

**Advertisement No.13 / 2024-2025**

**Appointment of Chief Economist, Head Data Analytics & Dy. CTO (Channels) – on Contract**

IDBI Bank invites applications from eligible Indian citizens for the below mentioned posts (on contract basis). Candidates fulfilling required eligibility criteria may send their application to [rec.experts@idbi.co.in](mailto:rec.experts@idbi.co.in) on or **before March 26, 2025**

|   |                   |
|---|-------------------|
| Start Date of receiving of Application: | <b>12/03/2025</b> |
| Last Date of receiving of Application:  | <b>26/03/2025</b> |

**1. Details of POST / VACANCY / AGE / CONTRACT PERIOD / SELECTION PROCESS / PLACE OF POSTING / ANNUAL CTC:-**

| Sl. No. | Post                                       | No. of Vacancies | Age (as on March 01, 2025)           | Contract Period | Likely Place of Posting  | Annual CTC (approx.)   |
|---------|--|------------------|--------------------------------------|-----------------|--|--|
| 1       | Chief Economist                            | 1                | Maximum 65 Years                     | 5 years*        | Mumbai / Navi Mumbai<br>Bank reserves right to post a candidate as per Bank's requirement. | <b>Equivalent Grade / Remuneration will be market linked &amp; based on experience, Seniority level etc.<br/>Remuneration includes both Fixed and Variable Pay and shall be subject to deduction of taxes/statutory deductions, as applicable.</b> |
| 2       | Head - Data Analytics                      | 1                | Maximum 55 Years                     |                 |  |  |
| 3       | Deputy Chief Technology Officer (Channels) | 1                | Minimum 40 years to Maximum 55 years |                 |  |  |

**NOTE**

- (i) Cut-off date for eligibility criteria is **March 01, 2025**.
- (ii) Before applying, candidates should ensure that they fulfill the eligibility as on the cut-off date. Personal Interview (PI), process will be purely provisional without verification of documents. Candidature will be subject to verification of details/documents with the originals when the candidate reports for PI, if called.

2. **Eligibility criteria**

2.01 **Nationality/Citizenship:**

Candidates must be either (a) a citizen of India, or (b) a subject of Nepal, or (c) a subject of Bhutan, or (d) a Tibetan refugee (who came over to India before 1st February 1962) with the intention of permanently settling in India or (e) a person of Indian origin, who have migrated from Pakistan, Myanmar (formally 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 the candidate belonging to categories (b), (c), (d) or (e) above shall be a person in whose favour a certificate of eligibility has been issued by Government of India. The candidate, in whose case a certificate of eligibility is necessary, may be provisionally admitted to the selection process conducted by the Bank, but on final selection, the offer of appointment may be given only after the necessary eligibility certificate have been issued to him/ her by the Government of India.

2.02 **Age, Educational qualification and Experience (as on March 01, 2025) :**

| Sr. No. | Post                   | Educational Qualification  | Specific Skill Required   | Work Experience (as on cut of date)   | Broad Job Profile #   |
|---------|------------------------|--|---|---|---|
| 1       | <b>Chief Economist</b> | Post-graduate degree in Economics or Econometrics from a recognized Indian University.<br><br>Desirable Qualification:-<br>PhD in Economics/ Banking/ Finance and related areas. | 1. Strong analytical and quantitative skills<br>2. Proficiency in econometric modelling and statistical analysis<br>3. Ability to translate economic concept into actionable strategies<br>4. Excellent communication and presentation skills | To qualify for this position, a candidate must have a minimum of 12/15 years of work experience, with a minimum of 5-7 years in senior leadership position.<br><br>Candidates having experience in Economic Research Dept. of Banks/FI's will be preferred. | 1. <b>Economic Analysis:</b> Conduct comprehensive analysis of macroeconomic trends, financial markets, and policy developments to assess their impact on the Bank's operations and strategy to improve competitiveness.<br>2. <b>Forecasting:</b> Develop and maintain economic models to forecast market trends, interest rates and other key economic indicators.<br>3. <b>Policy Advisory:</b> Advise Top Management on economic implication of regulatory changes, monetary policies and global economic events.<br>4. <b>Research Leadership:</b> Lead the Bank's Economic Research Department/ initiative, publishing reports and white papers on relevant economic issues.<br>5. <b>Stakeholder Engagement:</b> Represent the, Bank in discussions with regulatory bodies, industry forums and media, articulating the Bank's economic perspectives improving visibility of the Bank. |

| Sr. No. | Post                         | Educational Qualification   | Specific Skill Required  | Work Experience (as on cut of date)  | Broad Job Profile #  |
|---------|------------------------------|---|--|--|--|
| 2       | <b>Head – Data Analytics</b> | <p>Full-time Master or Bachelor degree in any engineering discipline or Data Management / Data Science.<br/>Or<br/>Graduate in science along with MCA from a University/ Institute recognized by the Govt. of India or its Regulatory Bodies.</p> <p>Any other qualifications in Data Science / Data analytics etc. will be desirable</p> | <ol style="list-style-type: none"> <li>1. Should have hands on experience in analytics delivery, through the entire life cycle of an analytics engagement – insight generation using data, business team communication &amp; follow up, process refinement to increase business value generation</li> <li>2. Business idea generation, process set-up for capturing idea value, mentoring and guiding direct reports to drive business generation through analytics, process streamlining to improve efficiency</li> <li>3. Good communication skills</li> <li>4. Data management skills (e.g. data modeling, data integrity QA/QC)</li> <li>5. Predictive modeling (logistic regression, linear regression, etc.)</li> <li>6. Customer segmentation and targeting, promotion effectiveness and churn prevention</li> <li>7. Strong work ethic and business / value oriented mentality</li> <li>8. Target / result orientation, driven by business achievement</li> <li>9. Banking industry understanding for business levers and market competition</li> <li>10. Knowledge of analytics tools (at least one or more required)               <ul style="list-style-type: none"> <li>o PYTHON</li> <li>o Alteryx or Data IKV</li> <li>o SQL Advance</li> <li>o Visualization Tableau, Power BI</li> </ul> </li> </ol> | <p>Minimum 12 years of years of Information Technology Experience in Scheduled Commercial Bank/s (India/ Abroad)/ Financial Institution/ BFSI / Fintech sector with minimum 5-7 years of relevant analytics work experience providing advanced analytics solutions in a commercial set-up at a leadership/senior leadership level.</p> | <ol style="list-style-type: none"> <li>1. Strong data analytics practice and responsible for resource management and delivery execution.</li> <li>2. Work closely with key business partners to plan and execute high-value and actionable data analytics projects and initiatives including Campaign Management.</li> <li>3. Facilitate communication throughout the development process between executive stakeholders, customers (internal business unit leaders), and technical teams that are implementing/automating tasks.</li> <li>4. Coordinate and build strong working relations with various internal stakeholder groups, including IT.</li> <li>5. Integrate and mine large data sets, connecting data from disparate sources to identify insights and patterns using traditional as well as predictive analytics.</li> <li>6. Lead and mentor junior staff members; create learning, development and engagement plans to help source and retain key talent.</li> <li>7. Keep scale of the deployments in mind when designing solutions.</li> <li>8. Responsible for setting up the Analytics capability and work closely with IT teams to ensure seamless integration of the Data Analytics solutions into the system.</li> <li>9. The role requires a combination of business acumen, sophisticated analytical expertise, a strategic mindset, leadership skills, and a passion for discovering new insights and building new capabilities.</li> <li>10. As a strategic leader, he/she will lead and grow the analytics team at IDBI Bank and use analytical tools and techniques to help exceed business goals across the organisation.</li> </ol> |

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|---------|---------------------------|--|--|---|--|
|         |                           |  |  |   | 11. Manage a team of data analysts & data sciences to deploy analytical solutions for the bank.<br>12. Use cutting edge data science-related methods and tools to derive insights. Coach, mentor, motivate and supervise the team<br>13. Gather, analyse, identify and lead actionable data insights to solve real complex challenges.   |
| 3       | <b>Dy. CTO (Channels)</b> | Graduation (B.E./ B.Tech) in Electronics & Telecommunications/ Computer Science/ Electronics & Electrical/ Information Technology/ Electronics & Communication<br><br>OR<br><br>Graduate with Post-Graduation in MCA from a recognized University by the Govt. of India” | 1. Experience in digital banking and/ or consumer-facing mobile products in Banks or Financial institutions.<br>2. Exposure to digital business models like e-Commerce/ B2B/ B2C marketplaces desirable.<br>3. Experience of managing and monitoring IT systems of the banking channels of one or more areas such as Internet Banking/ Mobile Banking/ ATM/ Cards/ Payment Systems/ UPI/ IMPS/ Wallets/ POS.<br>4. Techno-functional understanding of one or more banking channels such as Internet Banking/ Mobile Banking/ ATM/ Payment systems/ Cards/ UPI/ IMPS/ Wallets/ POS/ Core Banking/ Payments Systems.<br>5. Knowledge of the latest trends and best practices in technology, digital banking and customer experience.<br>6. Understanding of banking processes and interlinked systems such as Core banking/ CRM/ LMS/ Card Host/ Switch.<br>7. Exposure to android / iOS platforms/ payment solution architecture/ QA testing/ SLDC is desirable.<br>8. Ability to implement strategies by thinking through steps of implementation, taking operational decisions and putting personal effort as needed. | Minimum 12 years of Information Technology experience in Scheduled Commercial Bank/s (India/ Abroad)/ Financial Institution/ BFSI / Fintech sector of which 5 years should be in leadership position. | 1. Manage IT systems related to the banking channels of one or more areas such as Internet Banking, Mobile Banking, ATM, Cards, Payment Systems, UPI, IMPS, Wallets, POS.<br>2. Manage Card related IT systems in close coordination with networks (Rupay, MasterCard & Visa).<br>3. Lead the team working on mobile technology, prepaid & debit cards and payment platforms such as NEFT, RTGS, IMPS, UPI, AePS, QR code, ATMs, Micro ATMs etc.<br>4. Lead technical interactions with Regulator (RBI, UIDAI), Networks (Visa, MasterCard and NPCI), Technology partners, Peer Banks and Fin-Tech to achieve strategic business objectives and ensuring efficient and profitable business.<br>5. Work with Payment aggregators for technology related matters of Internet Banking PG, BBPS services.<br>6. Work with key internal support and control stakeholders (Liability & Asset Product, IT, Ops, Compliance, BI and Law) to ideate, build and manage smooth processes related to digital businesses. |

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|--|--|--|---|--|--|
|  |  |  | <p>9. Ability to dissect a problem into parts, prioritize issues, find data necessary to support analysis and come out with creative and practical solutions for implementation.</p> <p>10. Excellent analytical, planning, forecasting, budgeting, prioritization skills.</p> <p>11. Ability to lead diverse teams across different functions.</p> |  | <p>7. Develop and execute IT strategy for Bank Channels such as Internet Banking, Mobile Banking, ATM, Cards, Payment system, UPI, IMPS, Wallets, POS.</p> <p>8. Deliver superior service quality and experience across all banking channels via continuous improvements and innovation in services.</p> <p>9. Help the business to develop digital strategy for the Bank conjoint with the channels, digital and products.</p> <p>10. Help the business to build technical alliances and partnerships and generate revenue streams through monetization of digital assets<br/>(Prepaid Cards, Payment capabilities i.e. IMPS, NEFT, AePS etc.)</p> <p>11. Help the business to build technical alliances for increasing digital Foot print with ecommerce players etc.</p> <p>12. Program/ project management for upgrades or changes to banking channels.</p> <p>13. Work closely with the various business product owners to deliver the products on banking channels to the customers in the most efficient, cost effective and simplistic way using appropriate technology.</p> <p>14. Maintain and track usage, uptimes, faults etc. to ensure the un-interrupted availability of the banking channel.</p> <p>15. Ensure the maintenance of operational efficiency, information security and risk framework related to the banking channels as per Bank's policy and guidelines.</p> |
|--|--|--|---|--|--|

# The Bank may also assign such other related jobs/ assignments as may be decided from time to time.

### 3. Terms of Appointment

| No.    | Particulars                            | Terms & Conditions  |
|--------|--|---|
| (i)    | Period                                 | Contract for a period of 5 years to be reviewed every year.   |
| (ii)   | Nature of appointment                  | Appointment for the post will be contractual in nature  |
| (iii)  | Remuneration                           | Consolidated remuneration based on experience, Seniority level per annum (CTC) subject to deduction of taxes as applicable and review of performance on annual basis.<br>CTC comprises of all the emoluments/allowances/benefits/perquisites, etc. paid as one time/ monthly/ periodically/ annually except as mentioned in the terms and conditions separately.  |
| (iv)   | Leave                                  | 12 days of Casual Leave (CL) for every calendar year. In addition to CL, appointee will be entitled for 15 days of leave each year. If the contractual period starts mid of a calendar year, proportionate CL and other leaves shall be accordingly granted on pro-rata basis. Un availed leaves, if any, shall neither be eligible for encashment nor carried forward.   |
| (v)    | Other facilities for official purposes | <ul style="list-style-type: none"> <li>• TA/HA, facility as per entitlement basis the final grade equivalent assigned for the respective positions</li> <li>• Air travel entitlement as applicable for respective grade.</li> </ul> The facilities are payable subject to approval of the supervisor.   |
| (vi)   | Termination of contract                | <ul style="list-style-type: none"> <li>• The contract may be terminated by either party by giving to the other three month's notice or pay in lieu thereof or efflux of time. The Bank may, however, terminate the contract on disciplinary grounds without any notice or compensation in lieu thereof. Apart from the above, continuation of employment is also subject to annual performance review.</li> </ul>   |
| (vii)  | Superannuation benefits                | No superannuation benefit shall be applicable.  |
| (viii) | Service rules                          | In addition to the terms and conditions of appointment, during the contractual period, the appointee shall generally be governed by the IDBI Bank Limited Officer's Conduct Rules, 2006, as amended from time to time. The Bank may at its discretion initiate appropriate action, including termination of service, in case of breach of terms of contract/ conduct rules, whenever warranted. Termination of contract by Bank in such cases shall result in cancellation of unpaid portion of variable pay. |
| (ix)   | Accommodation                          | The applicants shall make own arrangements for his/her stay and it shall not be incumbent on the Bank to provide any residential accommodation.   |
| (x)    | Undertaking                            | The appointee shall furnish a non-disclosure undertaking in the prescribed format on the stamp paper of requisite value at the time of joining.   |
| (xi)   | Posting                                | Candidates are likely to be posted at Mumbai however the Bank reserves the right to post to any offices of the Bank or to any place as per requirement of the Bank.   |
| (xii)  | Residual Matters                       | As may be decided by IDBI Bank Ltd. from time to time.  |

#### 4. Selection Procedure :

4.01 The selection process will comprise of:-

(i) Preliminary screening and shortlisting based on the eligibility criteria, candidate's qualifications, suitability/ experience, etc. submitted with the applications.

(ii) The candidature, after preliminary screening and without verification of documents, will be provisional and will be subject to verification of all details/ documents with the originals when a candidate reports for PI (if called).

(iii) Only shortlisted candidates who qualify in PI and rank sufficiently high in the merit list will be considered for further selection process.

(iv) The center & address of the venue, time and date of interview will be informed to the shortlisted candidates through e-mail / call letter and candidates have to attend the same at their own cost. Request for change of center/date/time will not be entertained. However, the Bank reserves its right to change/ add/ cancel the date, time, center, venue for the PI or hold supplementary selection process on particular date/ session/ venue/ center for set of candidates at its discretion, under unforeseen circumstances, if any. The changes, if any, shall be intimated to the candidates through Bank's website and/or candidate's registered e-mail in advance.

(v) Selection will be on the basis of marks secured by the candidate in PI. Bank may change the mode of selection depending upon the number of suitable candidates.

(vi) The final selection of candidate is subject to qualification in PI, being sufficiently high in the merit list, being declared medically fit as per the Bank's standards of fitness and fulfilling the stipulated eligibility criteria as on the cut-off date.

(vii) In case, more than one candidate scores the cut off marks (common mark at cut off point); such candidates will be ranked according to their age in descending order.

(viii) The Bank reserves the right to call only the requisite number of candidates for the Interview after preliminary shortlisting after considering the candidates' experience/qualification etc.

4.02 Mere eligibility, admission/qualification in PI does not imply that the Bank is satisfied beyond doubt about the candidate's eligibility and it shall not vest any right in a candidate for selection. The Bank would be free to reject the candidature of any candidate at any stage of recruitment process, if he/she is found to be ineligible and/or furnished incorrect or false information/ certificates/ documents or has suppressed any material facts. If appointed, such a candidate may be summarily removed from the services of the Bank.

***Important: The PI may be held at the Bank's Corporate Office in Mumbai or virtually. While appearing for PI, if called, the candidate should produce valid prescribed documents given below. In the absence of documents candidature of the candidates shall be cancelled. Bank takes no responsibility to receive/ collect any certificate/remittance/ document sent separately.***

5. **List of Documents to be produced at the time of PI (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) Print out of the original and valid Interview Call Letter.
- ii) Photo Identify Proof as indicated in Point 7 below.
- iii) Mark sheets & provisional / degree certificates for educational qualifications.
- iv) Work Experience: For the Past employer: Relieving Letters and Experience Certificate from the past employer and for the present employer: Experience certificate, Offer Letters, Pay or Salary Slips clearly indicating the date of joining and date of relieving for each of the past or previous employer(s) mentioning the functional area of experience. The experience certificate or testimonials produced by the candidates should indicate the date of joining and relieving, designation at the time of joining, date of promotion with designation, if any. In case the same is not mentioned in either the experience certificate or Relieving letter, a bonafide experience certificate is required mentioning the experience of the candidate in desired functional area along with the duration. 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 for cancellation.
- v) Candidates serving in Government/ Quasi Govt. Offices/ Public Sector Undertakings (including Nationalized Banks and Financial Institutions) are required to produce a "No Objection Certificate" from their employer at the time of joining the Bank, in the absence of which their candidature will not be considered.
- vi) Candidates will not be allowed to appear for the interview if he/ she fail to produce the relevant eligibility documents as mentioned above.

Note: Inability to produce any of the above mentioned documents (both original and attested copy) at the time of interview will render the candidates ineligible for the selection. **No documents shall be directly sent to the Bank by candidates before or after the interview.**

6. **How to apply:**

- a. **Candidates are required to send their application to "[rec.experts@idbi.co.in](mailto:rec.experts@idbi.co.in)" mentioning the Name of the Post in the subject line.**
- b. **Intimation will be sent to the candidate's email ID/ Mobile Number specified in the application form. If candidates do not receive the email / SMS intimations at the email ID/ Mobile number specified by them, they may consider that their application has not been considered.**
- c. An application which is incomplete in any respect such as without photograph and signature uploaded in the application form will not be considered as valid.
- d. Any information submitted by a candidate 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.

7. **Identity Verification**

At the time of PI, the original call letter along with a photocopy of the candidate's photo identity (bearing the same name as it appears on the call letter) such as PAN Card/ Passport/ Driving License/ Voter's Card/ Bank Passbook with photograph/ Photo identity proof issued by a Gazzetted



Officer/ People's Representative along with a photograph / Identity Card issued by a recognized College/ University/ Aadhar card with a photograph/ Employee ID should be submitted to the invigilator for verification. The candidate's identity will be verified with respect to his/ her details on the call letter, in the Attendance List and requisite documents submitted. **If identity of the candidate is in doubt the candidate may not be allowed to appear for the PI.**

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

Note: Candidates have to produce, in original, the same photo identity proof bearing the name as it appears on the application form/ call letter and submit photocopy of the same.

#### **8. 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 medical fitness standards followed by the Bank and upon satisfactory verification of their character, antecedents and caste certificates (wherever applicable). Till such time, the appointment of the selected candidates in the Bank will be provisional. Such appointment will also be subject to the Service, Conduct Rules & Policies of the Bank.

#### **9. General Instructions**

- (i) Cut-off date: **March 01, 2025.**
- (ii) Before submitting the application form, the candidates must ensure that they fulfill all the eligibility criteria with respect to age, educational qualifications, experience, etc. as stated in this advertisement. If the candidates are not eligible, their candidature will be cancelled at any stage of the recruitment. If the candidate qualifies in the selection process and subsequently it is found that he or she does not fulfill the eligibility criteria, his or her candidature will be cancelled and if appointed, services would be terminated without any notice or compensation.
- (iii) **Candidates are required to send their application to "[rec.experts@idbi.co.in](mailto:rec.experts@idbi.co.in)" mentioning the Name of the Post in the subject line.**
- (iv) IDBI Bank reserves the right to modify or amend or reverse or cancel any or all of the provisions of the recruitment process including eligibility criteria.
- (v) IDBI Bank may at its sole discretion, re-hold PI or additional PI, wherever necessary in respect of a center or venue or specific candidates(s) and/or all centers or all candidates.
- (vi) Any resultant dispute arising out of this advertisement and the selection process shall be subject to the sole jurisdiction of the Courts situated in Mumbai only.

**Disclaimer: -**

*(i) In case it is detected at any stage of recruitment that a candidate does not fulfill 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.*

*(ii) Decisions of Bank in all matters regarding eligibility, conduct of examination, other tests and selection would be final and binding on all candidates, no representation or correspondence will be entertained by the bank in this regard.*

**Place: Mumbai**

**Sd/-  
General Manager  
Human Resources  
IDBI Bank Limited**

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