



ਪੰਜਾਬ ਐਂਡ ਸਿੰਧ ਬੈਂਕ
(ਭਾਰਤ ਸਰਕਾਰ ਕਾ ਉਪਕਰਮ)
ਪ੍ਰ.ਕਾ .ਮਾਨਵ ਸੰਸਾਧਨ ਵਿਕਾਸ
ਵਿਭਾਗ
ਈ-ਮੇਲ: ho.hrd@psb.co.in

ੴ ਸ੍ਰੀ ਗੁਰਗ੍ਰੰਥ ਸਾਹਿਬ ਜੀ ਕੀ ਫਤਹਿ



Punjab & Sind Bank
(A Government Of India Undertaking)
H.O. Human Resources Development
Deptt.
E-mail: ho.hrd@psb.co.in

ENGAGEMENT OF ONE CHIEF COMPLIANCE OFFICER (CCO) AND ONE CHIEF TECHNOLOGY OFFICER (CTO) ON CONTRACTUAL BASIS.

Bank invites applications from Indian Citizens for the aforesaid post. Candidates are requested to apply Online through the link given on Bank's website <https://punjabandsindbank.co.in/> under **Recruitment**.

IMPORTANT DATES:

Commencement of date of application	18.08.2023
Last Date of receipt of online application	01.09.2023
All revisions/ Corrigendum (if any) will be hosted on Bank's website only.	

1. ELIGIBILITY CRITERIA:

a. Age as on 31.03.2024 including all relaxations: -

CCO	not more than 55 years
CTO	not more than 62 years

b. Educational Qualification & Post Qualification Experience (as on 31.07.2023)

Post	Qualifications	Experience
CHIEF COMPLIANCE OFFICER (CCO)	Mandatory educational qualifications: The Candidate must be a Graduate or having equivalent degree from a reputed Govt. recognized University & must be CAIIB.	Mandatory experience: The Candidate must have experience of 3 years as Assistant General Manager or working as Dy. Gen. Manager in Public Sector Banks or in equivalent posts in other Banking or Financial institutions with an overall experience of at least 15 years in the banking or financial services, out of which minimum 5 years shall be in the Audit / Finance / Compliance / Legal / Risk Management functions.



CHIEF TECHNOLOGY OFFICER (CTO)	Mandatory educational qualifications: Engineering Graduate in Computer Science/ Information Technology/ Electronics and Communication/ MCA/ equivalent qualification from a recognized University/ Institution.	Mandatory experience: Minimum 15 years of experience in relevant areas. He/ She should have worked 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 five years should be at senior management level. Preference will be given to the candidates having worked with Finacle platform.
---------------------------------------	--	---

2. JOB DESCRIPTION

CHIEF COMPLIANCE OFFICER:- The Chief Compliance Officer have following duties and responsibilities in terms of Government guidelines:-

- To apprise the Board and senior management on regulations, rules and standards and any further developments.
- To provide clarification on any compliance related issues.
- To conduct assessment of the compliance risk (at least once a year) and to develop a risk-oriented activity plan for compliance assessment. The activity plan should be submitted to the ACB for approval and be made available to the internal audit.
- To report promptly to the Board / ACB / MD & CEO about any major changes / observations relating to the compliance risk.
- To periodically report on compliance failures/breaches to the Board/ACB and circulating to the concerned functional heads.
- To monitor and periodically test compliance by performing sufficient and representative compliance testing. The results of the compliance testing should be placed to Board/ACB/MD & CEO.



- To examine sustenance of compliance as an integral part of compliance testing and annual compliance assessment exercise.
- To ensure compliance of Supervisory observations made by RBI and/or any other directions in both letter and spirit in a time bound and sustainable manner.

CHIEF TECHNOLOGY OFFICER: - The Chief Technology Officer have following duties and responsibilities: -

- Oversee the development of enterprises technology standards, governance processes and performance metrics to ensure that IT delivers value to enterprise.
- Will be handling the Core IT Infrastructure, Network, Business applications and related IT Operations of the Bank.
- Will have a pivotal role in supporting the business department and meeting their needs in a time bound manner.
- Will be dealing with the technical and Operations team and coordinate and manage with the service provider of the Bank to effectively influence decision and ensure service delivery.
- Should be able to bring in the Industry Expertise for the IT initiatives of the Bank.
- Optimizing and managing existing information technology network in a manner it delivers high efficiency with sufficient resilience and yet managing costs effectively.
- Developing long term plans to sustain and support the business, anticipating the future trends.
- Will be dealing with the Technical and 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.
- Ensure systems performance, availability and satisfy service level requirements.
- 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 business continuity.
- Ensure that all IT assets achieve full life time cycle value.
- Maintain relationships with the Bank's technology partners who support various IT applications.



- Be responsible for compliance to IT security policies as well as regulatory prescriptions.
- Evaluate the cost efficiency of emerging technologies and assess their applicability to various business and technology solutions.
- To co-ordinate and extend technological support to Corporate Clients /Govt./ Regulator / IBA/ Service Providers etc. for Business and Compliance Requirement.
- The CTO will be responsible for preparation of Technology Vision Document for the Bank. The CTO will be the key resource person providing in-depth technical expertise to the Top Management and will be responsible for identifying and implementing new technologies and technology products which meets Bank's current & future needs.
- The CTO will be responsible for Technology Planning & application Development/ Software Development and IT related operations of the bank.
- To report to MD & CEO through the concerned Executive Director of the Bank.
- Any other technology enabled initiative decided by the Bank from time to time.

3. TENURE

CTO- The period of engagement shall be initially for a period upto three years. Depending upon the need, the period of engagement may be extended for further period of up to two years as decided by the Bank, subject to satisfactory performance and meeting with performance parameters set out for them in the contract.

CCO - The CCO shall be appointed for a minimum fixed tenure of not less than 3 years.

The Bank will be entitled to terminate the contract at any time without assigning any reason whatsoever, by giving three months' notice or on payment of three months' fixed component of the compensation in lieu of such notice.

In case the appointee desires to terminate the contract before the expiry of the contractual period of three years, he/she will have to give to the Bank clear three months' notice or make payment of three months' fixed component of the compensation in lieu of such notice.

4. PROBATION PERIOD

The probation period will be for 6 months from the date of joining in the Bank.



5. REMUNERATION

The compensation and terms & conditions will be negotiated/ finalized depending upon the suitability of the candidate.

6. WORKING HOURS

The working hours and weekly off/holidays for the incumbent shall be as applicable to the serving officers of the bank.

7. LEAVE

30 days' leave per calendar year, out of which not more than 05 days' leave can be taken at a time with prior approval from the Competent Authority. There will be no encashment of un-availed leave, if any. However, if his/her absence exceeds 30 days in a contract year, proportionate amount will be deducted for each day of his/her absence over and above the permissible leave from the consolidated payment. Un-availed Casual leave for each contract year shall lapse at the end of the contract year. In current calendar year, pro rata leaves will be granted.

8. OTHER TERMS AND CONDITIONS

- i. The terms & conditions of engagement are governed by the provisions of the contract and the engagement shall not be construed as an employment in the Bank and the provisions of PF / Gratuity / Pension etc., shall not apply in this case.
- ii. No Vigilance case or adverse observation from RBI shall be pending against the candidate applying for the above post.
- iii. The appointment of above post will be subject to satisfactory completion of Medical Examination as prescribed by the Bank and verification of testimonials.
- iv. He/ She will not take up any assignment with any other organization during the period of contract with the Bank.
- v. He will not exercise any administrative/ financial powers during the period of engagement.

9. APPLICATION FEES

Application fee is Rs.1180/- + Transaction Charge.

Bank Transaction charges for Online Payment of application fees/intimation charges will have to be borne by the candidate.



- Candidates have the option of making the payment of requisite fees/ intimation charges through the ONLINE mode only.
- Bank Transaction charges for online payment of application fee /intimation fee will have to be borne by the candidate.
- **Cash, Cheques, Money Orders, Postal Stamps etc. will NOT BE ACCEPTED.**
- Application once made will not be allowed to be withdrawn and the Fees once paid will NOT be refunded on any account nor can it be held in reserve for any other examination or selection. Candidates should ensure that he/she fulfils the eligibility and other norms mentioned in this advertisement before applying.
- Payment of fees/ intimation charges through ONLINE MODE and no other mode of payment is acceptable.
- Submission of more than one application by any candidate for the same post will render him/her ineligible and in such case all the applications submitted by the said candidate will be rejected and application fee forfeited.

10. SELECTION PROCEDURE

- The procedure for engagement in above post on contract basis will be by way of short listing and interview.
- The short-listing and call for interview will be on the basis of the details provided by the candidates in the application & documents submitted along with the application.
- Short Listing will be provisional without verification of documents, candidature will be subject to verification of details/documents with the original when a candidate reports for interview (if called).
- Candidates are advised to check Bank's website <https://punjabandsindbank.co.in/> under Recruitments link regularly for details and updates. The Call (letter/ advice), where required, will be sent by e-mail only (no hard copy will be sent).
- The Interview process will carry an aggregate of **100 Marks**. Minimum qualifying marks in the interview will be **50 marks**. Final selection will be made on the basis of marks obtained by the candidates in the Interview process and will be according to the merit ranking.
- Bank reserves the right to shortlist requisite number of candidates based on the academic track record of the candidate, experience and suitability of the candidates. Only those shortlisted candidates will be called for Interview as decided by the Bank.



- The Bank would be free to reject the candidature of any candidate at any stage of the 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 and the fees paid by the ineligible candidates shall be forfeited.

Note:

- i. When called for Interview physically, candidates have to submit original of documents for verifications. Candidates will not be allowed to participate in interview without production of the original documents.
- ii. The interview venue, time & date for Interview will be informed to the shortlisted candidates in the Interview call letter and candidates have to attend the same at their own cost.
- iii. The call letter will be sent **by email only** as per the information provided by them in the application.

11. HOW TO APPLY

Eligible candidate has to apply online through the Bank's website (<https://punjabandsindbank.co.in/>) only. No other means/ mode of application are acceptable.

IMPORTANT POINTS TO BE NOTED BEFORE REGISTRATION

a. Before applying online, candidates should:

1. Scan their photograph (Max size-10 MB) and signature (Max size-10 MB) ensuring that both the photograph and signature adhere to the required specifications as given above. Image File format should be .png, .jpg, .jpeg, .bmp, .gif.
2. Scan their brief resume (Max size-10 MB), ID proof (Max size-10 MB), age proof (Max size-10 MB), PWD Certificate (If applicable) (Max size-10 MB), education qualification (Max size-10 MB), experience (Max size-10 MB), Employer Salary Certificate/ Document confirming the current CTC (Max size-10 MB) as per the eligibility criteria in **PDF format** only.
3. Have a valid personal e-mail ID and mobile no., which should be kept active till the completion of this Appointment Process. Bank may send call letters for the Interview etc. through the registered e-mail ID. In case a candidate does not have a valid personal e-mail ID, he/she should create his/her new e-mail ID before applying online and must maintain that e-mail account and mobile number.

b. Last date of online application is 01.09.2023. No application shall be entertained beyond the stipulated date & incomplete applications will be rejected.



c. APPLICATION PROCEDURE:**A. Application Procedure**

1. For registration log on to the Bank's website <https://punjabandsindbank.co.in/> and on the Home Page under the link "Recruitment" click the Notification titled "Engagement of one Chief Compliance Officer (CCO)/ Chief Technology Officer (CTO) in the bank on contract basis.
2. Read the notification carefully and if found eligible to apply, click on New Registration.
3. Do the Registration, by adding your name, father's name, mobile number, mail id and create password.
4. SMS will be sent for OTP. Submit OTP there.
5. Login with email id and password.
6. Fill the online form and upload the required documents.
7. Make payment and submit the final Application.

Note:-1. Candidates are advised to carefully fill and verify the details filled in the online application themselves as no change will be possible/ entertained after clicking the SUBMIT BUTTON.

1. The Name of the candidate or his /her Father/ Husband etc. should be spelt correctly in the application as it appears in the Certificates/ Mark sheets/Identity proof. Any change/alteration found may disqualify the candidature.

2. PAYMENT OF FEES**ONLINE MODE**

- a. The application form is integrated with the payment gateway and the payment process can be completed by following the instructions.
- b. The payment can be made by using Debit Cards (RuPay/Visa/MasterCard/Maestro), Credit Cards. Internet Banking, IMPS, Cash Cards/ Mobile Wallets.
- c. After submitting your payment information in the online application form, PLEASE WAIT FOR THE INTIMATION FROM THE SERVER. DO NOT PRESS BACK OR REFRESH BUTTON IN ORDER TO AVOID DOUBLE CHARGE
- d. On successful completion of the transaction, an e-Receipt will be generated.
- e. Non-generation of 'E-Receipt' indicates PAYMENT FAILURE. On failure of payment, Candidates are advised to login again using their Email Id and Password and repeat the process of payment.
- f. Candidates are required to take a **printout of the e-Receipt** and online Application Form containing fee details. **Please note that if the same cannot be generated, online transaction may not have been successful.**
- g. To ensure the security of your data, please close the browser window once your transaction is completed.
- h. **There is facility to print application form containing fee details after payment of fees.**



12. GENERAL INSTRUCTIONS:

- (i) Since the number of vacancy is only one, there is no reservation of SC/ST/OBC/PWD category. However, the eligible candidates belong to these categories can also apply but they will not be eligible for any concession/ relaxation.
- (ii) Bank reserves its right to change / add / cancel the selection process & schedule at its discretion, under unforeseen circumstances, if any change, will be announced at our Bank's website / by email.
- (iii) Bank will not be responsible for late receipt / non receipt of any communication from the Bank.
- (iv) Candidates are requested to check their email/spam and Bank's website regularly, to keep track of the process.
- (v) Before applying for post, the candidate should ensure that he / she fulfils the eligibility criteria and other norms specified in this advertisement. Candidates are therefore urged to carefully read the advertisement and complete the application form and submit the same as per instructions given in this regard.
- (vi) Decision of 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 the conduct of Interview, selection and any other matter relating to recruitment will be final and binding on the candidate. The Bank in this matter shall entertain no correspondence or personal enquiries.
- (vii) **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.**
- (viii) **An application form which is not accompanied by self-attested photocopies of relevant certificates or the requisite fee not being paid or uploaded documents not self-attested by the candidate or not bearing the candidate's photograph displayed at the specified place or incomplete in any respect, will not be entertained.**



(ix) Candidates will have to produce original of Id proof, Age, Educational Qualification Certificates and Experience Certificate(s), at the time of interview, failing which his/her candidature may be cancelled.

(x) No request for change of address will be entertained.

(xi) Candidates to appear for the interview at their own cost. No TA/DA will be reimbursed to candidates for appearing in the Interview.

(xii) Any resultant dispute arising out of this advertisement shall be subject to the sole jurisdiction of the Courts situated at Delhi.

(xiii) The Bank takes no responsibility for any certificate/remittance sent separately.

(xiv) In case any dispute arises on account of interpretation in version other than English, the English version will prevail.

(xv) Only those candidates who are short-listed for appearing in the Personal Interview will be intimated through e-mail only. The list of candidate who will be finally selected for appointment in the Bank will also be intimated at the communication address furnished by him/her in the Application Form and the said information will be hosted on the Bank's Website, <https://punjabandsindbank.co.in>.

(xvi) Appointment of shortlisted candidate will be subject to his/her being declared medically fit as per the requirement of the Bank.

(xvii) Selected candidates will be required to produce a valid discharge certificate/relieving letter from his/her last employer before joining the service.

(xviii) **CANVASSING IN ANY FORM WILL BE A DISQUALIFICATION.**

(xix) **Action Against Candidates Found Guilty of Misconduct:**

Candidates are advised in their own interest that they should not furnish any particulars that are false, tampered, fabricated and should not surpass any material information while submitting application. If a candidate is (or has been) found guilty of –

- a. using unfair means during the Interview or subsequent selection procedure or
- b. impersonating or procuring impersonation by any person or resorting to any irregular or improper means in connection with his/ her candidature for selection or
- c. obtaining support for his/ her candidature by unfair means, such a candidate may, in addition to rendering himself/ herself liable to criminal prosecution, be liable:



- To be disqualified from the Interview for which he/ she is a candidate.
- To be debarred either permanently or for a specified period from any examination or recruitment conducted by Punjab and Sind Bank.
- For termination of contract, if he/ she has already joined the Bank.

Candidates in their own interest are advised to submit their applications online well in time before the last date of receipt.

**NEW DELHI
Date: 17.08.2023**

C. J. Chaudhary
**DY. GENERAL MANAGER
Human Resource Development Deptt.**

