ideas</p> <p>c. Holistic skills to succeed as in IT professional from Digital Banking perspective</p> <p>d. Possess knowledge on Agile project implementation and Vendor Management</p> <p>e. Possess knowledge on examining audit trails, Electronic Journals and other logs</p> <p>f. Possess knowledge on latest technologies like block chain and its various use cases</p>

Post Code/ Name of the Post(s)	Vacancy	Nature of Duties to be performed	Educational Qualifications	Post Qualification Work Experience	Skills Required
		<ul style="list-style-type: none"> <li>m. Be responsible for Middleware and switch solutions &amp; settlement guidelines across the digital payment industries</li> <li>n. Be responsible for Regulatory and consortia framework/ rules on payment ecosystem, standards of response codes related to Digital transactions</li> <li>o. Be able to do Reconciliation on his own and co-ordination with different stake holders for reconciliation of transaction through alternate delivery channels</li> <li>p. Generate various reports for MIS/Exception and place office note to higher ups/peer-departments</li> <li>q. Suggest changes in existing/new accounting system for transactions for reconciliation.</li> <li>r. Be Capable of introducing reconciliation for new systems or products introduced.</li> <li>s. Monitor and manage of outsourced reconciliation activities.</li> <li>t. Ensure supervision of vendors looking after reconciliation/ complaints.</li> <li>u. Ensure Smooth functioning of all the reconciliation teams pertaining to transaction done via all types of digital channels, platforms, payments and cards.</li> <li>v. Ensure Daily reconciliation of ATM/BNA/CRA account and follow-up with branches/IT Department</li> <li>w. Attend customer calls and resolve their problems</li> <li>x. Liaison with vendors and merchants about transactions and reconciliation.</li> <li>y. Monitor daily reconciliation of intermediary/pool accounts of digital channels.</li> <li>z. Report reconciliation related data/ reports to other Division and RBI/ Statutory Authorities.</li> <li>aa. Be Responsible for completion of reconciliation on time bound manner.</li> </ul>			

Post Code/ Name of the Post(s)	Vacancy	Nature of Duties to be performed	Educational Qualifications	Post Qualification Work Experience	Skills Required
		bb.Be Responsible for attending the branch/customer call and resolving them within shortest time possible.			
<b>18. Manager – Digital Banking – Compliance &amp; Audit</b>	1	<p>The Manager – Digital Banking (Compliance &amp; Audit) shall be:</p> <ol style="list-style-type: none"> <li>Understanding of the IT environment (application, operating system, and database) of the client that supports the financial reporting.</li> <li>Assisting auditor in getting the data/documents during Information System and Security audits basis the applications and other assignments scope at the bank and providing inputs for enhancement/augmenting of the audit methodology.</li> <li>Assisting auditor in Conducting specific Cyber Security Audits basis the security applications installed in the bank.</li> <li>Conducts discussion/ arranging supporting work papers for preparation of audit reports and help in assessment of process/applications and carrying out the recommended corrective actions</li> <li>Coordinating and supporting function as a member of Bank's compliance team for the External Audits, RBI Audits, and other internal/external IT audits.</li> <li>Ensuring timely submission of authenticated data/reports to regulator</li> <li>Helpful to the department in compliance of audit findings</li> </ol>	Full Time B.E. / B. Tech/ M.E./M. Tech (Computer Science/ Information Technology/ Electronics & Communications/ Electrical & Electronic Engineering) <b>OR</b> MCA/ MSc (Computer Science)/ MSc (IT) with minimum of 60 % marks	<p>Minimum 3 years of experience in:</p> <ol style="list-style-type: none"> <li>IT Security, IT controls on different OS/ Applications/ Network, Base lining of systems, VAPT compliance</li> <li>Business Application &amp; IT Process Controls audit, General IT Controls, SoX Audit, CoBIT 5.0 audits, SSAE 16 Audit for Internal Audit and External Audits</li> <li>Knowledge of Testing for Operating Systems Windows, UNIX (AIX, Solaris, RHEL Database Servers Oracle, SQL), ERP System Oracle e-business suite, Client customized ERPs</li> </ol> <p>Experience in Banks/ NBFC/ FinTech / MNC in Compliance department /Information Security and System department will be preferred</p>	<ol style="list-style-type: none"> <li>People Management &amp; Vendor Management/ Negotiation skills</li> <li>Excellent Verbal &amp; Written Communication Skills &amp; ability to coherently present ideas</li> <li>Holistic skills to succeed as in IT professional from Digital Banking perspective</li> <li>Possess Knowledge in Agile project implementation</li> <li>Possess knowledge in examining audit trails, Electronic Journals and other logs.</li> <li>Should have hands on experience on SQL queries, audit tools, RDMBS</li> <li>Should have advanced skills on MS Excel/ Word/ PowerPoint/ Access</li> <li>Should have complied with some regulatory guidelines/directions.</li> <li>Should have knowledge on Accounting standards, Computerised (Banking) General Ledger. Responsible for monitoring all the statutory provisions by the regulatory bodies and ensure the adherence by the division.</li> <li>Ensure compliance of Bank guidelines regulatory guidelines including RBI control measures, EASE, MEITY, etc.</li> <li>Ensure compliance of guidelines/ instructions issued by Govt./ RBI/ NPCI/ other Statutory bodies in the Department.</li> <li>Prepare various audit documents related to statutory audit.</li> </ol>

Post Code/ Name of the Post(s)	Vacancy	Nature of Duties to be performed	Educational Qualifications	Post Qualification Work Experience	Skills Required
					<ul style="list-style-type: none"> <li>m. Co-ordinate with different departments and statutory auditors/IS Auditors on audit and compliance of observations.</li> <li>n. Provide statutory audit and inspection support to the auditor by developing compliance auditing plans based on thorough research on studies conducted by government agencies and professional organizations.</li> <li>o. Liaison with user departments, other sections in the department for compliance of findings</li> <li>p. Consolidation of data from different channels and check the veracity of the data.</li> <li>q. MIS of Digital products.</li> <li>r. Strong in Excel and database manipulation skills, financial and statistical analysis skills)</li> <li>s. Ability to work effectively across functions and demonstrated ability to coach and mentor others</li> <li>t. Ability to manage risk and uncertainty for self and team within a dynamic priority-setting environment</li> <li>u. Ability to prioritize and make decisions in a fast-paced environment</li> <li>v. Ability to work as a part of team and contribute towards team goals</li> <li>w. Ability to manage multiple tasks/projects and deadlines simultaneously</li> </ul>

**Note:** Required work experience should be full time, relevant to the post applied and should be **post qualification** i.e., from the date of acquiring the prescribed qualification till **01.11.2022 (inclusive)**.

**iii. AGE (AS ON 01.11.2022)**

All the eligibility criteria (**Age, Educational Qualification and Post Qualification Work Experience etc.**) shall be computed as on **01.11.2022** (inclusive). The required Minimum Age to apply for all the posts is 25 and Maximum Age is 30 for all posts. Relaxation in maximum age for SC/ST/OBC/PWBD/Ex-Servicemen will be as per extant Government Guidelines

**a. RELAXATION IN UPPER AGE LIMIT**

S. No.	CATEGORY	AGE RELAXATION
1	Scheduled Caste/ Scheduled Tribe Candidates	5 years
2	Other Backward Classes Candidates	3 years
3	Persons with Benchmark Disabilities	10 years
4	Persons affected by 1984 riots	5 years
5	Ex-servicemen, Commissioned Officers, including ECOs/ 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 12 months from the date prescribed for closing of online registration) otherwise than by way of dismissal or discharge on account of misconduct or inefficiency or on account of physical disability attributable to military service or on invalidment	5 years

- i) In case of a candidate who is eligible for relaxation under more than one of the above categories, the age relaxation will be available on cumulative basis with any one of the remaining categories for which age relaxation is permitted as mentioned above in Point 3 to 5. This cumulative age relaxation is available to SC/ST/OBC candidates, subject to a maximum upper age limit of 40 years.
- ii) Maximum age limit specified is applicable to General Category candidates and Economically Weaker Section (EWS) category candidates.
- iii) Above relaxations are available only if the candidates fulfill the various conditions prescribed in the Govt. of India orders and instructions in this regard. To claim age relaxation, candidates should submit a copy of the necessary/requisite Certificate(s) at the time of interview.
- iv) There is no reservation for Ex-servicemen in Officers' Cadre. However, age relaxation is applicable as per extant Government guidelines.

**b. Definition OF Ex-Servicemen (EXSM):**

- a) Only those candidates shall be treated as Ex-Servicemen who fulfill the revised definition as laid down in Government of India, Ministry of Home Affairs, Department of Personnel & Administrative Reforms Notification No. 36034/5/85 Est. (SCT) dated 27.10.1986 as amended from time to time.
- b) An ex- serviceman who has once joined a Government job on civil side after availing of the benefits given to him as an Ex-Serviceman for his re-employment, including a job in Public Sector Undertaking ceases to enjoy Ex-serviceman status for further employment.

**c. RESERVATION FOR PERSONS WITH BENCHMARK DISABILITIES (PWBD)**

Under section 34 of "The rights of Persons with Disabilities Act, 2016," persons with benchmark disabilities are eligible for Reservation. The post is identified suitable for the Persons under categories of disabilities as defined in the Schedule of RPWD Act 2016 and notified by the Department of Empowerment of Persons with Disabilities (Divyangjan) from time to time.

**A. Orthopedically Challenged ("OC" Category):**

A person's inability to execute distinctive activities associated with movement of self and objects resulting from affliction of musculoskeletal or nervous system or both, including Cerebral Palsy, Leprosy Cured, Dwarfism, Muscular Dystrophy and Acid Attack Victims. Orthopedically challenged persons are covered under locomotor disability with following benchmark:

- a. OA - One arm affected (Right or Left)
- b. OL - One leg affected (Right or Left)
- c. OAL - One arm & One Leg affected
- d. BL - Both legs affected but not arms

Persons with OA and OAL category should have normal bilateral hand functions.

a. "Leprosy cured person" means a person who has been cured of leprosy but is suffering from:

- i. Loss of sensation in hands or feet as well as loss of sensation and paresis in the eye and eyelid but with no manifest deformity.
- ii. Manifest deformity and paresis but having sufficient mobility in their hands and feet to enable them to engage in normal economic activity.
- iii. extreme physical deformity as well as advanced age which prevents him/her from undertaking any gainful occupation, and the expression "leprosy cured" shall be construed accordingly.

b. "Cerebral palsy" means a Group of non-progressive neurological conditions affecting body movements and muscle coordination, caused by damage to one or more specific areas of the brain, usually occurring before, during or shortly after birth.

c. "Dwarfism" means a medical or genetic condition resulting in an adult height of 4 feet 10 inches (147 centimeters) or less.

d. "Muscular dystrophy" means a group of hereditary genetic muscle disease that weakens the muscles that move the human body and persons with multiple dystrophies have incorrect and missing information in their genes, which prevents them from making the proteins they need for healthy muscles. It is characterized by progressive skeletal muscle weakness, defects in muscle proteins, and the death of muscle cells and tissue.

e. "Acid attack victims" means a person disfigured due to violent assaults by throwing of acid or similar corrosive substance.

**B. Visual Impairment ("VI" Category):**

Only those Visually Impaired (VI) persons who suffer from any one of the following conditions, after best correction, are eligible to apply.

a. Blindness:

- i. Total absence of sight; OR
- ii. Visual acuity less than 3/60 or less than 10/200 (Snellen) in the better eye with best possible correction; OR

iii. Limitation of the field of vision subtending an angle of less than 10 degrees. OR

b. Low Vision:

- i. Visual acuity not exceeding 6/18 or less than 20/60 up to 3/60 or up to 10/200 (Snellen) in the better eye with best possible corrections; OR
- ii. Limitation of the field of vision subtending an angle of less than 40 degrees up to 10 degrees.

**C. Hearing Impaired ("HI" Category):**

a. Deaf: means person having 70 DB hearing loss in speech frequencies in both ears.

b. Hard of Hearing means person having 60 DB to 70 DB hearing loss in speech frequencies in both ears.

**D. Intellectual Disability ("ID" Category):**

Only those persons, who suffer from any one of the following types of disabilities, are eligible to apply under this category:

1. Intellectual disability

a. Autism Spectrum disorder (ASD) means a neuro-developmental condition typically appearing in the first three years of life that significantly affects a person's ability to communicate, understand relationships and relate to others, and is frequently associated with unusual or stereotypical rituals or behavior.

b. "Specific Learning Disability" (SLD) means a heterogeneous group of conditions wherein there is a deficit in processing language, spoken or written, that may manifest itself as a difficulty to comprehend, speak, read, write, spell, or to do mathematical calculations and includes such conditions as perceptual disabilities, dyslexia, dysgraphia, dyscalculia, dyspraxia and developmental aphasia.

c. "Mental Illness" (MI) means a substantial disorder of thinking, mood, perception, orientation or memory that grossly impairs judgment, behavior, capacity to recognize reality or ability to meet the ordinary demands of life, but does not include retardation which is a condition of arrested or incomplete development of mind of a person, specially characterized by sub normality of intelligence

2. "Multiple Disabilities" means multiple disabilities amongst clause "A"; "B"; "C"; "D (1)".

Note: Only those persons with benchmark disabilities would be eligible for reservation. "Benchmark disability" means a person with not less than 40% of a specified disability where specified disability has not been defined in measurable terms and includes the persons with disability, where disability has been defined in a measurable term, as certified by the certifying authority.

A person who wants to avail benefit of reservation will have to submit a disability certificate issued by a Competent Authority as per Government of India guidelines. Such certificate will be subject to verification/ re-verification as may be decided by the competent authority.

The allocation of reserved vacancies for the persons with benchmark disabilities will be as prescribed in the "The Rights of Persons with Disabilities Act, 2016" and as per vacancies available.



### **EWS (Economically Weaker Section)**

1. Persons who are not covered under the existing scheme of reservations to the Scheduled Castes, the Schedule Tribes and the Other Backward Classes and whose family has gross annual income below Rs.8.00 lakh (Rupees eight lakh only) are to be identified as EWSs for benefit of reservation. The income shall include income from all sources i.e. salary, agriculture, business, profession etc. and it will be income for the financial year prior to the year of application. Also, persons whose family owns or possesses any of the following assets shall be excluded from being identified as EWSs, irrespective of the family income:

- a. 5 acres of Agricultural Land and above;
- b. Residential flat of 1000 sq. ft. and above;
- c. Residential plot of 100 sq. yards and above in notified municipalities;
- d. Residential plot of 200 sq. yards and above in areas other than the notified municipalities.

2. The property held by a "Family" in different locations or different places / cities would be clubbed while applying the land or property holding test to determine EWS status.

3. The benefit of reservation under EWS can be availed upon production of an Income and Asset Certificate issued by a Competent Authority. The Income and Asset Certificate issued by any one of the Authorities as notified by the Government of India in the prescribed format shall only be accepted as proof of candidate's claim as belonging to EWS. The candidates shortlisted for document verification/interview shall be required to bring the requisite certificate as specified by the Government of India at the time of appearing for the process of document verification/interview.

4. The term "Family" for this purpose will include the person who seeks 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.

5. The instructions issued by the Government of India in this regard from time to time shall be adhered to.

**Disclaimer: EWS Vacancies are tentative and subject to further directives of Government of India and outcome of any litigation.**

**These guidelines are subject to change in terms of GOI guidelines/ clarifications, if any, from time to time.**

The **Competent Authority** for the issue of the certificate to SC / ST / OBC / Economically Weaker Section / Persons with Benchmark Disabilities is as under (as notified by GOI from time to time):

**i) 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 Tahsildar (iv) Sub-divisional officer of the Area where the candidate and or his family normally resides.

**ii) Economically Weaker Section:**

(i) District Magistrate/Additional District Magistrate/ Collector/ Deputy Commissioner/Additional Deputy Commissioner/1st Class Stipendiary Magistrate/ Sub-Divisional Magistrate/ Taluka Magistrate/ Executive Magistrate/ Extra Assistant Commissioner, (ii) Chief Presidency Magistrate/Additional Chief Presidency Magistrate/ Presidency Magistrate, (iii) Revenue Officer not below the rank of Tahsildar and (iv) Sub-Divisional Officer or the area where the candidate and/or his family normally resides.

**iii) 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, PWBD categories must submit certificates in support of it at the time of interview.

**a) EMOLUMENTS (As on 01.11.2022) AND RELEVANT POLICIES**

**i. PAY SCALE, ALLOWANCES AND PERQUISITIES**

Scale / Grade	Scale of Pay (In Rupees)
MMGS II	48,170 - 1,740 / 1 - 49,910 - 1,990 / 10 - 69,810

DA, HRA, CCA etc., will be as per rules in force from time to time.

**ii. PROBATION PERIOD**

Candidates selected will be on probation for a period of 2 years (active service) from the date of joining the Bank. Their confirmation in Bank's service will be as determined by the Bank in terms of Officers' Service Regulation (OSR).

**iii. BOND AMOUNT**

Candidates selected for appointment will be required to execute a Financial Service Indemnity Bond for Rs.1,00,000 (Rupees One lac) for rendering service for a minimum period of 3 years.

**iv. POSTING, TRANSFER AND JOB ROTATION**

The selected candidates will be placed at Chennai or Hyderabad initially. However, they are liable to be transferred/ posted, at the sole discretion of the Bank and as per its exigencies, at any of the Bank's Branches/ Offices, anywhere in India from time to time and on such terms and conditions as may be decided by the Bank.

**v. LEAVE, TRAVEL ALLOWANCE**

The leave and travel allowance will be as per Service Rules of the Bank applicable at the time of appointment.

vi. **OTHER ALLOWANCES**

Specialist Officers, being recruited laterally for the said posts i.e., in MMG Scale II will also be eligible for the following facilities during their probation period itself, as per the extant Bank's guidelines in force (as per the eligibility of respective Scales):

- a) Conveyance Expenses
- b) Newspaper Cost
- c) Telephone/ Mobile Expenses
- d) Entertainment Expenses
- e) Bank Owned Quarters or Leased accommodation including Rental Advance & Brokerage

b) **SELECTION PROCESS**

Selection will be made based on an Online Examination followed by Interview. Candidates qualifying in the Online Examination would be called for personal Interview. Merely satisfying the eligibility norms do not entitle a candidate to be called for Online Examination or Interview.

The Bank reserves the right to call only the requisite number of candidates for the Online Examination and Interview after preliminary screening / short listing with reference to candidates' qualification, experience, profile vis-à-vis job requirements etc.,

Results of the candidates who have qualified for various stages of the recruitment process and the list of candidates finally selected will be made available on the website. Final selected list will be published on the website.

c) **APPLICATION GUIDELINES**

The candidates must apply for **ONE POST ONLY**, subject to fulfilment of eligibility criteria. However, if candidates have applied multiple times for the same post, the last submitted application will only be considered. Candidates can apply through online only from **08.11.2022 to 30.11.2022** and no other mode of application will be accepted.

i. **PRE-REQUISITES FOR APPLYING ONLINE**

Before applying online, candidates should:

- a) Go through the detailed advertisement by clicking the **Advertisement (English)** available under the title "**RECRUITMENT OF SPECIALIST OFFICERS – IT PROFESSIONALS IN MMG SCALE II - 2022-23**" in our website [www.job.in](http://www.job.in) under "**Careers**" page and ensure candidate's eligibility before applying for the said post.
- b) Scan their photograph and signature ensuring that both the photograph and signature adhere to the required specifications as given in **Annexure I** to this advertisement.
- c) Have a valid personal email ID, which should be kept active throughout the entire recruitment process. Bank may send call letters for the Interview/Final Selection etc. through the registered e-mail ID. Under no circumstances, a candidate should share with/mention e-mail ID to / of any other person. In case a candidate does not have a valid personal e-mail ID, he/she should create his/her new e-mail ID before applying Online and must maintain that email account.

ii. **PROCEDURE FOR APPLYING ONLINE**

- a) Candidates are first required to go to the Bank's website "[www.iob.in](http://www.iob.in)" and click on the "Careers" Page to open the link "**Recruitment of IT Professionals in MMG Scale II – 2022-23**" and select the post to be applied then click on the Register Online link.
- b) Candidate must First Register Online by clicking "Click here to Register Online"
- c) On successful registration, E-mail will be sent to the candidates along with the Registration Number and Password for applying Online. Candidates should note his/ her Unique Registration Number and Password for future reference failing which they will not be able to proceed further.
- d) Now, Candidates must Click the menu "Click here to Apply Online".
- e) Candidates will have to enter all the required details in the online application form.
- f) Candidates are required to upload their photograph and signature as per the specifications given in the Guidelines for Scanning and Upload of Photograph and Signature (Annexure I).
- g) Candidates should fill in the details in the Online Application at appropriate places very carefully and click on the "SUBMIT" button at the end of the Online Application format. Before pressing the "SUBMIT" button, candidates are advised to verify that every field is filled in the application using the "RECHECK"/ "PREVIEW" button. The name of the candidate or his /her father/husband etc. should be spelt correctly in the application as it appears in the certificates/mark sheets. Any change/alteration found may disqualify the candidature.
- h) On successful submission of the Online Application form, a message "Application Successfully Submitted" will be displayed.
- i) Next, click "Upload Relevant Documents" Menu to upload the Birth Certificate / Degree (UG / PG) / Work Experience Certificate / No Objection Certificate (if applicable) from Employer.
- j) Candidates should take a printout of the system generated submitted Online application form by clicking the "Print your Application" link & save the printed application form for future reference.
- k) **Application Fee / Intimation Charges (Non-Refundable)**

Category of Applicant	Application Fee
SC/ST/PWD (Only Intimation charges)	INR 100.00 (Rupees One Hundred Only)
For all others (Including OBC & EWS)	INR 500.00 (Rupees Five Hundred Only)

- l) Application once made will not be allowed to be withdrawn and fee once paid will NOT be refunded under any circumstances nor can it be adjusted against any other recruitment process.

**Payment by Online Mode**

Candidates who have submitted the Online Application successfully may proceed for payment of intimation charges through Online Mode. For making the payment candidates are required to click on "**Online Payment of Intimation Charge**" to navigate to the Online payment page. The payment can be made using Debit Card/ Credit Card or **Internet Banking** mode only. The candidates opting for Internet Banking would be provided with two options:

- 1. Payment through IOB Net Banking
- 2. Payment through Other Banks' net banking.

Candidates who have accounts with internet banking option in IOB may choose "IOB NET BANKING" option and others may choose the "Other Banks NET Banking Option". Bank Transaction charges for Online Payment of Intimation charges through internet banking payment facility of any Bank (other than IOB) will have to be borne by the candidates.

On successful completion of the transaction, **an e-receipt** will be generated. Candidates are required to take a printout of the e-receipt for future reference. Candidates can also reprint the E-receipt later by clicking on "**Reprinting E-receipt after payment of Intimation Charges**" link.

Please note that the above procedure is the only valid procedure for applying. No other mode of application or incomplete steps would be accepted and such applications would be rejected. Any information submitted by an applicant in his / her application shall be binding on the candidate personally and he/she shall be liable for prosecution / civil consequences in case the information / details furnished by him/her are found to be false at a later stage.

**Credit History:** The candidate applying 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.

### iii. Guidelines for Persons with Benchmark Disabilities using the services of a Scribe

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. In all such cases where a scribe is used, the following rules will apply:

- 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 of this recruitment process.
- 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 under this recruitment process. If violation of the above is detected at any stage of the process, candidature for this recruitment process 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 for the test conducting agency 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.**

### iv. Guidelines for candidates with locomotor disability and cerebral palsy

A Compensatory time of twenty 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).

v. **Guidelines for Visually Impaired (VI) 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.

vi. **Guidelines for Candidates with Intellectual Disability (ID)**

A Compensatory time of twenty minutes per hour of examination, either availing the services of a scribe or not, shall be permitted to the candidates with more than 40% Intellectual Disability (autism, intellectual disability, specific learning disability and mental illness).

**NOTE: These guidelines are subject to change in terms of GOI guidelines/ clarifications, if any, from time to time.**

vii. **LIST OF DOCUMENTS TO BE PRODUCED AT THE TIME OF INTERVIEW (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/ her candidature from further participation in the recruitment process.

- i. Printout of the valid Interview Call Letter
- ii. Valid system generated printout of the online application form registered
- iii. Proof of Date of Birth (Birth Certificate or SSLC/ Std. X Certificate with DOB)
- iv. Photo Identify Proof such as Passport/ Aadhaar / e-Aadhaar Card / PAN Card/ Driving Licence/ Voter's Card.
- v. Consolidated Mark sheets & relevant certificates for educational qualifications.
- vi. Work Experience: Documentary proofs such as Experience Certificates from past and current employers, Appointment letters, Relieving Letters, Pay or Salary Slips should be produced by the candidates to verify the date of joining and relieving, designation at the time of joining, date of promotion with designation, if any. Any adverse remark from the previous employer(s) or any act of misconduct/ wrong committed by the candidate would be a disqualification to apply and render the candidature liable for cancellation.
- vii. Certificates on preferred certifications done by the candidate.
- viii. Caste Certificate issued by competent authority in the prescribed format as stipulated by Government of India in case of SC / ST / OBC/ EWS category candidates.
- ix. 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 prior to the date of interview if called for)**. Caste Name mentioned in certificate should tally letter by letter with Central Government list / notification.

- x. Candidates belonging to OBC category but coming under creamy layer and/ or if their caste does not find place in the Central List are **not** entitled to OBC reservation. They should indicate their category as General in the online application form.
- xi. Disability certificate in prescribed format issued by the District Medical Board in case of Persons with Benchmark Disabilities' category. If the candidate has used the services of a Scribe at the time of the examination, the duly filled in details of the scribe in the prescribed format.
- xii. Candidates serving in Government / Quasi Govt. offices/ Public Sector Undertakings (including Nationalised Banks and Financial Institutions) are required to produce **original "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.
- xiii. Persons eligible for age relaxation under "Persons affected by 1984 riots" must produce a certificate from the District Magistrate to the effect that they are eligible for relief in terms of the Rehabilitation Package for 1984 Riot Affected Persons sanctioned by the Government and communicated vide Ministry of Finance, Dept. of Financial Services Communication No.F.No.9/21/2006-IR dated 27.07.2007.
- xiv. Any other relevant documents in support of eligibility.
- xv. Candidates will not be allowed to appear for the interview if he/ she fails to produce the relevant eligibility documents as mentioned above.

**viii. PROOF OF IDENTITY TO BE SUBMITTED AT THE TIME OF EXAMINATION**

After cut-off date, Bank will shortlist eligible candidates based on the prescribed criteria and call letter will be issued through e-mail, with details of Examination Centre, Examination Date etc., For examination, the candidates must bring one photo identity proof such as Passport/ Aadhaar/ e-Aadhaar Card/ PAN Card/ Driving Licence/ Voter's Card/ Bank Passbook with duly attested Photograph/Identity Card issued by School or College/ Gazetted Officer in the official letterhead in original as well as a self-attested photocopy thereof. The photocopy of identity proof should be submitted along with call letter to the invigilators in the examination hall, failing which or if identity of candidates is in doubt, the candidate will not be permitted to appear for the examination.

**Ration Card will not be accepted as a valid id proof for this process.**

**ix. EXAMINATION CENTRES**

- i. The Examination will be conducted at various centers across in India. The list of Examination centers is available in Annexure I.
- ii. However, Bank reserves the right to delete any of the Examination Centers and/ or add some other Centers, depending upon the response, administrative feasibility, etc.
- iii. As far as possible candidates will be allotted to a center of his/her choice however Bank also reserves the right to allot the candidate to any of the Centre other than the one he/she has opted for.
- iv. Candidate will appear in the examination from an Examination Centre at his/her own risks and expenses and Bank will not be responsible for any injury or losses etc. of any nature.
- v. No request for change of centre for Examination shall be entertained.

d) **INTERVIEW**

The interview will be held at any Centre(s) across India, as desired by the Bank (Physical or Online Mode through video conference) and the same will be advised in the interview call letters.

**Note:**

- a) Request for change in Interview dates shall **NOT** be entertained.
- b) Bank reserves the right to change/add/cancel the date, time, center, venue of the Interview and to call the candidates for the Interview at any other center or hold supplementary selection process for particular date/time/center/venue/set of candidates at its discretion, under any circumstances, if any. The change, if any, will be announced in our Bank's website / by email.

i. **CALL LETTERS FOR THE INTERVIEW**

The venue, time & date for Interview will be informed to the shortlisted candidates in the Interview call letter and candidates must attend the same. The call letter will be **sent by email only**. The details of shortlisted candidates for Interview or any other process will be hosted in our website. Request for change of Centre will not be entertained. Bank will not be responsible for late receipt / non receipt of any communication from the Bank. Hence, candidates are requested to check their email and Bank's website regularly, to keep track of the process. The shortlisted candidates must carry their documents during the interview process as mentioned while applying for the post.

Final selection will be made based on marks obtained by the candidates in the Interview process and Online examination and will be according to the merit ranking. **The Bank reserves the right to change the selection procedure, if necessary.**

ii. **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 be liable to be dismissed from the services of the Bank at any time, even after being selected and after joining Bank's 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 taking away the documents from the venue, 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:

- To be disqualified from the selection process for which he / she is a candidate.
- To be debarred, either permanently or for a specified period, from any examination or recruitment conducted by Bank.



iii. **GENERAL ELIGIBILITY**

**Medical Fitness, Character and Caste (wherever applicable) verification of selected candidates:** The appointment of selected candidates will be subject to their being declared medically Fit as per requirements of the Bank and upon satisfactory verification of their character, antecedents and caste certificates (wherever applicable). Such appointment will also be subject to the Service and Conduct Rules of the Bank. Till such time, their appointment will be provisional.

iv. **IMPORTANT GENERAL INSTRUCTIONS**

- a) Candidates are required to apply only 'ONLINE' through Bank's website. Any other form of application shall not be entertained.
- b) Candidates are advised to apply for one post only the most suitable profile as per the eligibility and requirement.
- c) Candidates are advised to take a printout of their system generated online application form after submitting the application.
- d) Candidates should satisfy themselves about their eligibility for the post applied for.
- e) Incomplete applications / Applications without supporting documents will be rejected outright.
- f) In case of candidates uploading more than one application for any reason, the latest registered application will only be considered.
- g) **Only Candidates willing to serve in Chennai/ Hyderabad, initially and willing to work in shift basis (24\*7\*365) should apply. However, it may be noted that they are liable to be transferred anywhere in India at the discretion of Bank.**
- h) Before applying, the candidates must ensure that he/she fulfills all the eligibility criteria and other norms mentioned in the advertisement and has in his/her possession the requisite documents and certificates specified by the Bank, and that the particulars furnished in the Online application are true and correct in all respects.

Mere calling for applications for the Interview shall not imply that the Bank has been satisfied beyond doubt about the candidate's eligibility. Bank has the right to cancel candidature at any stage if found that he/she is not fulfilling the eligibility criteria and /or that he/she has furnished any incorrect/false information/certificate/documents or has suppressed any material fact(s). If any of these shortcomings are detected even after appointment his/her services are liable to be terminated.

The Bank is free to reject any application, at any stage of the recruitment process, if the candidate is found ineligible for the post. The decision of the Bank in any matter relating to recruitment at all the stages of the recruitment process will be final and binding upon the candidate. **No correspondence or personal queries in this regard shall be entertained by the Bank.**

- i) All candidates called for Interview, will have to produce originals as well as self-attested photocopies of the prescribed certificates in support of their educational qualification, experience, date of birth, caste, etc. The candidates belonging to SC/ST/OBC/PWBD Category are required to submit originals as well as self-attested photocopies of their caste certificate/certificate of disability issued by the competent authority, in addition to the other certificates in support of their eligibility criteria.
- j) In case of candidates belonging to OBC category, the certificate inter-alia must specify that the candidate does not belong to "CREAMY LAYER" section excluded from the benefits of reservations for OBCs in Civil Post and Services under Government of India. The OBC certificate containing "**Non-Creamy Layer Clause**" in Central Government format, **should be valid as on the last date of online registration i.e., 30.11.2022 (issued within one year prior to the last date for online registration i.e., issued on or after 30.11.2021).**

- k) Candidates belonging to OBC category but coming under Creamy Layer are **not entitled for OBC reservation**. They should indicate their category as General in the online application form.
- l) Candidates serving in Government /Quasi Government Offices/Public Sector Undertakings including Nationalized Bank, Financial Institutions will be required to produce **Original "No Objection Certificate"** from the employer at the time of interview, failing which the candidature may not be considered.
- m) Candidates belonging to reserved category, including Persons with Benchmark Disabilities, for which no reservation has been announced, are free to apply for vacancies announced for General category, provided they fulfill all the eligibility criteria.
- n) Candidates who do not satisfy the eligibility criteria and who do not produce (for any reason) the originals as well as attested photocopies of all documents required to be submitted as advised in this notification and Interview call letter, whomsoever, shall not be permitted to attend the Interview, even though they have been called for Interview.
- o) The candidates will have to appear for interview at their own expense. However, outstation eligible SC/ST/PWBD candidates who are not employed and attending the interview will be reimbursed to and fro second-class ordinary train fare by the shortest route on production of evidence of travel (as per extant Govt. Guidelines). The Bank will not be responsible for any injury / losses, etc. of any nature.
- p) Canvassing in any form will be a disqualification.
- q) Any request for change of address/ e-mail id for communication will **NOT** be entertained.
- r) 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 and Conduct Rules of the Bank.
- s) In case of any dispute on account of interpretation in any version other than English, the English version shall prevail.
- t) Any dispute arising out of this advertisement shall be subject to the sole jurisdiction of courts situated at Chennai.
- u) Decision of the Bank in all matters regarding eligibility of the candidate, the stages at which such scrutiny of eligibility is to be undertaken, the documents to be produced for the purpose of the conduct of interview, selection and any other matter relating to recruitment will be final and binding on the candidate. Further, the Bank reserves right to stall / cancel the recruitment partially / fully at any stage during the recruitment process at its discretion, which will be final and binding on the candidate.

v. **ANNOUNCEMENTS**

All further announcements/ details pertaining to this process will only be published/ provided on our authorised website [www.iob.in](http://www.iob.in) from time to time.

vi. **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. Decision of Bank in all matters regarding eligibility, conduct of written examination, other tests, interview and selection would be final and binding on all candidates. No representation or correspondence will be entertained by IOB in this regard. **The Version of the detailed advertisement given in the Bank's website shall be treated as final and shall supersede any other versions for all purposes. Accordingly, the candidates are advised to visit our Bank's website [www.iob.in](http://www.iob.in) for detailed advertisement.**

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

Sd/-  
General Manager – HR  
Central Office  
763, Anna Salai  
Chennai – 600 002

**Guidelines for scanning and Upload of Photograph & 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.

**Photograph Image:**

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

**Signature Image:**

- **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 Hall Ticket 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 Hall Ticket, the applicant will be disqualified.**
- **Dimensions 140 x 60 pixels (preferred)**
- **Ensure that the size of the scanned image is not more than 20KB**

**Scanning the photograph & signature:**

- Set the scanner resolution to a minimum of 200 dpi (dots per inch)
- Set Color to True Color
- File Size as specified above
- 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).
- 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.**
- **Candidates using MS Windows/MsOffice can easily obtain photo and signature in .jpeg format not exceeding 50KB & 20KB respectively by using MS Paint 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.**
- **If the file size and format are not as prescribed, an error message will be displayed.**

- 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 and Signature**

- Browse and Select the location where the Scanned Photograph / Signature file has been saved.
- Select the file and click on it
- Photo and signature will be uploaded automatically once you submit the online application.

#### **Scanning the documents for Uploading**

Scan the following documents in **PDF format ONLY** with each document size **less than 200KB**

- Birth Certificate / SSC Certificate for Proof of Date of Birth (Mandatory to upload)
- Final Degree Certificate / Consolidated Mark Sheet in respect of passing Graduation / PG / Professional Courses (as single PDF file in case of completion of multiple degrees) (Mandatory to upload)
- Work Experience Certificate (Mandatory to upload)
- No Objection Certificate from Employer, if applicable.

**Online Application will not be registered unless you upload your photograph, signature and relevant documents as specified.**

#### **Note:**

- (1) In case the face in the photograph or signature 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.
- (3) In case if Documents uploaded are unclear the candidate's application may be rejected.

#### **LIST OF IDENTIFIED EXAMINATION CENTRES:**

- 1) New Delhi
- 2) Mumbai
- 3) Chennai
- 4) Kolkata
- 5) Hyderabad
- 6) Bangalore

**Abbreviations:**

S. No	Acronym	Abbreviation
1	KPI	Key Performance Indicator
2	GDS	Global Distribution System
3	ITD	Information Technology Department
4	DBD	Digital Banking Department
5	SAS	Software as a Service
6	ITSD	Information Technology Services Department
7	DCoE	Digital Centre of Excellence
8	ACoE	Analytic Centre of Excellence
9	DRS	Disaster Recovery Site
10	ETL	Extract and Transform Language
11	EMR	Elastic Map Reduce
12	NoSQL	Not Required
13	MySQL	Not Required
14	RDS	Remote Desktop services
15	T-SQL	Not Required
16	GCP	Google Cloud Partner
17	DNS	Domain Name Server
18	HTTP	Hypertext markup language
19	LDAP	Lightweight Directory Access Protocol
20	SMTP	Simple mail transmission protocol
21	SNMP	Simple Network Management Protocol
22	GBM	Government Business Module
23	GLM	Generalized linear model
24	NLP	Natural Language processing
25	AWS	Azure Web services
26	DDoS	Dynamic Deniel of Services
27	TAC	Traffic acquisition cost
28	OEM	Original Equipment Manufacturer
29	VAPT	Vulnerability and Penetration Testing
30	NAC	Network Access Control
31	TACACS	Terminal Access Controller Access Control System
32	CCNA RS	Cisco Certified Network Administrator - Routing and Switching
33	ARP	Address Resolution Protocol
34	ICMP	Internet Control Message Protocol
35	TCP	Transmission Control Protocol
36	UDP	User Datagram Protocol
37	SNMP	Simple Network Management Protocol
38	SFTP	Secure File Transfer Protocol
39	TFTP	Trivial File Transfer Protocol
40	VLANS	Virtual local area networks
41	IEEE	Institute of Electrical and Electronics Engineers.
42	IPSEC VPN	IP Security - Virtual private network

43	SSL-VPN	secure sockets layer - Virtual private network
44	NAT	network address translation
45	GRE	Graduate Record Examinations
46	BGP	Border Gateway Protocol
47	OSPF	Open Shortest Path First
48	IDS/IPS	Intrusion Detection System (IDS) Vs Intrusion Prevention System (IPS)
49	AAA	Authentication, authorization, and accounting
50	SQL	Structured Query Language
51	PLSQL	Procedural Language extensions to the Structured Query Language
52	RBDMS	Relational Database Management System
53	MCDBA	Microsoft Certified Data Base Administrator.
54	OCP	Open-Closed Principle
55	OCA	Oracle Certified Associate
56	UNIX	UNiplexed Information Computing System
57	RMAN	Oracle Recovery Manager
58	OEM	original equipment manufacturer
59	EAP	Extensible Authentication Protocol
60	MQ	Message queue
61	IIS	Internet Information Services
62	EAP	Extensible Authentication Protocol
63	EWS	Early Warning System
64	AIX	Advanced Interactive executive
65	ELK	Elasticsearch, Logstash and Kibana
66	RHEL	Red Hat Enterprise Linux
67	SuSE	Software- und System-Entwicklung
68	ITSM	Information Technology Service Management
69	ITIL	Information Technology Infrastructure Library
70	EIGRP	Enhanced Interior Gateway Routing Protocol
71	IGRP	Interior Gateway Routing Protocol
72	PCIe	Peripheral Component Interconnect Express
73	KVM	Kernel-based Virtual Machine
74	QEMU	Quick EMUlator.
75	DMZ	Demilitarized Zone
76	BFSI	Banking and Financial Institution
77	NBFC	Non-Banking Financial Corporation