



सिक्वोरिटी प्रिंटिंग एंड मिंग कॉरपोरेशन ऑफ इंडिया लिमिटेड
Security Printing and Minting Corporation of India Limited

मिनीरल श्रेणी- I, सीपीएसई/Miniratna Category-I, CPSE
भारत सरकार के पूर्ण स्वामित्वाधीन/Wholly owned by Government of India

Advt. No. 04/2026

"Inviting applications for engagement of Young Professionals on fixed term contract in various cross functional areas "

Security Printing & Minting Corporation of India Limited (SPMCIL) is a Miniratna Category – I Central Public Sector Enterprise wholly owned by Government of India. It started functioning as a Corporatized entity with effect from 13th January, 2006 under the administrative control of Department of Economic Affairs, Ministry of Finance. The principal activity/business of the Company is designing and manufacturing of security papers, Printing of Currency notes, Passports, non-judicial stamp papers, postage stamps, Minting of the Coins etc.

The Operational units of the Company are strategically located across the Country having its four Mints at Mumbai, Kolkata, Hyderabad and Noida, four Currency/Security presses at Nashik, Dewas and Hyderabad, besides a high-quality Paper manufacturing mill at Narmadapuram.

SPMCIL invites application from qualified professionals with domain-specific expertise in Legal, Finance, Technical and Cyber Security field on competitive and industry-aligned terms, thereby ensuring efficient, secure, and professional execution of responsibilities. Young Professionals will be engaged as per requirement, on contract basis in Vigilance Department, Corporate Office, New Delhi and IT Department (Data Center, Noida and Disaster Recovery Center, Hyderabad).

1. The details of the eligibility criteria, compensation payable etc. are given below:

I. Engagement of Young Professionals in Vigilance Department, SPMCIL Corporate Office, New Delhi					
Post Name	Requirement (in Nos.)	Essential Qualification	Post Qualification Experience	Remuneration (Per month)	Maximum Age
Young Professional (Legal)	01	First Class LL.B from recognized University/ Institute.	One (01) year relevant experience	Rs. 50,000/- (all inclusive)	35 yrs
Young Professional (Finance)	01	CA Inter/ICWA Inter/ First Class M.Com.	One (01) year relevant experience	Rs. 50,000/- (all inclusive)	35 yrs
Young Professional (Technical)	01	First Class B.E./B.Tech degree in Civil/ Electronics & Communication Engineering /Electrical/ Mechanical/ Printing/ Paper	One (01) year relevant experience	Rs. 50,000/- (all inclusive)	35 yrs

**In addition to mentioned eligibility criteria, the applicants should possess proficiency in Computer and must have good writing and communication skills.*

II. Engagement of Young Professionals in IT Department - 02 Nos at Data Center, Noida and 01 Nos at Disaster Recovery Center, Hyderabad					
Post Name	Requirement (in Nos.)	Essential Qualification	Post Qualification Experience	Remuneration (Per month)	Maximum Age
Young Professional (Cyber Security)	03	First Class full-time B.E./B.Tech/M.E./M.Tech/ MCA degree from a recognized University/ Institute in any of the following disciplines: Computer Science, Information Technology, Electronics & Communication Engineering, Cyber Security.	Minimum 01 (One) year post-qualification experience in Cyber Security.	Rs. 50,000/- (all inclusive)	35 yrs

2. General Conditions: Young Professionals would be engaged for a fixed period for providing high quality services and for attending to specific and time-bound jobs. The appointment will be full-time basis and they would not be permitted to take up any other assignment during the period of engagement with SPMCIL. The engagement is of a temporary (non-official) nature and can be cancelled at any time without assigning any reason. The engagement does not confer any right whatsoever for any future regular employment in SPMCIL and should be treated as fixed term contract engagement only.

3. Tenure of Engagement: The tenure of Young Professionals will be of 03 years, however based on the performance it can be terminated or further extended.

4. Duties and Responsibilities:

I. Young Professional (Legal):

- To Provide assistance to the Vigilance Department on legal aspects in handling Vigilance Enquiries, examination of Disciplinary cases, and check compliance with SPMCIL Conduct, Discipline and Appeal (CDA) Rules, CVC guidelines and DoPT/DPE/MoF instructions applicable to SPMCIL employees.
- Examination of legal aspects in tender enquiries and contracts; CTE Type Intensive Examinations; Annual Physical Verifications etc.
- Furnishing of legal advice on referred matters
- Conduct legal research, as per requirement.
- Preparation of replies and reports.
- Maintenance of records of legal matters and monitoring of action to be taken.
- Assist in preparation of Vigilance related training modules, SOPs, Manuals, reports etc. on subjects related to law.
- Any other responsibilities assigned from time to time by the CVO.

II. Young Professional (Finance and Accounts):

- Examination of Internal Audit, CAG, Statutory Audit Reports etc, for any Vigilance angle and check compliance with SPMCIL Procurement Manuals, CVC guidelines and DoPT/DPE/MoF instructions etc. applicable to SPMCIL.
- Examination of financial aspects in vigilance enquiries, CTE Type Intensive Examination, Annual Physical Verifications etc.
- Preparation of replies and reports.
- Use data analysis tools and techniques for financial analysis and fraud detection
- Maintenance of records of financial matters and monitoring of action to be taken.
- Assist in preparation of Vigilance related training modules, SOPs, Manuals, reports etc. on subjects related to finance.
- Any other responsibilities assigned from time to time by the CVO.

III. Young Professional (Technical):

- Examination of unit-level engineering, procurement, inventory and production related matters from technical view point. Check compliance with SPMCIL Procurement Manuals, SOPs, CVC guidelines and DoE/DPE instructions etc.
- Examination of enquiry reports, tender documents, bid evaluations, technical specifications, eligibility criteria and evaluation methodologies and contract agreements from technical view point.
- Assisting in Preparing comments on observations of CTE-type intensive examinations and follow up action.
- Examine the annual/ periodic physical verification reports of stocks, raw materials and assist in preparing comments and follow up action.
- Furnishing technical advice on referred matters
- Conduct research and collect data, as per requirement.
- Preparation of replies and reports.
- Follow up and monitoring of action to be taken in technical matters.
- Assist in preparation of Vigilance related training modules, SOPs, Manuals, reports etc. on subjects of technical nature.
- Any other responsibilities assigned from time to time by the CVO.

IV. Young Professional (Cyber Security)

a) Security Architecture and Design

- Develop and maintain a robust cyber security architecture aligned with industry standards (e.g. NIST, ISO 27001) and industry best practices.
- Design and implement secure solutions for network segmentation, threat detection, and incident response across IT and OT environments.
- Collaborate with IT and OT teams to integrate cyber security controls into existing and upcoming systems.
- Stay updated on emerging security threats, vulnerabilities, and technologies, and recommend enhancements to security infrastructure.

b) Vulnerability Management

- Conduct regular vulnerability assessments and penetration testing of IT and OT systems and networks.
- Develop and oversee remediation plans for identified vulnerabilities.
- Coordinate with internal teams and vendors for timely application of patches and system updates.

c) Threat Detection and Incident Response

- Implement and continuously monitor security tools (e.g. IDS/IPS, SIEM) to detect anomalies and potential threats.
- Lead cyber security incident response activities, ensuring prompt containment, mitigation and post-incident analysis.
- Develop and maintain incident response playbooks and conduct forensic investigations when required.

d) Risk Management and Compliance

- Perform cyber risk assessments to identify threats and evaluate their impact on operations.
- Ensure adherence to relevant national and international standards, guidelines, and data protection laws (e.g., CERT-In guidelines).
- Develop, update, and enforce cyber security policies, procedures, and standards.
- Lead internal audits and report findings to senior management.

e) Awareness and Training

- Design and deliver cyber security awareness programs for staff, contractors, and third-party vendors.
- Create security campaigns and materials to cultivate a security-aware culture across the organization.

f) Collaboration and Reporting

- Coordinate with IT, OT, and functional departments to implement and maintain a secure operational environment.
- Prepare and present reports on risk posture, ongoing threats, and mitigation strategies to senior management.

g) Skill Set Requirements:

- Strong knowledge of cyber security concepts, principles, and frameworks (e.g. NIST, ISO 27001, CIS Controls). Hands-on experience with security technologies such as Firewalls, IDS/IPS, endpoint protection platforms, SIEM tools (e.g. Forti SIEM), Vulnerability scanners (e.g. Nessus, Qualys).
- Proficiency in risk assessment methodologies and compliance frameworks.
- Strong problem-solving, analytical, and incident handling skills.
- Effective communication skills, capable of conveying complex technical details to both technical and non-technical stakeholders.

5. Various Entitlements/Service Conditions:

- (i) **Leave:** He/She shall be eligible for one day paid leave for every 20 days of work. The leave may be availed with the prior approval of the controlling officer only after it actually becomes due and not in advance/anticipation.
- (ii) **Increment:** He/She shall be entitled to 8% annual increase in his/her remuneration.
- (iii) **Gratuity:** He/She, being fixed-term employees, shall be eligible for gratuity if they render service under the contract for a period of one year, as applicable under Industrial Relations Code, 2020.
- (iv) **TA/DA:** No TA/DA shall be admissible for joining the assignment or on its completion. However, in the course of performing professional duties, if he/she is deputed to out station Units, the admissible TA/DA will be at par with E-1 level Officer of SPMCIL.
- (v) **Medical:** He/She shall be entitled for reimbursement of premium for Mediclaim Policy upto Rs. 2 Lacs from a PSU Insurance Company for self, spouse and dependent children for the period of engagement exceeding 6 months. No other medical benefits shall be available.
- (vi) **Other allowances:** No other facilities like DA, accommodation, telephone, conveyance/transport, personal staff, medical reimbursement, etc, would be admissible.

6. Selection Process:

The candidates who fulfill the minimum eligibility criteria may be called for the selection process, which will consist of Online test. Thereafter, the candidates in the ratio of 1:4 shall be called for an interview. The weightage for the Online test shall be 75%, and the interview shall be 25%.

7. Important Dates:

Opening of website link for applying online application	18/07/2026
Closing date for applying online	17/08/2026

- Computation of age, minimum post-qualification experience and essential qualification shall be as on closing date of application i.e. **17.08.2026**.
- The online examination for Young Professional (Legal/Finance /Technical) will be conducted at centers located in **Delhi NCR only** and the online examination for Young Professional (Cyber Security) will be conducted at centers in **Delhi NCR and Hyderabad only**. The interviews of Young Professional (Legal/Finance /Technical/Cyber Security) will be held at New Delhi.
- The exact date, session reporting time of the online examination will be mentioned in the admit card. The examination will be conducted online at a test center given in the respective admit card.

- No request for change of center/venue/date/session for Online Examination shall be entertained.
- SPMCIL however, reserves the right to cancel any of the Examination Centres and/ or add some other Centres, at its discretion, depending upon the response, administrative feasibility, etc.
- SPMCIL also reserves the right to allot the candidate to any centre other than the one he/she has opted for.
- Candidate will appear for the examination at an Examination Centre at his/her own risks and expenses and SPMCIL will not be responsible for any injury or losses etc. of any nature.

8. Intimation Charges:

Intimation charges of Rs. 200/- (Non-Refundable)

- The examination fee and intimation charges are inclusive of GST.
- The applicants have to pay the Intimation Charges online as per the method explained below in point 9.
- Transaction charge if any levied by the Bank for the payment of above Intimation Charges is to be borne by the applicants.
- Payment in any other manner will not be accepted and the applicant will also not be eligible.
- Applicants paying lesser fees will also not be eligible. Fees once paid shall not be refunded.

9. How to Apply:

Detailed guidelines/procedures for:

- APPLICATION PROCEDURE**
- PAYMENT OF INTIMATION CHARGES**
- DOCUMENTS SCAN AND UPLOAD**

A. APPLICATION PROCEDURE:

- Candidates are required to visit the **SPMCIL** website www.spmcil.com click on the **Career** link and click on option "**APPLY ONLINE**" against the advertisement **Advt. 04/2026**.
- Before filling the application, keep the following ready:
 - Valid Email ID, Mobile Number & Adhaar
 - Recent passport-size photograph (not older than 3 weeks)
 - Scanned Signature/ Thumb impression/ hand written declaration
 - Scanned Educational certificates
- Candidates may also note that
 - Category once selected will not be changed under any circumstances.
 - Email ID & Mobile Number must remain valid for at least two years.
 - Details can be edited only before final submission.

iv. Application Process:

Step-I: Verify Email ID & Mobile Number

Step-II: Personal Details

Step-III: Qualification Details

Step-IV: Upload Documents

Step-I: Verify Email ID & Mobile Number

- Enter Email ID & Mobile Number and click Send OTP.
- OTP will be sent to Email & Mobile.
- Verify both OTPs and submit.

Step-II: Personal Details

- Enter all personal information correctly as required in the application form.
- Details such as name, date of birth, gender and nationality must match official records.
- Carefully verify all entered details before proceeding to the next step.
- Once submitted, personal details cannot be modified at later stages.

Step-III: Qualification Details

- Fill qualification details carefully.
- Re-verify details before final submission.

Step-IV: Upload Documents

- Upload the document the all-requisite documents in the prescribed format and size.

B. PAYMENT OF FEES - ONLINE MODE ONLY:

- i. The application form is integrated with the payment gateway and the payment process can be completed by following the instructions.
- ii. The payment can be made by using Debit Cards, Credit Cards, Internet Banking & UPI.
- iii. After submitting your payment information in the online application form, PLEASE WAIT FOR THE INTIMATION FROM THE SERVER. DO NOT PRESS BACK OR REFRESH BUTTON IN ORDER TO AVOID DOUBLE CHARGE.
- iv. On successful completion of the transaction, a confirmation e-mail will be sent to the applicant.
- v. PAYMENT FAILURE – On failure of payment, applicants are advised to login again using their application number and password and repeat the process of payment.
- vi. To ensure the security of your data, please close the browser window once your transaction is completed.
- vii. No other mode of payment of fees will be accepted.
- viii. Bank transaction charges for online payment of application fees / intimation charges will have to be borne by the applicant.

- ix. Application once submitted cannot be withdrawn application fees / intimation charges, as applicable once paid will not be refunded in any case / circumstances and neither the same shall be held reserved for any other recruitment or selection process.
- x. After successful payment, the candidate will be able to download / take a printout of the complete application form containing payment details.
- xi. SPMCIL will not be responsible for failed, multiple, or duplicate payments arising due to technical or network-related issues.

C. DOCUMENTS SCAN UPLOAD:

Guidelines for Photograph & Signature Scan and Upload

- (i) The candidate should ensure that the uploaded document photograph and signature should be clear and appropriately visible. In case of unclear/improper, the application may be summarily rejected.
- (ii) Applicant may edit the application and re-upload the photograph/ signature in such case.

I. Photograph Image:

- Photograph must be a recent passport size colour picture with 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.
- Format: JPG/JPEG only
- Ensure that the size of the scanned image is 20 KB to 50KB.
- Dimensions: 4.5 cm x 3.5 cm

II. Signature Image:

- The applicant has to sign on white paper with Black Ink pen.
- Format: JPG/JPEG only
- Ensure that the size of the scanned image is 20 KB to 50KB.
- Signature in capital letters will not be accepted.
- The signature must be signed only by the applicant and not by any other person.
- The applicant's signature obtained on the Admit Card and attendance sheet at the time of the online examination should match the uploaded signature. In case of mismatch, the applicant may be disqualified.

III. Left thumb impression:

- The applicant has to put his left thumb impression on a white paper with black or blue ink.

- Format: JPG/JPEG only
- Ensure that the size of the scanned image is 20 KB to 50KB.
- If left thumb is not available, right thumb may be used.
- Left thumb impression should be of the applicant and not any other person.

IV. Hand-written declaration Image:

- The applicant has to write the hand written declaration in English clearly on a white paper with black ink.
- Format: JPG/JPEG only
- Ensure that the size of the scanned image is 50 KB to 100KB.
- Hand written declaration should be of the applicant and not any other person.
- Hand written declaration in CAPITAL LETTERS shall not be accepted.
- Declaration Text:
"I, _____ (Name of Candidate), hereby declare that all the information submitted by me in the application form is correct, true and valid. I will present the supporting documents as and when required."

V. Other Documents: {Date of Birth proof, Marksheet and Certificates of SSC(10th), HSC(12th), Essential Qualification and Experience Certificate}

- Format: PDF only
- Size: 100 KB to 1 MB.

10. DOWNLOAD OF ADMIT CARD:

- Applicants who have registered online will be allowed to download online Admit Card for the online examination on the basis of the information furnished in the online application by the candidate. No separate Admit Card will be sent by post. No detail scrutiny will be carried out at the time of issuing call online Admit Card.
- The Admit Card can be downloaded from the Company's website www.spmcil.com. Once the applicant clicks the relevant link he/she can access the window for Admit Card download. The applicant is required to use (I) Application Number (II) Password for downloading the Admit Card.
- Applicants are required to affix recent recognizable photograph on the Admit Card preferably the same as provided during registration. Applicants have to appear at the examination center with (i) Original Admit Card and (ii) Original valid photo Identity Proof as specified and mentioned in Admit Card.
- Applicants are also required to bring one photocopy of the original photo identity proof. Intimation for downloading Admit Card will also be sent through email/SMS to the email id and mobile number as given by them in the online application form. However, applicants should keep checking the above website for latest updates.

11. Candidates Reporting Late i.e. after the reporting time specified on the Admit Card letter for Online Examination will not be permitted to take the examination. The reporting time mentioned on the Admit Card is prior to the Start time of the test. Though the duration of the examination is 120 minutes (two hours), candidates may be required to be at the venue

for about 3 hours including the time required for completion of various formalities such as verification and collection of various requisite documents, logging in, giving of instructions for online test, etc.

12. Identity Verification:

In the examination centre as well as at the time of interview, the Admit Card along with original and a photocopy of the candidate's currently valid photo identity (bearing exactly the same name as it appears on the Admit Card) such as PAN Card/ Passport/ Permanent Driving License/ Voter's Card/ Bank Passbook with photograph/ Photo identity proof issued by a Gazetted Officer on official letterhead along with photograph /Photo identity proof issued by a People's Representative on official letterhead along with photograph/valid recent Identity Card issued by a recognized College/ University/ Aadhar card/ E-Aadhar Card with a photograph/ Employee ID/ Bar Council Identity Card with photograph should be submitted to the invigilator for verification. The candidate's identity will be verified with respect to his/her details on the Admit Card, 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 Examination.

Ration Card and Learner's Driving License is not valid id proof for this project.

NOTE:

Candidates have to produce in original the photo identity proof and submit photocopy of the photo identity proof along with Admit Card as well as the Interview Call Letter while attending the online examination/ interview respectively, without which they will not be allowed to take up the online examination/ interview. Candidates must note that the name as appearing on the Admit Card (provided during the process of registration) should exactly match the name as appearing on the photo identity proof. Female candidates who have changed first/last/middle name post marriage must take special note of this. If there is any mismatch between the name indicated in the Admit Card and Photo Identity Proof the candidate will not be allowed to appear for the online examination. In case of candidates who have changed their name, will be allowed only if they produce original Gazette notification/their original marriage certificate/affidavit in original.

13. Action against candidates found guilty of misconduct/ use of unfair means:

Applicants are advised in their own interest that they should not furnish any particulars that are false, tampered with or fabricated and should not suppress any material information while submitting online application. At the time of examination, verification of certificates or in a subsequent selection procedure, if an applicant is (or has been) found guilty of using unfair means or impersonating or procuring impersonation by any person or misbehaving in the examination hall or disclosing, publishing, reproducing, transmitting, storing or facilitating transmission and storage of contents of the test(s) or any information therein in whole or part thereof in any form or by any means, verbal or written, electronically or mechanically for any purpose or restoring to any irregular or improper means in connection with his/her

candidature or obtaining support for his/her candidature by unfair means, or carrying mobile phones or similar electronic devices of communication in the examination hall such a candidate may, in addition to rendering himself/herself liable to criminal prosecution, be liable:

- i. To be disqualified from the examination.
- ii. To be debarred either permanently or for a specific period from any examination conducted by SPMCIL.
- iii. For termination of service, if he/she has already joined SPMCIL.

14. The applicants may note the following:

- i. Only Indian Nationals are eligible to apply.
- ii. Candidates may apply for only one post from among the different posts advertised as the online exam for all the posts may be conducted on the same day.
- iii. Candidates are advised to submit only single online application for the post. However, if somehow, Candidate submits multiple Online Applications, then Candidate must ensure that Online Application with the higher "Application Number" is complete in all respects including fee.
- iv. The Candidates who submit multiple Online Applications, should note that only the Online Application with higher "**Application Number**" shall be entertained. and fee paid against one "**Application Number**" shall not be adjusted against any other "**Application Number**". Further, it is also informed that the fee once paid, including in case of multiple applications, shall not be refunded in any circumstances.
- v. Mere conformity to the job requirement will not entitle a candidate to be called for Online examination/interview. Management reserves the right to reject any application without assigning any reason and to raise the eligibility standard advertisement criteria to restrict/regulate the number of candidates to be called for interview. The engagement process can be cancelled/suspended/terminated without assigning any reason. The decision of the management will be final and no appeal will be entertained.
- vi. The vacancies advertised are tentative and may increase/decrease as per organizational requirement.
- vii. For appearing in the online test and interview, reimbursement of travel fare shall not be admissible.
- viii. The possibility of occurrence of some problem in the administration of the online examination cannot be ruled out completely which may impact test delivery and/or result from being generated. In that event, every effort will be made to rectify such problem, which may include movement of candidates, delay in test. Conduct of a re-exam is at the absolute discretion of test conducting body. Candidates will not have any claim for a re-test. Candidates not willing to move or not willing to participate in the delayed process of test delivery shall be summarily rejected from the process.

- ix. Decision of SPMCIL in all matters relating to this engagement shall be final and binding on the candidate. No correspondence or personal enquiries will be entertained by the SPMCIL in this regard.
- x. Applicants are advised in their own interest to apply online much before the closing date and not to wait till the last date to avoid the possibility of disconnection/inability/failure to log on to the Company's website on account of heavy load on internet website jam. SPMCIL takes no responsibility for applicants not being able to submit their application online within the last date on account of aforesaid reasons or any other reasons beyond the control of SPMCIL
- xi. Any information submitted by an applicant in his/her application shall be binding on the applicant personally and he/she shall be liable for prosecution/ civil consequences in case the information/tails furnished by him/her are found to be false at a later stage.
- xii. Only those candidates shortlisted on the basis of performance in online test will be called for Interview.
- xiii. Management reserves the right to call for any additional documentary evidence in support of educational qualification etc. of the applicant.
- xiv. Canvassing in any form will be treated as a disqualification.
- xv. No correspondence from applicants regarding their eligibility to apply for the above posts will be entertained.
- xvi. Any corrigendum/addendum to this advertisement will be displayed only on the Company's website www.spmcil.com. Therefore, applicants are advised to keep checking the Company's website for any update.
- xvii. The Company's reserves the right to cancel the Advertisement fully or partly on any grounds and such decision of the Company will be displayed only on the Company's website www.spmcil.com. It will not be intimated to the applicants individually.
- xviii. Instances for providing incorrect information and/or process violation by a candidate detected at any stage of the selection process will lead to disqualification of the candidate from the selection process and he/she will not be allowed to appear in any SPMCIL exams in the future. If such instances go undetected during the current selection process but are detected subsequently, such disqualification will take place with retrospective affect.

**Sd-
Joint General Manager (HR)**
