

**RECRUITMENT OF SENIOR PROFESSIONALS ON FIXED TERM ENGAGEMENT ON CONTRACT BASIS**  
***Join India's International Bank for a Challenging Assignment***

Online Registration of Application starts from :  
21.05.2022

Last date for Online Registration of Application & Payment of fees:  
10.06.2022

**PLEASE NOTE THAT**

- Candidates are advised to check Bank's website [www.bankofbaroda.co.in/careers.htm](http://www.bankofbaroda.co.in/careers.htm) (Current Opportunities) regularly for details and updates. Call letters/advices, where required will be sent by e-mail only. All revisions/corrigendum(if any) will be hosted on the Bank's website only
- All correspondence will be made only on the email ID mentioned by the candidate in their online application form and the same has to be kept active for receiving communication viz., call letters/Interview Dates/advices etc.
- The process of Registration of application is complete only when fee is deposited with the Bank through On-line mode on or before the last date for fee payment. Candidates are requested to note down the acknowledgement number for their reference.
- Before applying, candidates should ensure that they fulfill the eligibility criteria for the post as on the date of eligibility. Short-listing and interview / selection method will be purely provisional without verification of documents. Candidature will be subject to verification of details/documents as and when called by the Bank.
- Post qualification experience below six (6) months in any organization would not be considered

**DETAILS & ELIGIBILITY CRITERIA (AS ON 01.05.2022):**

SN	Position & Vacancy	Age	Education Qualification	Work Experience
1	Chief Learning Officer (CLO) (1 Vacancy)	Min: 45 Years Max: 55 Years	<u>Mandatory Qualification</u> : Graduate (Any discipline)  <u>Desired qualification</u> : <ul style="list-style-type: none"> <li>Graduation/Post Graduation in Human Resource (HR) or Behavioural Science from premium institutes preferred. However, other technically qualified professionals (in other streams) but having switched to the training &amp; learning field and having worked as CLO/Dy. CLO can also be considered for this position.</li> <li>Courses/Certification in Management and Training/Learning Tools</li> </ul>	Minimum 20 Years of experience in Corporate world in fields relevant to Banking, out of which, minimum 10 years in Training and Learning domain.
2	Deputy Chief Technology Officer (Dy. CTO) (1 Vacancy)	Min: 45 Years Max: 55 Years	Engineering Graduate in Computer Science/ Information Systems/ other related fields or MCA or equivalent qualification from a recognized University/ Institution.	Minimum 15 years of experience in Banking - IT related areas/projects involving IT Policy and Planning/ Financial Networks and Applications/ Financial Information Systems/ Cyber Security Technologies/ Payment Technologies, etc., of which 5 years should be at senior management level/managing or implementing large IT projects in Banks or FIs.

<b>Roles &amp; Responsibilities</b>	As detailed in Annexure I
<b>Nature of Engagement</b>	Contractual Engagement for a period of 5 years, with periodic performance review, extendable at the option of the Bank.
<b>Compensation</b>	Remuneration will be offered based on candidate's qualifications, experience, overall suitability, last drawn salary of the candidate and market benchmark, and shall not be a limiting factor for suitable candidates.
<b>Location of Posting</b>	CLO: Mumbai / Ahmedabad Dy. CTO: Mumbai  The candidate may be deputed to work with the team(s) within the Bank/ any subsidiary of the Bank if and as deemed necessary. The selected candidates are liable for transfer anywhere within India as per the requirement of the Bank.

**Credit History:** The candidate applying for the above positions 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.

**RESERVATION IN POSTS:**

POSITION	SC	ST	OBC	EWS	UR	Total	Out of Which PWD			
							OH	VI	HI	ID
Chief Learning Officer	0	0	0	0	1	1	0	0	0	0
Deputy Chief Technology Officer	0	0	0	0	1	1	0	0	0	0

**Abbreviations stand for:** SC - Scheduled Caste, ST - Scheduled Tribe, OBC - Other Backward Classes, EWS - Economically Weaker Sections, UR - Unreserved, PWD - Persons with Disability, OH-Orthopedically Handicapped, HI - Hearing Impaired, VI- Visually Impaired, ID- Intellectually Disabled. Vacancies mentioned above includes backlog vacancies.

**NOTE:**

- Please note that change of category submitted by the applicant will not be permitted at any stage after registration of online application
- Candidates belonging to OBC category but coming in the 'creamy layer' and/ or if their caste does not find place in the Central List are not entitled to OBC reservation and age relaxation. They should indicate their category as 'GENERAL' or GENERAL (OC/HI/VI/ID) as applicable.
- Benefit of reservation under EWS category is permissible only upon production of an 'Income and Asset Certificate' issued by a Competent Authority in the format prescribed.
- Caste/EWS/PWD certificate issued by Competent Authority on format prescribed by the Government of India will have to be submitted by the candidates applying under SC/ST/OBC/EWS/PWD category, while submitting their application/s.
- The number of vacancies including reserved vacancies mentioned above are provisional and may vary according to the actual requirement of the Bank.
- Maximum age indicated is for General category candidates. Relaxation in upper age limit will be available as detailed below:

Sn	Category	Age Relaxation (years)
1	Ex-servicemen, Commissioned Officers including Emergency Commissioned Officers (ECOs)/ Short Service Commissioned Officers (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 one year from the last date of receipt of application) otherwise than by way of dismissal or discharge on account of misconduct or inefficiency or physical disability attributable to military service or invalidment	Gen/EWS - 5, OBC - 5, SC/ST - 5

**Application fees:** Rs.600/- + Applicable Taxes + Payment Gateway Charges for General, EWS & OBC candidates  
 Rs.100/- + Applicable Taxes + Payment Gateway Charges for SC, ST, PWD & Women candidates

**A. SELECTION PROCEDURE:**

Selection will be based on short listing and subsequent round of Personal Interview and/or Group Discussion and/or any other selection method.

- Bank reserves the right to change (cancel/ modify/ add) any of the criteria, method of selection and provisional allotment etc.
- The Bank reserves its right to call candidates in a ratio, at its sole discretion, as per the Banks requirement.
- Adequate candidates as decided by the Bank will be shortlisted based on their qualification, experience and overall suitability for Interview. Most suitable candidates will be called for the selection process (GD/PI/any other selection method) and merely applying / being eligible for the post does not entitle the candidate to be eligible for the selection process.
- The qualifying marks in Interview/selection procedure will be decided by the Bank.
- A candidate should qualify in all the processes of selection, GD and/or PI and/or other selection method (as the case may be) and should be sufficiently high in the merit to be shortlisted for subsequent process.
- 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.

**B. HOW TO APPLY:**

**Candidates are required to have a valid personal email ID and Contact Number.** It should be kept active till completion of this recruitment project. Bank may send call letters for GD and/or interview and/or Selection Process on the registered Email ID. In case, a candidate does not have a valid personal email ID, he/she should create his/ her new email ID before applying Online.

**a) GUIDELINES FOR FILLING ONLINE APPLICATION:**

- Candidates should visit Bank's website [www.bankofbaroda.co.in/Careers.htm](http://www.bankofbaroda.co.in/Careers.htm) and register themselves online in the appropriate Online Application Format, available through the link being enabled on the Career Page -> Current Opportunities on the Bank's website & pay the application fee using the Payment Gateway.
- Candidates need to upload their Resume while filling online application. Candidates are also required to upload their scanned photograph, signature and other documents related their eligibility. Please refer to Annexure II regarding scanning of photograph & signature and upload of documents.
- Candidates are advised to carefully fill in the online application themselves as no change in any of the data filled in the online

application will be possible/ entertained. Prior to submission of the online application, candidates are advised to verify the details in the online application form and modify the same if required. No change is permitted after clicking on **SUBMIT** button. Visually Impaired candidates will be responsible for getting the details filled in/carefully verifying, in the online application and ensuring that the same are correct prior to submission as no change is possible after submission.

- iv. The name of the candidate should be spelt correctly in the application as it appears in the certificates/ mark sheets. Any change/ alteration found may disqualify the candidature.
- v. An online application which is incomplete in any respect and unsuccessful fee payment will not be considered as valid.
- vi. Candidates shall also be required to submit supporting documents such as DOB Proof, Graduation Certificate, Other Certifications, Experience Letter, Document showing Break up of CTC, Latest Salary Slip (e.g. April / May 2022), etc. at the time of submitting the online application form
- vii. Candidates 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 website on account of heavy load on internet or website jam
- viii. Bank of Baroda does not assume any responsibility for the candidates not being able to submit their applications within the last date on account of aforesaid reasons or for any other reason beyond the control of Bank of Baroda.

**b) PAYMENT OF FEES:**

- i. Application fees and Intimation Charges (Non-refundable) Rs. 600/-for General /EWS and OBC candidates (plus applicable GST & transaction charges) and Rs.100/- (Intimation charges only) for SC/ ST/PWD/Women candidates (plus applicable GST & transaction charges). Bank is not responsible if any of the candidates makes more than one payment/s and no request for refund of fees shall be entertained.
- ii. Fee payment will have to be made online through payment gateway available thereat.
- iii. After ensuring the correctness of the particulars of the application form, candidates are required to pay fees through the payment gateway integrated with the application. No change/edit will be allowed thereafter.
- iv. The payment can be made by using Debit Card / Credit Card / Internet Banking etc. by providing information as asked on the screen. Transaction charges for online payment, if any, will be borne by the candidates.
- v. On successful completion of the transaction, e-receipt and application form with the data entered by the candidate will be generated, which should be printed and retained by the candidate.
- vi. If the online transaction is not successfully completed, please register again and make payment online.
- vii. There is also a provision to reprint the application form containing fee details, at later stage.

**c) GENERAL INFORMATION:**

- i) The selected candidate will be required to sign an employment contract.
- ii) Candidates should satisfy themselves about their eligibility for the post applied for as on the cut-off date (01.05.2022) and also ensure that the particulars furnished by him/her are correct in all respects.
- iii) In case of multiple applications, only the last valid (complete) application will be retained. Multiple appearance by a candidate for a single post in interview will be summarily rejected/candidature cancelled.
- iv) Candidates will have to appear for the GD/interview/Selection Process at their own expense. However, eligible outstation SC/ST/Persons with Benchmark Disabilities category candidates called for GD/ interview will be paid II class to & from railway/bus fare or actual expenses incurred, whichever is less, by shortest route on production of proof of travel (rail/bus ticket etc.). The above concession will not be admissible to SC/ST/Persons with Benchmark Disabilities category candidates who are already in service in Central / State Government, Corporations, Public Undertakings /Local Government, Institutions and Panchayats etc.
- v) Candidates serving in Govt./Quasi Govt. offices, Public Sector undertakings including Nationalised Banks and Financial Institutions are advised to submit 'No Objection Certificate' from their employer at the time of interview, failing which their candidature may not be considered and travelling expenses, if any, otherwise admissible, will not be paid.
- vi) In case of selection, candidates will be required to produce proper discharge certificate from the employer at the time of taking up the appointment.
- vii) In case it is detected at any stage of recruitment that a candidate does not fulfil the eligibility norms and / or that he / she has furnished any incorrect / false information or has suppressed any material fact(s), his / her candidature will stand cancelled. If any of these shortcomings is / are detected even after appointment, his /her services are liable to be terminated without notice.
- viii) Decisions of bank in all matters regarding eligibility, conduct of interviews, 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.
- ix) **Intimations, wherever required will be sent by email and/or SMS only to the email ID and mobile number registered in the online application form.** Bank shall not be responsible if the information/ intimations do not reach candidates in case of change in the mobile number, email address, technical fault or otherwise, beyond the control of Bank. Candidates are advised to keep a close watch on the authorized Bank's website [www.bankofbaroda.co.in](http://www.bankofbaroda.co.in) for latest updates.

- x) Any legal proceedings in respect of any matter of claim or dispute arising out of this advertisement and/or an application in response thereto can be instituted only in Mumbai and courts/tribunals/forums at Mumbai only shall have sole and exclusive jurisdiction to try any cause/dispute.

### C. ANNOUNCEMENTS

All further announcements/Addendum or Corrigendum (if any)/modifications/details pertaining to this process will only be published/ provided on authorised Bank's website [www.bankofbaroda.co.in](http://www.bankofbaroda.co.in) from time to time under **Career section/web page → Current Opportunities**. No separate communication/intimation will be sent to the candidates who are not shortlisted/not selected in the process. All notification/communication placed on the Banks' website shall be treated as intimation to all the candidates who have applied for the said project.

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 of the recruitment process in the future. If such instances go undetected during the current selection process but are detected subsequently, such disqualification will take place with retrospective effect. **Clarifications/Decisions of the Bank in respect of all matters pertaining to this recruitment would be final and binding on all candidates.**

Merely satisfying the eligibility criteria norms does not entitle the candidate to be called for GD/ interview / selection process. The Bank reserves the right to call only the requisite number of candidates for GD/ interview / selection process after preliminary screening/ short-listing with reference to the candidate's age, qualification, essential requirements, suitability etc.

The Bank reserves the right to reject any application/candidature at any stage or cancel the conduct of test /GD/ interview or to cancel the Recruitment Process entirely at any stage without assigning any reason.

**Mumbai**  
**21.05.2022**

**Chief General Manager (HRM)**

**Indicative List of Roles & Responsibilities**

Position	Chief Learning Officer
<p><b>Roles &amp; Responsibilities</b></p>	<ul style="list-style-type: none"> <li>• The entire Training and development scope of the Bank and all its employees, which includes a thorough Training need Analysis, Training delivery, implementing the right Training methods, use of best fit learning channels, post training utilisation and measuring the training impact.</li> <li>• Crafting a learning strategy for the organization (or making changes to current learning strategy), after following a systematic process of taking inputs from all relevant stakeholders and ensuring systematic and proper execution.</li> <li>• Initiate tie up with the top institutes and collaboration with the external training institutes.</li> <li>• Ensuring a proper and smooth on-boarding for all new employees in the organisation.</li> <li>• Ensuring that BOB employees are exposed to and trained adequately on future skills to make the organisation future ready. Ensuring Reskilling, upskilling and meta skilling of employees, as required.</li> <li>• Creating customised learning journeys and learning tracks for employees to help in their development throughout the employee life cycle.</li> <li>• Taking learning beyond the classroom to 'on-the-job' and 'on-demand' learning.</li> <li>• Applying neuro-science principles and psychometric analysis for selection of trainees and for customising training content and delivery.</li> <li>• Making decisions on learning management systems (LMS) and other Learning tools, which includes adopting best in class LMS features. New age features include adoption of predictive learning analytics, content pushed based on learner profiles, custom user interfaces, recommendation engines, learner created content, management of informal learning and communities of practice, localisation support and gamification features, etc.</li> <li>• Transforming the learning methods - Adopting the right learning methods suited to the digital age and the emerging Banking environment for different learner groups like on-the-job learning, mentoring, manager led coaching, adaptive learning techniques, network learning to gamification, peer-coaching, action learning, user created content, communities of practice, in person simulations, using partner organisations and external development networks. The incumbent will also be expected to use technology solutions for training like use of augmented reality, AI techniques and tech enabled simulations.</li> <li>• To relook and revamp all existing learning channels and introduce new channels suited to the digital age and the emerging Banking environment. This will include relooking the existing channels like Classroom, e-learning and online video learning and going beyond them to new age channels like Mobile Learning, instant messaging, Blogs, micro-blogs, learning portals, experience platforms, virtual worlds, enterprise collaboration environments, enterprise social networks, Massive open online courses (MOOCs), Chatbots, etc.</li> <li>• Rethink face to face / classroom training with newer forms of face to face learning.</li> <li>• Reshape leadership development with a new approach to change leaders' mindsets and not just focus on key skills and procedures.</li> <li>• Introduce a culture of learning in the organisation and cultivate every employee's ability to learn and grow.</li> <li>• Develop digital awareness, Digital thinking, Data driven thinking and digital aptitude in BOB employees.</li> <li>• Ensuring a systematic process of continuous education and micro credentials for employees by partnering with learning aggregators, Massive open online courses (MOOCs) subscriptions, partner training organisations, etc.</li> <li>• Institutionalise a system of compulsory manager and supervisor led coaching hours for all manager and supervisory employees and mandatory training hours for all employees over a defined period.</li> <li>• Forming, implementing and overseeing the right curriculum as well as the right training content for various training. The CLO will need to ensure not just content creation but also the right content curation.</li> <li>• Selecting and hiring employees and trainers for the training system through internal and external sources.</li> </ul>

Position	Deputy Chief Technology Officer
<b>Roles &amp; Responsibilities</b>	<ul style="list-style-type: none"> <li>• Deputy Chief Technology Officer (Dy. CTO) will have direct reporting to the Chief Technology Officer of the Bank. He/She will have to work in co-ordination with the Head (IT Operations), Head (IT Infrastructure), Head (IT Development/Projects) and Head (IT Compliance) to provide robust and state of the art technology solutions to various business verticals and create value for the organisation.</li> <li>• He/She is expected to possess strong technology knowledge, updated with recent developments in banking technology &amp; emerging trends in India/Globe to help Bank Management / independently take critical strategic decisions.</li> <li>• He/She will have to define/fine-tune technology standards, governance processes and performance metrics to ensure timely and appropriate delivery of solutions and availability of systems.</li> <li>• He/She will have a pivotal role in defining and maintaining technology related risk matrices and work in-tandem with Risk and Operations team to mitigate risks by improving processes/technology solutions.</li> <li>• Will have to optimise various services/licenses procured from the Service Providers/OEM/OSD to improve ROI and bring efficiency. Reviewing various contracts and working with I T Infrastructure and I T Procurement teams to re-draft/fine-tune them.</li> <li>• Should be able to bring industry experience and expertise to develop in-house team capabilities and develop a cadre of I T Specialist and I T Support staff. The team should be able to take-over large number of outsourced activities in a defined period.</li> <li>• Alongwith CTO, he/she should be able to draw a technology roadmap for the Bank to ensure our leadership position. The initiative should include developing new capabilities as well as help in retention of existing customers/business through technological interventions.</li> <li>• Shall work on building resilience in systems and processes with optimum cost.</li> <li>• Shall strengthen compliance frame-work for development, deployment and routine support works of the department.</li> <li>• He/She is expected to co-ordinate and extend technological support to Corporate Clients / Govt./ Regulator / Service Providers etc. to provide seamless banking facility to all our Customers and ensure timely reporting of data to appropriate authorities.</li> <li>• As part of business continuity plan, ensure that there is no failure in business operations and appropriate disaster recovery plans are in place and regularly tested for readiness for unforeseen and unexpected events which can impact the continuity of business.</li> <li>• Responsible for co-ordinating with Information Security and Audit teams and initiate necessary changes in the systems and processes.</li> <li>• Evaluate cost efficiencies of emerging technologies and assess their applicability to various business and technology solutions.</li> <li>• Any other technology enabled initiative decided by the Bank from time to time.</li> </ul>

### GUIDELINES FOR SCANNING THE PHOTOGRAPH (4.5cmX3.5cm) & 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:-

(i) **Photograph Image :-**

- Photograph must be a recent passport style colour picture.
- Make sure that the picture is in colour, taken against a light coloured, 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)
- Size of the file should be between 20kb – 200kb.
- Ensure that the size of the scanned image is not more than 200kb. If the size of the file is more than 200kb, then adjust the settings of the scanner such as the DPI resolution, no of colours etc during the process of scanning.

(ii) **Signature Imaging :-**

- 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 Call letter 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 Call letter, the applicant will be disqualified.
- Dimensions 140 x 60 pixels (preferred)
- Size of the file should be between 10kb – 200kb.
- Ensure that the size of the scanned image is not more than 200kb.
- **Signature in CAPITAL LETTERS shall NOT be accepted**

(iii) **Scanning the photograph & signature :-**

1. Set the scanner resolution to a minimum of 200 dpi (dots per inch).
2. Set the colour to True Colour
3. File size as specified above
4. 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).
5. 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 MSWindows/ MSOffice can easily obtain photo and signature in .jpeg format not exceeding 200kb by using MSPaint 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 200kb (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.

(iv) **Procedure for uploading the Photograph and Signature :-**

- (i) There will be two separate links for uploading Photograph and Signature.
- (ii) Click on the respective link 'Upload Photograph/ Signature'.
- (iii) Browse and select the location where the scanned photograph/ signature file has been saved.
- (iv) Select the file by clicking on it.
- (v) Click the upload button.

(v) **For Upload of Documents:**

- The documents are to be scanned in pdf format
- Size of the file should be less than 2MB
- Click on the respective link 'Choose file'.
- Browse and select the location where the scanned document/file has been saved.
- Select the file by clicking on it.
- Click the upload button.

**Your Online Application will not be registered unless you upload your photograph and signature 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, the photograph or signature is unclear, the candidate may edit his application and re-upload his photograph or signature.

NOTE: INSTRUCTIONS FOR UPLOADING OTHER DOCUMENTS AS AND WHEN REQUIRED BY THE BANK IN SUPPORT OF ELIGIBILITY SHALL BE DISPLAYED ON THE RESPECTIVE WEBPAGE