



State Bank of India

Central Recruitment & Promotion Department
Corporate Centre, Mumbai

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RECRUITMENT OF SPECIALIST CADRE OFFICER ON CONTRACTUAL BASIS

ADVERTISEMENT NO: CRPD/SCO/2023-24/05

ONLINE REGISTRATION OF APPLICATION: FROM 16.05.2023 TO 05.06.2023

State Bank of India invites Online applications from Indian citizens for appointment of Specialist Cadre Officer on contractual basis. Candidates are requested to apply Online through the link given on Bank's website <https://bank.sbi/web/careers/current-openings> or <https://www.sbi.co.in/web/careers/current-openings>

- The process of Registration is complete only when fee is deposited with the Bank through Online mode on or before the last date for payment of fee.
- Before applying, candidates are requested to ensure that they fulfil the eligibility criteria for the post as on the date of eligibility.
- Candidates are required to upload all required documents (Brief resume, ID proof, Age, Educational qualification, Experience etc.) failing which their candidature will not be considered for shortlisting/ interview.
- Shortlisting of applications will be provisional without verification of documents. Candidature will be subject to verification of all details/ documents with the original when a candidate reports for interview (if called).
- In case a candidate is called for interview and is found not satisfying the eligibility criteria (Age, Educational Qualification and Experience etc.) he/ she will neither be allowed to appear for the interview nor be entitled for reimbursement of any travelling expenses.
- Candidates are advised to check Bank's website <https://bank.sbi/web/careers> or <https://www.sbi.co.in/web/careers> regularly for details and updates (including the list of shortlisted/ qualified candidates). The Call letter/ advice, where required, will be sent by e-mail or will be uploaded on the Bank's websites (**No hard copy will be sent**).
- In case more than one candidate scores same marks as cut-off marks in the final merit list (common marks at cut-off point), such candidates will be ranked in the merit according to their age in descending order.
- HARD COPY OF APPLICATION & OTHER DOCUMENTS **NOT TO BE SENT TO THIS OFFICE.**
- All revision / corrigenda will be hosted only on the Bank's above-mentioned websites.

A. DETAILS OF POST/ NATURE OF ENGAGEMENT/ GRADE/VACANCY/ AGE/ SELECTION PROCESS/PLACE OF POSTING:

Post Sl.no	Post	Nature of Engagement	Grade (Comparable Grade Scale)	Vacancy			Age as on 01.04.2023	Selection Process	Suggested place of posting
				General	TOTAL	PwBD VI*	Maximum		
1.	Vice President (Enterprise & Technology Architecture)	Contractual #	TEGS-VI (i.e.DGM)	1	1	1	45 years	Shortlisting, Interview and CTC Negotiation	Mumbai/ Navi Mumbai or at any places as may be decided by the Bank

Abbreviations: **TEGS**: Top Executive Grade Scale, **DGM**: Deputy General Manager, **PwBD**: Person with benchmark disability, **VI**: Visually Impaired.

Contract period: 3 years (Renewable for another 2 years at the discretion of Bank.). The contract can be terminated from either side by giving 3 months' advance notice.

* **Reservation for PwBD is horizontal and is included in the vacancy of the respective parent category.**

Note:

- The number of vacancy mentioned above is provisional and may vary according to the actual requirement of the Bank.
- Bank reserves the right to cancel the recruitment process entirely at any stage.
- In case where experience in a specific field is required, the relevant experience certificate from employer must contain specifically that the candidate had experience in that related field as required.
- In case where the certificate of Degree/ Post graduation/ Professional qualification/ Diploma does not specify the field of specialisation, the candidate will have to produce a certificate from the concerned university/institute/college specifically mentioning the specialisation.
- PwBD candidate should produce a certificate issued by a competent authority as per the Government of India Guidelines.

B. SELECTION PROCESS:

The selection will be based on shortlisting, interview and CTC Negotiation.

Shortlisting: Mere fulfilling minimum qualification and experience will not vest any right in candidate for being called for interview. The shortlisting committee constituted by the Bank will decide the shortlisting parameters and thereafter, adequate number of candidates, as decided by the Bank, will be shortlisted 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. The shortlisted candidates will be called for interview.

Interview: Interview will carry 100 marks. The qualifying marks in interview will be decided by the Bank. 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 scores 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 list.

C. DETAILS OF EDUCATIONAL QUALIFICATION:

Post Sl.no	Post	Educational Qualifications
1.	Vice President (Enterprise & Technology Architecture)	<ul style="list-style-type: none"> B.E./ B. Tech / MCA from a recognized University/ Institution. B.E./ B.Tech/ M.E./ M.Tech from a recognized University/ Institution in Computer Science & Engineering/ Information Technology/ Computer Technology/ Electronics/ Electronics & Communication Engineering or equivalent will be preferred. TOGAF certification as an additional qualification will be preferred.

D. DETAILS OF EXPERIENCE AND SPECIFIC SKILLS:

Post Sl.no	Post	Experience (Post Basic qualifications as on 01.04.2023)
1.	Vice President (Enterprise & Technology Architecture)	<ul style="list-style-type: none"> Minimum 15 years' total POST QUALIFICATION experience in IT field, out of which minimum 3 years must be in senior executive level position. Out of above 15 years of experience, minimum 5 years of experience in architectural functions is mandatory. Experience in Enterprise Architecture in BFSI sector preferred. <p>(Training and Teaching experience will not be counted for eligibility)</p> <p>Specific Skills: Good to have:</p> <ul style="list-style-type: none"> First-hand knowledge in IT vision, strategy, planning and supervising development of software solutions and maintenance of large IT infrastructure. Exposure to Core Banking Solutions, Digital Banking, Networking, IT infrastructure solutions. Hands on experience in building enterprise solutions with mature governance processes. Strong knowledge of enterprise architecture and design, including architecture frameworks such as TOGAF. Strong knowledge of technologies such as APIs, SOA, programming languages, cloud adoption practices and big data technologies. Agile/ DevSecOps experience and emerging technology trends. Hands on experience in building enterprise solutions with mature governance processes. Hands on experience in drawing architectural artefacts with modelling tools. Managing a large pool of various architectural domain experts/ architects and their respective KRAs Good relationship management and communication skills. Good listener who can navigate the organization and bring multiple stakeholders together to achieve strategic business goals. Professional executive demeanour; decisive with highly versatile interpersonal skills. Brings a personality that minimizes conflict and drives positive discussions, collaborates effectively and is inclusive of disparate opinions.

E. JOB PROFILE:

Post Sl.no	Post	Job Profile in Brief
1.	Vice President (Enterprise & Technology Architecture)	<p>Role:</p> <ul style="list-style-type: none"> To establish Enterprise Technology Architecture Vision. Set up technical standards and governance structure for the enterprise Assist business strategy and accordingly drive technology strategy from an architecture perspective. To provide technology architecture expertise and guidance across multiple business divisions technology domains. <p>Responsibilities:</p> <ul style="list-style-type: none"> Establish a target ETA vision aligned with business and IT strategy of the bank. Responsible for ETA strategy, policies and roadmap for the Bank. Setting up technical standards, formulation of Enterprise Architecture (EA) Governance Framework. Driving technology strategy from an architecture perspective, across a portfolio of applications in the Bank, for resource optimization and Risk mitigation To engage with business units, Information Security and Risk Teams with deep understanding of technology capabilities and industry trends. Translating business requirements into specific system, application or process designs, including working with business personnel and executives to identify functional requirements. Define / maintain Target Architectures in Roadmaps Influencing the technology strategy and technology investments that will realize the business strategy. Lead and/ or assist efforts to scope and architect major change programs, leading strategic options analysis & proposing end -to-end solutions & highlighting trade – offs. Review ongoing designs of major programs to identify strategic opportunities and resolve design issues during delivery Identify key technology enablers to optimize IT investment. Develop highly complex solutions that exemplifies quality optimization regarding reliability, availability, scalability, manageability, flexibility, usability / reusability, and high performance. Deliver Architecture Solutions in a Banking environment at the highest-level technical expertise. Create and present technical information in-order-to influence and gain the understanding of business as well as Technical roles across the organization. Lead other IT Architects to provide effective consulting on complex projects including RFP technical evaluations for various business domain. Lead multiplication teams in successful application of methodologies and architecture modelling tools. Engage with business domains to initiate/lead the engagement after analysis to develop target reference architecture, technical roadmap, strategy and blueprints.

NOTE: JOB PROFILE MENTIONED ABOVE IS ONLY ILLUSTRATIVE. ROLES AND RESPONSIBILITIES/ JOBS ETC. IN ADDITION TO ABOVE, MAY BE ASSIGNED BY THE BANK FROM TIME TO TIME FOR THE ABOVE POST. KEY RESPONSIBILITY AREAS WILL BE ASSIGNED BASED ON ROLES & RESPONSIBILITIES GIVEN.

F. CTC (NEGOTIABLE): CTC will not be a limiting factor for suitable candidate.

In addition to the CTC, performance based variable pay upto 10% of the CTC (Negotiated) will be paid at the end of year based on Annual Appraisal Report. The officer will be eligible for variable pay subject to securing minimum qualifying 75% marks in qualifying KRA of the relevant year.

G TERMINATION OF CONTRACT: The Bank / officer may cancel / terminate the contract of the engagement without assigning any reason at any time with an option of 3 months' notice period or payment of remuneration in lieu thereof.

H. OTHER FACILITIES: No other perk and perquisites are payable.

I. LEAVE DETAILS:

The official shall be entitled to leave of 30 days during a financial year which will be granted by the Bank for genuine and appropriate reasons. The official will be permitted leave on pro-rata basis in a given financial year. For the purpose of computation of leave, intervening Sundays / Holidays shall not be included. The Bank shall have absolute right in its discretion to either grant or reject the application for leave taking into consideration the administrative exigencies and to decide whether the reasons for leave are genuine and appropriate. The leave not availed during a financial year will lapse and will not be carried over to the next financial year. However, if such lapse of leave is on account of the Bank declining the leave, it may be encashed at the rate of monetary monthly compensation amount during a financial year.

J. OTHER TERMS AND CONDITIONS:

- The engagement of officer for this position will be subject to satisfactory completion of Medical Examination as prescribed by the Bank and verification of testimonials.
- The officer will not take up any assignment with any other organization during the period of contract with the Bank.
- The engagement shall not be construed as an employment in the Bank and the Official is not eligible to claim Provident Fund/Bonus/Gratuity/Pension during the period of contract or thereafter.
- He/ She will not be eligible for membership of SBI Pension Fund / Defined Contribution Pension Scheme (New Pension Scheme) and SBI Employees Provident Fund.

K. HOW TO APPLY: Candidates should have valid email ID which should be kept active till the declaration of result. It will help them in getting call letter/Interview advice etc. by email.

GUIDELINES FOR FILLING ONLINE APPLICATION:

- Candidates will be required to register themselves online through the link available on SBI website <https://bank.sbi/web/careers/current-openings> OR <https://www.sbi.co.in/web/careers/current-openings> and pay the application fee using Internet Banking/ Debit Card/ Credit Card etc.
- Candidates should first scan their latest photograph and signature. Online application will not be registered unless candidate uploads his/her photo and signature as specified on the online registration page (under 'How to Apply').
- Candidates should fill the application carefully. Once application is filled-in completely, candidate should submit the same. In the event of candidate not being able to fill the application in one go, he can save the information already entered. When the information/ application is saved, a provisional registration number and password is generated by the system and displayed on the screen. **Candidate should note down the registration number and password.** They can re-open the saved application using registration number and password and edit the particulars, if needed. This facility of editing the saved information will be available for three times only. Once the application is filled completely, candidate should submit the same and proceed for online payment of fee.
- After registering online, the candidates are advised to take a printout of the system generated online application forms.

GUIDELINES FOR PAYMENT OF FEES:

- Application fees (Non-refundable) is ₹750/- (₹ Seven Hundred fifty only) for General, EWS and OBC candidates and nil for SC/ ST/PWD candidates.
- Fee payment will have to be made online through payment gateway available thereat.
- After ensuring correctness of the particulars in the application form, candidates are required to pay the fees through payment gateway integrated with the application. No change/ edit in the application will be allowed thereafter.
- 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.
- On successful completion of the transaction, e-receipt and application form, bearing the date of submission by the candidate, will be generated which should be printed and retained by the candidate.
- If the online payment of fee is not successfully completed in first instance, please make fresh attempts to make online payment.
- There is also a provision to reprint the e-Receipt and Application form containing fee details, at later stage.
- Application Fee once paid will **NOT** be refunded on any account **NOR** can it be adjusted for any other examination or selection in future.

L. HOW TO UPLOAD DOCUMENTS:

a. Details of Document to be uploaded:

- Detailed Resume (PDF)
- ID Proof (PDF)
- Proof of Date of Birth (PDF)
- Educational Certificates: Relevant Mark-Sheets/ Degree Certificate (PDF)
- Experience certificates (PDF)
- Professional qualification (PDF), if applicable
- Latest Form-16/ IT Return/ current salary slip, etc.(PDF)
- PWD certificate (if applicable)

b. Photograph file type/ size:

- Photograph must be a recent passport style color picture.
- Size of file should be between 20kb-50 kb and Dimensions 200 x 230 pixels (preferred).
- Make sure that the picture is in color, taken against a light-colored, preferably white, background.
- Look straight at the camera with a relaxed face.
- If the picture is taken on a sunny day, have the sun behind you, or place yourself in the shade, so that you are not squinting and there are no harsh shadows.
- If you have to use flash, ensure there's no "red-eye".
- If you wear glasses make sure that there are no reflection 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.
- Ensure that the size of the scanned image is not more than 50kb. If the size of the file is more than 50 kb, then adjust the settings of the scanner such as the DPI resolution, no. of colors etc., during the process of scanning.

c. Guidelines for scanning of photograph/ signature/ documents:

- Set the scanner resolution to a minimum of 200 dpi (dots per inch)
- Set Color to True Color
- Crop the image in the scanner to the edge of the photograph/ signature, then use the upload editor to crop the image to the final size (as specified above).
- The photo/ signature file should be JPG or JPEG format (i.e., file name should appear as: image01.jpg or image01.jpeg).
- Image dimensions can be checked by listing the folder/ files or moving the mouse over the file image icon.
- Candidates using MS Windows/ MSOffice can easily obtain photo and signature in .jpeg format not exceeding 50kb & 20kb respectively by using MS Paint or MSOffice Picture Manager. Scanned photograph and signature in any format can be saved in .jpg format by using 'Save As' option in the File menu. The file size can be reduced below 50 kb (photograph) & 20 kb (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.
- While filling in the Online Application Form the candidate will be provided with a link to upload his/her photograph and signature.

d. Signature file type/ size:

- 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.
- Size of file should be between 10kb - 20kb and Dimensions 140 x 60 pixels (preferred).
- Ensure that the size of the scanned image is not more than 20kb.
- Signature in CAPITAL LETTERS shall NOT be accepted.

e. Document file type/ size:

- All Documents must be in PDF.
- Page size of the document to be A4.
- Size of the file should not be exceeding 500 KB.
- In case of Document being scanned, please ensure it is saved as PDF and size not more than 500 KB as PDF. If the size of the file is more than 500KB, then adjust the setting of the scanner such as the DPI resolution, no. of colors etc., during the process of scanning. Please ensure that Documents uploaded are clear and readable.

f. Procedure for Uploading Document:

- There will be separate links for uploading each document.
- Click on the respective link "Upload"
- Browse & select the location where the JPG/ PDF file has been saved.
- Select the file by clicking on it and Click the 'Upload' button.
- Click Preview to confirm the document is uploaded and accessible properly before submitting the application. If the file size and format are not as prescribed, an error message will be displayed
- Once uploaded/ submitted, the Documents uploaded cannot be edited/ changed.
- After uploading the photograph/ signature in the online application form candidates should check that the images are clear and have been uploaded correctly. In case the photograph or signature is not prominently visible, the candidate may edit his/ her application and re-upload his/ her photograph or signature, prior to submitting the form. **If the face in the photograph or signature is unclear the candidate's application may be rejected.**

M. CALL LETTER FOR INTERVIEW:

Intimation/ call letter for interview will be sent by email or will be uploaded on Bank's website. **NO HARD COPY WILL BE SENT.**

N. GENERAL INFORMATION:

- i. Before applying for the post, the applicant should ensure that he/ she fulfils the eligibility and other norms mentioned above for the post as on the specified date and that the particulars furnished by him/ her are correct in all respects.**
- ii. Candidates belonging to reserved category including, for whom no reservation has been mentioned, are free to apply for vacancies announced for General category provided they must fulfil all the eligibility conditions applicable to General category
- iii. IN CASE IT IS DETECTED AT ANY STAGE OF RECRUITMENT THAT AN APPLICANT 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 ENGAGEMENT, HIS/ HER CONTRACTS ARE LIABLE TO BE TERMINATED.
- iv. The applicant should ensure that the application is strictly in accordance with the prescribed format and is properly and completely filled.
- v. Engagement of selected candidate is subject to his/ her being declared medically fit as per the requirement of the Bank. Such engagement will also be subject to the service and conduct rules of the Bank for such post in the Bank, in force at the time of joining the Bank.
- vi. Candidates are advised to keep their e-mail ID/ mobile number alive for receiving communication viz. call letters/ Interview date advice etc.
- vii. The Bank takes no responsibility for any delay in receipt or loss of any communication.
- viii. 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.
- ix. In case of selection, candidates will be required to produce proper discharge certificate from the employer at the time of taking up the engagement.
- x. Candidates are advised in their own interest to apply online well 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. SBI 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 SBI.
- xi. DECISIONS OF BANK IN ALL MATTERS REGARDING ELIGIBILITY, CONDUCT OF INTERVIEW, 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.
- xii. 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.
- xiii. Where interview without any written test is the mode of recruitment, merely satisfying the eligibility norms does not entitle a candidate to be called for interview. Bank reserves the right to call only the requisite number of candidates for the interview after preliminary screening/ short-listing with reference to candidate's qualification, suitability, experience etc.
- xiv. In case of multiple application, only the last valid (completed) application will be retained and the application fee/ intimation charge paid for other registration will stand forfeited. Multiple appearance by a candidate in interview will be summarily rejected/candidature cancelled.
- xv. 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.
- xvi. Outstation candidates, who may be called for interview after short-listing will be reimbursed the cost of travelling by **Air (Economy)** for the shortest route in India OR actual travel cost (whichever is lower) from the place of residence/ posting to the place of interview and vice versa, based on the actual journey. Local conveyance will not be reimbursed. A candidate, if found ineligible for the post will not be permitted to appear for the interview and will not be reimbursed any fare.
- xvii. BANK RESERVES THE RIGHT TO CANCEL THE RECRUITMENT PROCESS ENTIRELY AT ANY STAGE.
- xviii. **At the time of interview, the candidate will be required to provide details regarding criminal cases(s) pending against him/her, if any. The Bank may also conduct independent verification, inter alia, including verification of police records etc. The bank reserves right to deny the engagement depending upon such disclosures and/or independent verification.**

For any query, please write to us through link "**CONTACT US/ Post Your Query**" which is available on Bank's website (<https://bank.sbi/web/careers>).

Mumbai,
Date: 16.05.2023

The Bank is not responsible for printing errors, if any

GENERAL MANAGER
(RP&PM)