Advertisement No. 09/ 2025-26

Engagement of Specialists on Contractual Basis (Full Time) -2025-26

October 16, 2025

Small Industries Development Bank of India (SIDBI) set up on 2nd April 1990 under an Act of Indian Parliament, acts as the Principal Financial Institution for Promotion, Financing and Development of the Micro, Small and Medium Enterprise (MSME) sector as well as for co-ordination of functions of institutions engaged in similar activities.

Over the years, SIDBI has been working towards the sustainable development of MSME sector, pioneering efforts that have manifested in creation of economic wealth, its distribution for an egalitarian society while preserving the ecological wealth of the country.

The Bank's Mission is to 'To Facilitate Access To Capital And Build Capacity Of MSMES For Their Deeper Integration Into Indian And Global Value Chains'. The Bank is working with the Vision 'To emerge as the point of first contact for all stages of MSME life cycle journey'.

The Bank believes that its people, process and technology are the key drivers for delivering customer service. The Bank firmly believes that its Human Resources are its most valuable asset. SIDBI is an equal opportunity employer and provide equal employment opportunities, without any discrimination on the grounds of age, color, disability, marital status, nationality, race, religion, sex etc.

The Bank invites application from interested candidates for the following posts on Contractual basis as detailed below:

Sr No	Post	Post Code	Total Vacancies	Reservations					
				UR	EWS	OBC	SC	ST	PwBD* (VI)
1.	Head – Mid Corporate Finance (H-MCF)	01	01	01	-	-	-	-	01
2.	Principal Officer-Working Capital (PO-WC)	02	01	01	-	-	-	-	01

* PwBD – Persons with Benchmark Disabilities as defined in the "The Rights of Persons with Disabilities Act, 2016"
(i) VI – Visually Impaired. The vacancy for VI is horizontal and included in the vacancies of parent category.

<u>Head – Mid Corporate Finance (H-MCF)</u>

S.No.	Particulars	Details
A.	Name of the Post	Head – Mid Corporate Finance (H-MCF)
B.	Post Code	01
C.	Type of the Post	Contractual on full time basis.
D.	No. of Posts	01 (One)
E.	Place of Posting	Mumbai
F.	Period of Posting	The term of the contract of H-MCF would initially be for a period of **three years**, subject to an interim review. The contract shall be extendable, at sole discretion of the Bank, for a further period of up to **two years**. The contract can be terminated at **3 (three) months'** notice on either side or Salary and allowances (if any) in lieu thereof).
G.	Job Profile	The role focuses on SIDBI's growth in mid-corporate finance, requiring strategic leadership, financial expertise, and digital innovation. It involves shaping lending practices, forging partnerships, ensuring compliance, and mentoring teams. The position offers a chance to impact the financial ecosystem and promote sustainable development across medium enterprises. **Major Roles & Responsibilities of Head-Mid Corporate Finance are: -** A. Strategic & Business Leadership • Formulate and implement strategies to achieve business targets for direct finance, to mid-corporate viz. medium enterprise segment. • Drive credit growth, asset quality, and profitability, while ensuring alignment with SIDBI's mandate. • Monitor sectoral/cluster trends and design area-specific business plans. B. Credit Management • Setup the appraisal, sanction process and participate in the sanction process (As per the delegated powers), and monitor credit proposals for MSMEs, mid-corporates, and clusters. • Ensure strict adherence to credit policies, RBI/GoI guidelines, risk management frameworks, and SIDBI's internal norms. • Implement strong credit quality monitoring, recovery framework, and portfolio quality control. C. Operations & Compliance • Ensure efficient delivery of banking services and finance to the targeted client group. • Oversee compliance with RBI, GoI, SIDBI Board directives, KYC/AML norms, and statutory/ concurrent and internal audit requirements.

			• Implement digital platforms (for Mid-Corporate Finance) for faster credit delivery and monitoring. **D. Stakeholder & Relationship Management** • Build and sustain strong relationships with corporate clients, MSMEs, banks, NBFCs, SFBs, fintechs, and government institutions. • Represent SIDBI in forums, committees, and industry interactions at the regional/state level. • Ensure timely grievance redressal and enhance customer satisfaction. **E. Human Resource & Leadership** • Lead a team of officers, relationship managers, and support staff at the Branch/Mid-Corporate Cell. • Mentor, guide, and upskill team members in areas of development banking, credit appraisal, and cluster-based approaches. **Any other work assigned by the Bank from time to time**
H.	Eligibility Criteria		
	a	Age Limit	The candidate should not be more than **62 years** old as on **October 31, 2025**.
	b	Educational Qualification	Graduate in any discipline. Preference shall be given to candidates with CA/ICWA /MBA/PGDM from reputed institutes.
	c	Experience	(As on **October 31, 2025**) 1. **Mandatory Experience:** Minimum 25 years in large public sector (with asset size of at least ₹15 lakh crore) and at least 5 years in senior leadership roles, preferably in MSME/corporate credit, refinance etc. 2. **Desirable additional Experience:** Exposure to government programs, multilateral projects, cluster development, and sustainable finance etc.
	d	Key Competencies	• **Financial Acumen:** Expertise in credit appraisal, project finance, risk management, and MSME lending. • **Policy Orientation:** Understanding of GoI/RBI developmental finance policies, MSME sector challenges, and SIDBI's mandate. • **Leadership & HR Skills:** Ability to inspire, develop, and retain a high-performing team. • **Stakeholder Management:** Capacity to engage with regulators, governments, industry, and financial institutions. • **Technology Orientation:** Promote digital platforms, fintech partnerships, and process automation.

I.	Remuneration	Based on candidate's qualification, experience and overall suitability for the post, maximum Cost to Company (CTC) / remuneration payable will be **around ₹65 lakh** per annum. Apart from initial remuneration offered on CTC basis, there would be provision for annual increment on CTC finalized initially, which shall be considered by the Bank based on the performance review from time to time. The salary would also have a suitable variable component.

Principal Officer-Working Capital (PO-WC)

S.No.	Particulars	Details
A.	**Name of the Post**	Principal Officer-Working Capital (PO-WC)
B.	**Post Code**	02
C.	**Type of the Post**	Contractual on full time basis.
D.	**No. of Posts**	01 (One)
E.	**Place of Posting**	Mumbai
F.	**Period of Posting**	The term of the contract of PO-WC would initially be for a period of **three years**, subject to an interim review. The contract shall be extendable, at sole discretion of the Bank, for a further period of up to **two years**. The contract can be terminated at **3 (three) months'** notice on either side or Salary and allowances (if any) in lieu thereof).
G.	**Job Profile**	The position is pivotal in driving SIDBI's mission to catalyze sustainable growth and innovation within the MSME ensuring enhancement in the Bank's capacity to deliver Working Capital to MSME clients. By joining SIDBI at this level, professionals have the unique opportunity to make a lasting impact on the financial ecosystem, mentor multidisciplinary teams, and champion best practices that empower enterprises and fuel economic development. **Major Roles & Responsibilities of Principal Officer-Working Capital are: -** • **Credit Flow Enhancement**: Direct responsibility for the facilitation, structuring, and disbursal of working capital loans and financial products for MSMEs, actively identifying gaps and implementing solutions through demonstrable lending models. • **Appraisal & Due Diligence**: Supervise and Conduct comprehensive financial assessment, due diligence, and risk analysis for MSME working capital proposals, leveraging industry benchmarks and banking best practices akin to Systematically Important Commercial Bank's commercial banking methodologies. • **Strategic Partnerships**: Proactively collaborate with banks, NBFCs, fintech companies, and development agencies to create innovative lending platforms for MSMEs and scale reach through indirect lending. • **Product Development**: Support design, modification, and rollout of new working capital products tailored to MSME requirements, assist in process re-engineering, digitization, and automation of working capital financing workflows, contribute towards developing risk scoring models, rating frameworks, and

			monitoring dashboards, Benchmark SIDBI's products and processes with peer FIs/banks to enhance competitiveness. • **Monitoring & Compliance**: Oversee monitoring of accounts, ensure robust credit administration, compliance with relevant regulations (SIDBI, RBI), and maintain quality of assets through control systems and data analytics. • **Stakeholder Engagement**: Serve as the point of contact for project management, policy implementation, and relationship building with MSME clients, government bodies, and other stakeholders. • **Policy & Strategy**: Provide inputs for formulation/revision of SIDBI's working capital credit policy, guidelines, and operational manuals, contribute towards sectoral studies, policy advocacy, and representation with regulators/stakeholders on MSME financing issues, **Any other work assigned by the Bank from time to time**
H.	Eligibility Criteria		
	a	Age Limit	The candidate should not be more than **62 years** old as on **October 31, 2025**.
	b	Educational Qualification	Graduate in any discipline. Preference will be given to candidates with professional qualifications such as CA/ICWA/MBA (Finance)/CFA or equivalent.
	c	Experience	(As on **October 31, 2025**) **1. Mandatory Experience:** Minimum 20 years of experience in large public sector (with asset size of at least ₹15 lakh crore) with at least 7 years in credit/working capital finance. **2. Desirable additional Experience:** Exposure to MSME lending, trade finance, factoring, and supply chain finance. Experience in credit risk, policy formulation, or portfolio management.
	d	Key Competencies	• Strong credit appraisal and financial analysis skills. • Thorough knowledge of working capital financing products, RBI guidelines, and MSME sector dynamics. • Risk assessment, portfolio monitoring, and early warning skills. • Strategic thinking and policy formulation abilities. • Excellent communication, negotiation, and stakeholder management skills. • Leadership and team management. • Proficiency in financial software, MIS, and data analytics tools

I.	Remuneration	Based on candidate’s qualification, experience and overall suitability for the post, maximum Cost to Company (CTC) / remuneration payable will be **around ₹45 lakh** per annum. Apart from initial remuneration offered on CTC basis, there would be provision for annual increment on CTC finalized initially, which shall be considered by the Bank based on the performance review from time to time. The salary would also have a suitable variable component.

Other Conditions:

1.	**Only one Post to be applied by each candidate**	One candidate can apply for only one post under this advertisement. Multiple candidatures, involving one post or several posts shall result in rejection of all applications from the candidate.
2.	**Right to raise/modify the eligibility criteria**	**Important:** The Bank reserves the right to raise/modify the eligibility criteria including educational qualification and minimum work experience in order to restrict the number of candidates to be called for Interview, commensurate with the number of post(s).
3.	**Selection Procedure**	Selection would be by way of shortlisting and Personal Interview to be held online on a suitable date (to be informed in due course) before the Selection Committee. The Bank will undertake a preliminary screening of the applications for preparing, if necessary, to prepare a shortlist of eligible candidates to be called for interview. Thus, merely fulfilling the requirements laid down in the advertisement would not automatically entitle any candidate to be called for interview. The decision of the bank to call the candidates for the interview shall be final. No correspondence will be entertained in this regard. Merit List: Merit list for selection will be prepared in descending order on the basis of scores obtained in interview only. In case more than one candidate score the cut -off marks (common marks at cut-off point), such candidates will be ranked according to their age in descending order, in the merit. Wait List: SIDBI reserves the right to draw wait lists of candidates in different Grades and consider such wait listed candidate(s) for meeting actual requirement.
4.	**HOW TO APPLY**	i Duly filled in application (in English or Hindi), as per the format available on the Bank's website with a recent passport size photograph pasted thereon and Curriculum Vitae, bearing full signature of the candidate across the same with date, should be sent / forwarded **only through email at** recruitment@sidbi.in **on or** before **November 05, 2025.** While forwarding the respective applications, the subject line shall clearly indicate the following details only, viz. **"Application for the post of <<Post Code>>, <<Name of the Post>> <<Candidate Name>>."** ii Applications should be accompanied by self-attested copies of relevant certificate(s) / documents, in support of proof of identity, address, age, educational qualification (educational certificates/mark sheets), work experience, as mentioned in the application form. iii An application not accompanied by photocopies/ scanned copies (in cases of applied online) of relevant certificate(s) / documents, or not in prescribed format or not signed by the candidate or incomplete in any respect or received after due date will not be entertained under any circumstances. iv **Handwritten Applications/ or Curriculum Vitae shall be summarily rejected.**
5.	**Others**	I. The relevant experience certificate from employer must contain specifically that the candidate had experience in that related field as required.

		II. The candidate must be a citizen of India. III. The number of vacancies mentioned above are provisional and may vary. IV. The designations / name of the post mentioned above are only indicative. The Bank reserves the right to change the name of post / designation at any time without prior notice on the requirement of the Bank. V. Intimation/ call letter for interview will be sent by email or will be uploaded on Bank’s website. NO HARD COPY WILL BE SENT. VI. Candidates are advised to indicate a working e-mail ID and mobile phone no. in their application under this advertisement and maintain the same active for receiving communication viz. call letters/ Interview date advices etc. The indicated e-mail ID and mobile phone no. should not be changed during Interview process. The Bank takes no responsibility for any delay in receipt or loss of any communication. VII. The Interview shall take place online. Candidates should ensure availability of necessary infrastructure as specified in call letter in this regard. VIII. Candidates serving in Govt./ Quasi Govt. offices, Public Sector undertakings including Nationalized Banks and Financial Institutions are advised to submit ‘No Objection Certificate’ from their employer at the time of interview, failing which their candidature may not be considered and travelling expenses, if any, otherwise admissible, will not be paid. IX. In case of selection, candidates will be required to produce proper discharge certificate from the employer at the time of taking up the appointment. X. Candidates are advised that they should not furnish any particulars or information that are false, tampered/ fabricated or should not suppress any material information while applying for the post. XI. Appointments of selected candidates will be subject to his / her being declared medically fit by Bank Medical Officer, satisfactory report about his / her character and background verifications, satisfactory report from his / her previous employer and referees and completion of all other pre recruitment formalities to the complete satisfaction of the Bank. XII. In case it is detected at any stage that a candidate does not fulfill any of the eligibility criteria for the post applied for and / or that he / she has furnished any incorrect information or has suppressed any material fact(s), or has resorted to Impersonating or procuring impersonation by any person; his / her candidature will stand cancelled forthwith. If any of these shortcomings is / are detected even after the appointment, his/her services will be liable to be terminated forthwith. XIII. The applicant shall be liable for civil/ criminal consequences in case the information submitted in his/ her application are found to be false at a later stage XIV. Decisions of the Bank in all matters regarding eligibility, shortlisting, conduct of interview, selection, calling for joining etc, would be final and binding on the applicants for the posts. No representation or correspondence will be entertained by the Bank in this regard. Canvassing in any form will lead to disqualification of candidature.