



**Advertisement No.4/ 2025-26**

**Hiring of Experts (on Contract)**

**Head - Program Management & Information Technology (Compliance)**  
**& General Manager (Information Technology & MIS)**

IDBI Bank invites applications from eligible candidates for the below mentioned posts (on contract basis). Candidates fulfilling required eligibility criteria may send their application to [rec.experts@idbi.co.in](mailto:rec.experts@idbi.co.in) on or before **September 20, 2025**.

Start Date of receiving of Application	<b>September 05, 2025</b>
Last Date of receiving of Application	<b>September 20, 2025</b>

**1. Details of the positions are as under:**

#	Post	Vacancy	Age (As on 31 August, 2025)	Contract Period	Likely Place of Posting	Annual CTC (approx.)
1.	Head - Program Management (PM) & Information Technology (Compliance) – General Manager Cadre	1	Minimum 40 years to Maximum 55 years	5 years*	Mumbai / Navi Mumbai  <i>Bank reserves right to post a candidate as per Bank's requirement.</i>	Remuneration will be market linked based on experience, seniority level, etc. of the candidate.
2.	General Manager - IT & MIS	1				Remuneration shall be subject to deduction of taxes/statutory deductions, as applicable

*\*Subject to Annual Review*

**PLEASE NOTE**

- (i) Cut-off date for eligibility criteria is **August 31, 2025**.
- (ii) Before applying, candidates should ensure that they fulfill the eligibility as on the cut-off date. Admission to Personal Interview (PI), will be purely provisional without verification of documents. Candidature will be subject to verification of details/documents with the originals when the candidate reports for PI, if called.
- (iii) IDBI Bank reserves the right to place the selected candidates in any of the functional areas of the Bank other than those advertised, if found suitable for the same.
- (iv) Only Candidates willing to serve anywhere in India, should apply.

**2. Eligibility criteria****2.1 Nationality/Citizenship:**

Candidates must be either (a) a citizen of India, or (b) a subject of Nepal, or (c) a subject of Bhutan, or (d) a Tibetan refugee (who came over to India before 1st January 1962) with the intention of permanently settling in India or (e) a person of Indian origin, who have migrated from Pakistan, Myanmar (formally Burma), Sri Lanka, East African Countries of Kenya, Uganda, the United Republic of Tanzania (formerly Tanganyika and Zanzibar), Zambia, Malawi, Zaire, Ethiopia and Vietnam with the intention of permanently settling in India, provided that the candidate belonging to categories (b), (c), (d) or (e) above shall be a person in whose favour a certificate of eligibility has been issued by Government of India.

## **2.2 Age, Educational qualification and Experience as on August 31, 2025:**

<b>Sr. No.</b>	<b>Post</b>	<b>Educational Qualification</b>	<b>Specific Skill Required</b>	<b>Work Experience (as on 31-08-2025)</b>
1.	<b>Head – PM&amp; IT (Compliance) – General Manager Cadre</b>	Full-time Master or Bachelor degree in any engineering discipline OR Graduate in Science along with MCA from a University/ Institute recognized by the Govt. of India or its regulatory Bodies	<ol style="list-style-type: none"> <li>1. Experience in managing projects and good knowledge of the key components of project management, associated tools, best practices and methodologies.</li> <li>2. Experience in setting up DevSecOps Practices and CoEs</li> <li>3. Strong understanding of IT frameworks</li> <li>4. Knowledge of audit/ regulatory practices / IT Security Assessments.</li> <li>5. Stakeholder management</li> <li>6. Practical experience in project management, issue reporting and resolution, executive status reporting and cross-functional team leadership.</li> <li>7. Excellent verbal and written communication skills, strong analytical and problem solving skills and strong attention to detail.</li> <li>8. Certifications such as PMP or equivalent will be preferred.</li> </ol>	Overall IT experience of minimum 12 years, preferably in Banks working in IT Projects on Project Management/ IT Audit/ IT risk management or similar compliance functions. Should have 5 years in leadership position, preferably in above roles

### **#Job Profile for Head – PM & IT (Compliance)**

1. Establish program management vision, strategy, policies, processes and procedures for IT Program Management activities across the Bank and a common project management methodology, standards and tools for managing projects.
2. Standardize reporting formats and ensure timely reporting of overall program status to management.
3. Manage dependencies, predicting and mitigating cross-project risks and issues and facilitate project risk assessment and management.
4. Evaluate the challenges faced by the business and take action to mitigate risks and develop opportunities.
5. Conduct regular reviews of programs/ projects, monitor completion of tasks and ensure good performance.
6. Manage and lead the team, ensure adequate staffing levels and supervision to maximize efficient productivity.
7. Communicate with senior management on program status, risks and issues in an appropriate and timely manner.
8. Define and implement IT Governance Framework, IT Strategy and its alignment with Business goals,
9. Draft and maintain IT policies, standards, and procedures and ensure policies are communicated and enforced across the organization.
10. Conduct training sessions on IT compliance and governance and promote a culture of compliance and risk awareness.
11. Maintain compliance with control frameworks such as the IT Risk Standards, RMP and other regulatory/ legal and other obligations/requirements.

Sr. No.	Post	Educational Qualification	Specific Skill Required	Work Experience (as on 31-08-2025)
2.	<b>General Manager (IT &amp; MIS)</b>	B.E./ B.Tech./ MCA / MSc-IT from reputed university recognized by the Govt. of India or its Regulatory Bodies.	<ol style="list-style-type: none"> <li>1. Strong knowledge of core banking technology, data architecture, MIS frameworks, and regulatory reporting requirements</li> <li>2. Familiarity with Indian banking regulations, RBI reporting standards and compliance requirements</li> <li>3. Proficiency in data warehousing, BI tools (Power BI, Tableau, Qlik), databases (Oracle, SQL), and emerging technologies (AI, ML, RPA, Cloud).</li> <li>4. Strategic thinking combined with deep execution capabilities.</li> <li>5. Strong leadership, change management, and stakeholder management skills.</li> <li>6. Excellent analytical, communication, and decision-making abilities.</li> </ol>	<ol style="list-style-type: none"> <li>1. Minimum 12 years of experience in IT preferably in Banking / Financial Services / BFSI domain, with 5 years in leadership roles in MIS, IT strategy, or digital transformation</li> <li>2. Proven track record of leading large-scale MIS or technology projects in a regulated financial environment.</li> <li>3. Experience in Indian banking ecosystem / regulatory reporting will be preferred.</li> </ol>

#### **#Job Profile for General Manager (IT & MIS)**

1. Define and implement the technology roadmap for MIS and data cleanup in alignment with the Bank's business strategy and digital objectives.
2. Lead the digitization and automation of Bank's MIS, moving from manual reporting to modern, tech-enabled systems.
3. Develop and implement Bank-wide MIS strategy, ensuring seamless integration with Core Banking Solutions, finance, risk, and regulatory functions & build and lead a specialized team of MIS and reporting professionals
4. Drive the creation of dashboards, self-service reporting tools, and real-time reporting solutions for management and regulators.
5. Support senior management with data insights for decision-making, forecasting, and performance monitoring & support management in performance monitoring, forecasting and strategic planning through reliable MIS insights.
6. Drive the development and enhancement of enterprise-wide MIS tools, dashboards, and reporting mechanisms.
7. Ensure integration of MIS with core banking systems, digital channels, regulatory reporting, risk management systems, and business intelligence tools.
8. Lead migration and modernization of MIS platforms, adopting state-of-the-art analytics, cloud computing, and data lake/warehouse solutions.
9. Ensure data governance, accuracy, consistency, and timeliness of MIS reports across all business units & adhere to Bank's data

- governance frameworks, ensuring accuracy, timeliness, and compliance with RBI & statutory requirements.
10. Implement robust cybersecurity and data privacy practices within MIS technology usage.
  11. Oversee compliance with RBI guidelines, statutory reporting requirements, and auditing norms related to MIS and techno-legal aspects.
  12. Collaborate with business heads, Risk Management, Finance & Accounts, IT and operations for requirements/ reporting solutions.
  13. Coordinate with regulatory authorities, auditors, and technology vendors for MIS-related matters.
  14. Lead a cross-functional team comprising IT specialists, MIS analysts, and data engineers and foster a culture of innovation, agility, and accountability. Build internal capacity in advanced data analytics, automation, and digital tools.

#The Bank may also assign such other related jobs/ assignments for both the positions as may be decided from time to time.

### **3. Terms of Appointment (for both the positions):**

<b>No.</b>	<b>Particulars</b>	<b>Terms &amp; Conditions</b>
(i)	Period	Contract for a period of 5 years (subject to statutory and regulatory guidelines); to be reviewed every year.
(ii)	Nature of appointment	Contractual
(iii)	Remuneration	Consolidated remuneration which will be based on experience, Seniority level etc. Remuneration shall be subject to deduction of taxes/statutory deductions, as applicable. CTC comprises of all the emoluments/allowances/benefits/perquisites, etc. paid as one time/ monthly/ periodically/ annually except as mentioned in the terms and conditions separately.
(iv)	Leave	12 days of Casual Leave (CL) for every calendar year. In addition to CL, the appointee will be entitled for 15 days of leave. However, if the contractual period starts mid of the calendar year, proportionate CL and other leave shall be accordingly granted on Pro-rata basis. Un-availed leaves, if any, shall neither be eligible for encashment nor carried forward.
(v)	Other facilities for official purposes	<ul style="list-style-type: none"> <li>• TA/HA, mobile and laptop facility as per entitlement for GM grade officer.</li> <li>• Air travel entitlement as applicable for GM grade officer.</li> </ul> <p>The facilities will be payable subject to approval of the supervisor.</p>
(vi)	Termination of contract	The contract may be terminated by either party by giving to the other three months' notice or three months consolidated remuneration in lieu thereof. The bank may, however, terminate the contract on disciplinary grounds without any notice or compensation in lieu thereof.
(vii)	Superannuation benefits	No superannuation benefit shall be applicable.

No.	Particulars	Terms & Conditions
(viii)	Service rules	In addition to the terms and conditions of appointment, during the contractual period, the appointee shall generally be governed by the IDBI Bank Limited Officer's Conduct Rules, 2006, as amended from time to time. The Bank may at its discretion initiate appropriate action, including termination of service, in case of breach of terms of contract/ conduct rules, whenever warranted. Termination of contract by Bank in such cases shall result in cancellation of unpaid portion of variable pay.
(ix)	Accommodation	The applicants shall make own arrangements for his/her stay and it shall not be incumbent on the Bank to provide any residential accommodation.
(x)	Undertaking	The appointee shall furnish a non-disclosure undertaking in the prescribed format on the stamp paper of requisite value at the time of joining.
(xi)	Posting	Candidates are likely to be posted at Mumbai/Navi Mumbai. However Bank reserves the right to post to any offices of the Bank or to any place as per requirement of the Bank.
(xii)	Residual Matters	As may be decided by IDBI Bank Ltd. from time to time.

#### **4. Selection Procedure :**

4.1 The selection process will comprise of:-

- (i) Preliminary screening and shortlisting based on the eligibility criteria, candidate's qualifications, suitability/ experience, etc., as submitted with the application.
- (ii) The candidature, after preliminary screening and sans verification of documents, will be provisional for both positions and be subject to verification of all details/ documents with the original documents, when the candidate reports for Personal Interview (PI), if called.
- (iii) Only such shortlisted candidates who qualify in Personal Interview and are sufficiently high in the merit list will be considered for final selection.
- (iv) The center & address of the venue, time and date of interview will be informed to the shortlisted candidates through e-mail / call letter and candidates have to attend the same at their own cost. Request for change of

center/date/time will not be entertained. However, the Bank reserves its right to change/ add/ cancel the date, time, center, venue for the PI or hold supplementary selection process on particular date/ session/ venue/ center for set of candidates at its discretion, under unforeseen circumstances, if any. The changes, if any, shall be intimated to the candidates through Bank's website and/or candidate's registered e-mail in advance.

- (v) Selection will be on the basis of marks secured by the candidates in PI. Bank may change the mode of selection depending upon the number of suitable candidates.
- (vi) The final selection of candidate is subject to being sufficiently high in the merit list, being declared medically fit as per the Bank's Fitness standards and fulfilling the stipulated eligibility criteria as on the cut-off date.
- (vii) 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.
- (viii) The Bank reserves the right to call only requisite number of candidates' vis-à-vis the advertised vacancies for the Interview after preliminary shortlisting with reference to candidates' declared attributes.
- (ix) IDBI Bank, at its discretion, reserves the right to make an offer for a post, one grade lower the advertised position, even though the candidate applies and fulfills the eligibility criteria for the higher grade post. Accordingly remuneration commiserating to the offered grade will be applicable to the selected candidate.

4.2 Mere eligibility, admission/qualification in PI does not imply that the Bank is satisfied beyond doubt about the candidate's eligibility and it shall not vest any right in a candidate for selection. The Bank would be free to reject the candidature of any candidate at any stage of recruitment process, if he/she is found to be ineligible and/or furnished incorrect or false information/ certificates/ documents or has suppressed any material facts. If appointed, such a candidate may be summarily removed from the services of the Bank.

**Important: The PI may be held physically at the Bank's Corporate Office in Mumbai or virtually. While appearing for PI, if called, the candidate should produce valid prescribed documents given below. In the absence of documents candidature of the candidates shall be cancelled. Bank takes no responsibility to receive/ collect any certificate/remittance/ document sent separately.**

**5. List of Documents to be produced at the time of PI (as applicable):**

The following documents in original together with a self-attested photocopy in support of the candidate's eligibility and identity are to be invariably submitted at the time of interview failing which the candidate may not be permitted to appear for the interview. Non submission of requisite documents by the candidate at the time of interview (if conducted face to face)/ at the time of final selection will debar his/her candidature from further participation in the process.

- i) Print out of the original and valid Interview Call Letter.
- ii) Photo Identify Proof as indicated in Point 7 below.
- iii) Mark sheets & provisional / degree certificates for educational qualifications.
- iv) Work Experience: For the Past employer: Relieving Letters and Experience Certificate from the past employer and for the present employer: Experience certificate, Offer Letters, Pay or Salary Slips clearly indicating the date of joining and date of relieving for each of the past or previous employer(s) mentioning the functional area of experience. The experience certificate or testimonials produced by the candidates should indicate the date of joining and relieving, designation at the time of joining, date of promotion with designation, if any. In case the same is not mentioned in either the experience certificate or Relieving letter, a bonafide experience certificate is required mentioning the experience of the candidate in desired functional area along with the duration. Any adverse remark from the previous employer(s) or any act of misconduct/ wrong committed by the candidate would be a disqualification to apply and render the candidature for



cancellation.

- v) Candidates serving in Government/ Quasi Govt. Offices/ Public Sector Undertakings (including Nationalized Banks and Financial Institutions) are required to produce a "No Objection Certificate" from their employer at the time of joining the Bank, in the absence of which their candidature will not be considered.
- vi) Candidates will not be allowed to appear for the interview, if he/ she fail to produce the relevant eligibility documents as mentioned above.
- vii) Candidates who have been terminated or removed from service by any of their previous employer on any grounds will not be eligible to participate in the process.

**Note:** Inability to produce any of the above mentioned documents (both original and attested copy) at the time of interview will render the candidates ineligible for the selection. No documents shall be directly sent to the Bank by candidates before or after the interview.

#### **6. How to apply:**

- (i) Candidates may send their application to "rec.experts@idbi.co.in" indicating the Name of the Post in the subject line.
- (ii) Intimation will be sent to the candidate's email ID/ Mobile Number specified in the application form. If candidates do not receive the email / SMS intimations at the email ID/ Mobile number specified by them, they may consider that their application has not been successfully registered.
- (iii) An application which is incomplete in any respect such as without photograph and signature uploaded in the application form will not be considered as valid.
- (iv) Any information submitted by a candidate in his/ her application shall be binding on the candidate personally and he/ she shall be liable for prosecution/ civil consequences in case the information/ details furnished by

him/ her are found to be false at a later stage.

## **7. Identity Verification**

At the time of PI, the original call letter along with a photocopy of the candidate's photo identity (bearing the same name, as it appears on the call letter) such as PAN Card/ Passport/ Driving License/ Voter's Card/ Bank Passbook with photograph/ Photo identity proof issued by a Gazetted Officer/ People's Representative along with a photograph / Identity Card issued by a recognized College/ University/ Aadhar card with a photograph/ Employee ID should be submitted to the invigilator for verification. The candidate's identity will be verified with respect to his/ her details on the call letter, 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 PI.**

In case of candidates who have changed their name, they will be allowed only if they produce original Gazette notification/ their original marriage certificate/ affidavit in original, mentioning the changed name.

**Note:** Candidates have to produce, in original, the same photo identity proof bearing the name, as it appears on the application form/ call letter and submit photocopy of the same.

## **8. General Eligibility**

Medical Fitness, Character and Caste (if applicable), verification of selected candidates: The appointment of selected candidates will be subject to their being declared medically fit as per medical fitness standards followed by the Bank and upon satisfactory verification of their character, antecedents and caste certificates (if applicable). Till such time, the appointment of the selected candidates in the Bank will be provisional. Such appointment will also be subject to the Service/Conduct Rules & Policies of the Bank, as amended from time to time.

## 9. General Instructions

- (i) Cut-off date: **August 31, 2025.**
- (ii) Before submitting the application form, the candidates must ensure that they fulfill all the eligibility criteria with respect to age, educational qualifications, experience, etc. as stated in this advertisement. If the candidates are not eligible, their candidature will be cancelled at any stage of the recruitment. If the candidate qualifies in the selection process and subsequently it is found that he or she does not fulfill the eligibility criteria, his or her candidature will be cancelled and if appointed, services would be terminated without any notice or compensation.
- (iii) **Candidates are required to send their application to “[rec.experts@idbi.co.in](mailto:rec.experts@idbi.co.in)” mentioning the Name of the Post in the subject line.**
- (iv) IDBI Bank reserves the right to modify or amend or reverse or cancel any or all of the provisions of the recruitment process including eligibility criteria.
- (v) IDBI Bank may at its sole discretion, re-hold PI or additional PI, wherever necessary in respect of a center or venue or specific candidates(s) and/or all centers or all candidates.
- (vi) Any resultant dispute arising out of this advertisement and the selection process shall be subject to the sole jurisdiction of the Courts situated in Mumbai only.

**Disclaimer: -**

- (i) In case it is detected at any stage of recruitment that a candidate does not fulfill 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.*
- (ii) Decisions of Bank in all matters regarding eligibility, conduct of any other tests and selection process would be final and binding on all candidates. No representation or correspondence will be entertained by the bank in this regard.*

**Place: Mumbai.**

**Dated: September 5, 2025**

**Sd/-  
General Manager  
Human Resource**

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