



(A Government of India undertaking)

Corporate Office, 254-260, Avvai Shanmugam Salai, Royapettah, Chennai – 600014.

**RECRUITMENT OF BUSINESS LEADERS ON CONTRACTUAL BASIS**

<b>Important Dates</b>	
Dates for online Registration & Payment of Application Fees of Rs 1000/-	Opening Date - 23.07.2016 Closing Date - 10.08.2016

INDIAN BANK, a leading Public Sector Bank, with headquarters in Chennai having geographical presence all over India and abroad invites applications from Indian Citizens for the following posts on Contractual basis. Candidates are advised to apply Online through the link given in career page of [www.indianbank.in](http://www.indianbank.in).

Bank is on look out for the following positions in the dedicated business verticals of (1) Ind Retail Vertical, (2) MSME & Mid Corporate Vertical.

<b>S.No.</b>	<b>Position</b>	<b>Vacancies</b>
1	Chief Operating Officer (COO)	1
2	Head of Vertical (HOV) – Ind Retail Vertical	1
3	Head of Vertical (HOV) – MSME & Mid Corporate Vertical	1

AGE, EDUCATIONAL QUALIFICATION AND EXPERIENCE REQUIRED IN RESPECT OF THE POSITION ARE DETAILED BELOW:

S.No	Post	Vacancies	Age as on 01.04.2016	Minimum Educational Qualification	Relevant Experience as on 01.04.2016
1	Chief Operating Officer (COO)	1	Min 45 years & Max 55 years	Degree in any Discipline from a recognized university	15 years and above exposure in Banking / Finance with minimum 10 years of experience in Mortgage Loans, MSME and Mid Corporate credit with proven track record of achieving business targets. Present / last held position should be in the capacity of Senior Vice President or equivalent in Banks / Financial Institutions.
2	Head of Vertical (HOV) (Ind Retail Vertical)	1	Min 40 years & Max 50 years	Degree in any Discipline from a recognized university	12 years and above exposure in Banking / Finance with minimum 10 years of experience in mortgage loans. Present / last held position should be in the capacity of Vice President or equivalent in Banks / Financial Institutions.
3	Head of Vertical (HOV) (MSME & Mid Corporate Vertical)	1			12 years and above exposure in Banking / Finance with minimum 10 years of experience in MSME & Mid Corporate segment. Present / last held position should be in the capacity of Vice President or equivalent in Banks / Financial Institutions.

## **Job profile**

### **Post 1) Chief Operating Officer**

- Shall lead the Business verticals of (1) Ind Retail Vertical, (2) MSME & Mid Corporate Vertical
- Shall lead the team for fulfillment of Business objectives as approved by the Bank
- Shall be responsible for achievement of Business targets on monthly, quarterly and yearly basis
- Shall create quality loan portfolio through dedicated approach towards lending
- Shall provide better customer satisfaction
- Shall deliver profitability

### **Post 2) Head of Vertical - Ind Retail Vertical**

- Shall lead Ind Retail Vertical under the overall control of Chief Operating Officer
- Shall lead the team of Ind Retail Vertical for fulfillment of Business objectives as approved by the Bank
- Shall be responsible for achievement of Business targets on monthly, quarterly and yearly basis

### **Post 3) Head of Vertical - MSME & Mid Corporate Vertical**

- Shall lead MSME & Mid Corporate Vertical under the overall control of Chief Operating Officer
- Shall lead the team of MSME & Mid Corporate Vertical for fulfillment of Business objectives as approved by the Bank
- Shall be responsible for achievement of Business targets on monthly, quarterly and yearly basis

## **COMPENSATION**

Chief Operating Officer (COO) : An all inclusive annual compensation of Rs 45.00 lakhs\*

Head of the Vertical (HOV) : An all inclusive annual compensation of Rs 38.00 lakhs\*

Compensation will not be a constraint for hiring competent and proven professionals

\*60% of the compensation for all the three positions will be a fixed component and shall be paid on monthly basis equivalent to 1/12th of annual compensation.

40% of the compensation for all the three positions will be a variable component and shall be payable on Quarter to Quarter basis based on the performance & profit earned which will be worked out in advance after mutual consultations.

The above compensations are subject to deduction of taxes as applicable.

## **WORKING HOURS**

As applicable to Bank Executives / Officers

## **LEAVE**

12 days leave per year, out of which not more than 4 days can be availed at a time

## **MODE OF SELECTION**

Selection will be on the basis of Short listing and Interview.

## **APPLICATION FEE**

Rs.1000/- for all the positions.

## **QUALIFYING MARKS IN INTERVIEW**

Minimum qualifying marks in Interview will be 60 % marks.

## **TERMS OF CONTRACT**

1. All the above advertised positions shall be on contract basis for a period of three years and renewable for further period of two years based on performance and as per the decision of Indian Bank Management.
2. Performance will be reviewed every six months based on Key Performance Indicators (KPIs).
3. The contract can be terminated with three month's notice on either side or on payment of three month's compensation amount in lieu thereof.

## **PROCEDURE FOR APPLYING**

1. Candidates are required to apply Online from 23.07.2016 and 10.08.2016 (both days inclusive) through Bank's website [www.indianbank.in](http://www.indianbank.in). No other means/ mode of application will be accepted.
2. Candidates are required to have a valid personal email ID and Mobile number for contact. It should be kept active during the currency of this project. Bank will send call letters for interview through the registered email ID only.
3. Candidates can apply online by visiting the Career Page of the Bank's website [www.indianbank.in](http://www.indianbank.in) and going to the link titled "Online Application for Recruitment of Business leaders on Contract Basis". Click on this link will open up the appropriate Online Application Format.
4. Candidates should scan their photograph, signature and other documents as per the application and upload the same while applying online.
5. Candidates are required to carefully fill in the necessary details in the Online Application Form and submit the same. Before submitting the online application, candidates are advised to ensure that the required fields in the application are filled with correct information. Applications once submitted cannot be modified; hence utmost care should be taken to furnish the correct details before submitting the online application.

6. Candidates are required to remit the application fee of Rs 1000/- via online mode only, where the online application form is integrated with the payment gateway and the payment process can be completed by following the instructions displayed there. The payment can be made using Credit/ Debit Cards of Master/ VISA / RuPay (or) by Net Banking of various Banks. On successful completion of the transaction, an e-receipt would be generated. Candidates are required to take print of the e-receipt which will have to be produced at the time of interview.
7. Candidates are advised to apply well in advance and Bank will not be responsible if candidates are not able to submit for any reason beyond the control of the Bank.
8. The Candidates shortlisted will be asked to submit a detailed Bio-data designed by Bank with supporting documents / testimonials.

### **GENERAL INSTRUCTIONS**

1. Before applying for the post, candidate should satisfy himself/herself that he/she fulfills the eligibility and other norms mentioned in this notice. Bank would be free to reject any application at any stage of the recruitment process, if the candidate is found ineligible. The decision of the Bank shall be final in deciding about qualification, experience and other eligibility norms.
2. The Bank reserves the right to alter, modify or change the eligibility criteria and / or any of the other terms and conditions spelt out in this notice, including criteria for qualifying / method and procedure for selection.
3. Only those candidates who fulfill the eligibility criteria will be called for interview and intimated by email.
4. Candidates serving in Govt./Quasi Govt. Offices, Public Sector Undertakings including Nationalized Banks and Financial Institutions are advised to submit 'No Objection Certificate' from the employer at the time of Interview, failing which their candidature may not be considered and travelling expenses, if any, will be not be paid.
5. In case of selection, candidates will be required to produce proper discharge / relieving certificate from the employer at the time of taking up the employment with the Bank.
6. Candidates will have to produce original certificates for educational qualifications, experience, age etc. at the time of interview, in support of his/her eligibility, as per the details furnished in the application, failing which the candidate will not be allowed for interview.
7. Any document submitted to the Bank becomes the property of the Bank and under no instance the same will be returned.
8. Candidates called for Interview shall be paid Air fare (Economy class) or actual expenses in case of travel by other mode, whichever is less. No local conveyance is payable.
9. Decision of the Bank in all matters regarding eligibility of the candidate, the stages at which such scrutiny of eligibility is to be undertaken, the documents to be produced for the purpose of interview, selection and any other matter relating to recruitment will be final and binding on the candidates. No correspondence or personal enquiries shall be entertained by the Bank in this regard.
10. Any resultant dispute arising out of this notice shall be subject to the sole jurisdiction of the Courts situated in Chennai.

**Canvassing in any form will be a disqualification**

**Chennai  
23.07.2016**

**GENERAL MANAGER (HRDD & HRMD)**