



**NABARD**

**National Bank for Agriculture and Rural Development**  
**Plot No.C-24, G Block, Bandra-Kurla Complex**  
**Bandra (E), Mumbai-400 051**

**NABARD** invites only ONLINE applications in prescribed format from Indian citizens having necessary qualification and experience for engagement on contract basis for the post of Chief Technology Officer at its Head Office, Mumbai.

- 1. Job Position: Chief Technology Officer (CTO)**
- 2. Job Location: Head Office, Mumbai**
- 3. Job Profile:**
  - i. The CTO will be key resource person providing in-depth technical expertise to the CGM, DIT and will be responsible for identifying and implementing new technologies and technology products.
  - ii. Responsible for preparation of Technology Vision Document for the Bank involving Technology architecture of the bank to meet its present and future needs and making the institution technologically competitive in the market.
  - iii. To develop stress testing mechanism to mitigate risk arising out of cyber- attacks and responsible for taking corrective measures / prudent response in case of cyber- attacks at NABARD / partner agencies.
  - iv. Enhancing capacity building at NABARD / partner agencies with respect to Information Technology.
  - v. To appraise the management about global developments and necessary action points in the area of cyber security
  - vi. Responsible for digitizing most of the operations of the bank wherever feasible and possible and in the process reduce the cost of operations by leveraging the digital shift.
  - vii. Will be heading the Technical & Operations Team besides the technical team of client institutions to coordinate with IT Vendors of the Bank to effectively influence decision and ensure technical delivery. He/she should be able to bring in the Industry Expertise for the digital initiatives of the Bank.
  - viii. Maintaining competitive advantage over peers in Digital Banking and leveraging the Digital Ecosystem.
  - ix. Optimizing and managing the technology network in a manner it delivers high efficiency with sufficient resilience and yet managing costs effectively.
  - x. Identifying needs and ensuring ideal software solutions are developed in a timely manner to help increase operational efficiency and also leading edge products.
  - xi. Develop and maintain overall framework of IT policies, standards and strategies that will empower business and people to deliver on their commitments to the strategy and budgets.

- xii. Define the priorities, objectives and targets that underpin what contributes to delivery of value to business aligned with best practices and standards.
- xiii. Ensure efficiency in process / operations across the Bank.
- xiv. Identify security threats, formulate strategies and methods to mitigate the threats.
- xv. As part of Business Continuity Plan, lend support to the business operations and appropriate DR plans are in place and regularly tested for readiness for unforeseen and unexpected events which can impact the business continuity.
- xvi. Will have a pivotal role in supporting the business departments and meeting their needs in a time bound manner.
- xvii. Developing long term plans to sustain and support the business, anticipating the future trends.
- xviii. Lead strategic insight and overview of business case justifications and ROI analysis for IT spending and initiatives.
- xix. Ensure total quality management through uniform processes and procedures.
- xx. Mitigation of Operational Risk in coordination with CISO and any other work entrusted from time to time by the Bank.
- xxi. Any other work entrusted by the bank from time to time.

#### **4. Eligibility Criteria (As on 01 June 2017)**

**A. Age: Maximum - 63 Years**

**B. Educational Qualification & Experience:**

**Essential**

**(i)** First class in 4 years B.E. / B. Tech degree in Computer Science/Information Technology/Electronics & Communication from recognized University /Institutes. Post-Graduation in areas relevant to the role will be given preference.

**(ii)** Post Qualification IT experience of minimum 20 years **and at least 5 years at Senior leadership level** with expertise mostly in Core Banking Solutions, Alternative Delivery Channels, Application development, Network & Communication Channels and Data Centre Management, Data warehouse/Big Data Analytics, IT Security & Technology Risk Management.

**Desirable**

- i.** Demonstrable experience in leading the successful development of software solutions.
- ii.** Expertise in Digital Banking, Networking, Core IT Infrastructure.
- iii.** Experience in new technologies viz., Cloud, Mobile, Analytics, etc.
- iv.** Demonstrable team leadership experience with ability to shape and lead an effective team
- v.** Deliver a positive impact on the bank's business.
- vi.** Strong Project Management skills and Management of development, maintenance and support teams.
- vii.** Academic experience with exposure in participating in seminars, conferences, research publications representing the organisation. Up-to-date with the current (and future) levels of IT Security, threats, vulnerabilities that could impact the Bank's digital and financial asset

## **5. Period of contract**

The period of engagement on contract would be of 02 years from the date of appointment, subject to review of performance every year and termination of contract by giving one months' notice on either side. The contract employee shall have no right or claim for regular employment in the organization. The Bank may terminate the contract of service if the performance is found unsatisfactory.

## **6. Selection Process**

Mode of selection will be Interview. The candidates will be shortlisted for interview in the ratio 1:5 based on their qualification and experience. NABARD reserves the right to raise minimum experience in order to limit the candidates for Interview. Only those who satisfy the required age, qualification and experience criteria need apply.

**The final appointment will be based on the decision of the Selection Committee constituted for the purpose and on candidate being declared medically fit by the Banks' Medical Officer.**

The Bank reserves the right to modify/amend/reverse/cancel any or all the provisions of the vacancy / recruitment process, without assigning any reason thereof. Depending upon the requirement, the Bank reserves the right to cancel/restrict/curtail/enlarge the recruitment process, if need so arises, without any further notice and without assigning any reason therefor.

No correspondence will be entertained from any ineligible and non-selected candidate. In all matters regarding eligibility, the selection process, the stages at which the scrutiny of eligibility is to be undertaken, documents to be produced for the selection process, assessment, prescribing minimum qualifying standards in the selection process, number of vacancies, communication of results, etc., the Bank's decision shall be final and binding on the candidates and no correspondence shall be entertained in this regard.

## **7. Compensation and Service Conditions:**

### **a. Monthly remuneration**

The CTO will be paid an all-inclusive monthly remuneration of Rs.3.25 lakh which shall be liable for TDS as per Income Tax Act & Rules in force and the tax will be deducted at source.

### **b. Superannuation Benefits**

The staff on contract shall not be entitled to any superannuation benefits viz., Provident Fund, Pension, Gratuity, etc.

### **c. Residential Accommodation / HRA**

Subject to availability, a 02 BHK residential accommodation may be provided to the CTO in any one of the bank owned residential colonies in Mumbai. In case of non-availability or if the CTO makes his own arrangement for residential accommodation, HRA amounting Rs.50000/pm may be paid in lieu thereof.

### **d. Travelling & Halting Allowance**

The CTO will be eligible for TA/HA as admissible to an officer of the bank as per extant TA Rules. During period of the tour, the accommodation will be provided at Bank's Visiting Officers Flat, wherever available.

**e. Leave**

The CTO on contract shall be entitled for a leave up to a maximum of 30 days in a calendar year during the contract period on proportionate basis provided that not more than 07 days leave may be availed at a stretch and that Saturday/Sunday/Holiday may not be combined in such a way that total absence on any one occasion exceeds 10 days (including intervening holidays / Saturday /Sunday, if any. Leave will however be granted subject to exigencies of work. Any absence beyond the above period will be treated as leave without any pay and the remuneration payable to him will be reduced to that extent.

**f. Reporting:** The CTO will be required to report to the CGM, DIT, HO, Mumbai

**g. Conduct, Discipline and Appeal**

Services of the staff on contract shall be governed by the provisions contained in Chapter IV of NABARD (Staff Rules) 1982.

8. There is no reservation for the post.

9. The candidates called for personal Interview will be reimbursed TO & FRO airfare by economy class.

10. Application Fee: The Application Fee is payable as under:

Amount in Rs.			
Category	Application Fee	Intimation charges	Total
SC/ST	NIL	50	50
Others	450	50	500

11. Only online applications must be submitted in the proforma provided on our website [www.nabard.org/career/english](http://www.nabard.org/career/english)

**Online Application Registration & Payment of Application Fee  
31 May to 06 June 2017 (5 PM)**

**P.C.Chaudhri  
Chief General Manager  
HRMD**

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