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**Advertisement No. 03/ 2021-22**

## Engagement of IT Specialists on Contractual Basis (Full Time) -2021-22

**October 29, 2021**

Small Industries Development Bank of India (SIDBI) set up on 2nd April 1990 under an Act of Indian Parliament, acts as the Principal Financial Institution for Promotion, Financing and Development of the Micro, Small and Medium Enterprise (MSME) sector as well as for co-ordination of functions of institutions engaged in similar activities.

The MSME sector, the focused business domain for SIDBI, has been an important pillar of the Indian Economy, contributing up to 29% in the country's Gross Value Added (GVA) as per FY 2019-20. Over the years, SIDBI has been working towards the sustainable development of MSME sector, pioneering efforts that have manifested in creation of economic wealth, its distribution for an egalitarian society while preserving the ecological wealth of the country.

The Bank's **Mission** is to *'To facilitate and strengthen credit flow to MSMEs and address both financial and developmental gaps in the MSME eco-system'*.

The Bank is working with the **Vision** *'To emerge as a single window for meeting the financial and developmental needs of the MSME sector to make it strong, vibrant and globally competitive, to position SIDBI Brand as the preferred customer friendly institution and for enhancement of shareholders wealth and highest corporate values through modern technology platform*'.

The Bank believes that its people, process and technology are the key drivers for delivering customer service. The Bank firmly believes that its Human Resources are its most valuable asset.

SIDBI invites application for various posts on **full time Contractual** basis, as detailed below, from global innovators to help us build a strong, vibrant, self-reliant, and globally competitive platform built on highest corporate values through modern technology:

| Sl. No. | Post | Specialisation | Post Code | Total Vacancy | Reservation | | | | | | | CTC (Per annum Basis) | Place of Posting |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | UR | EWS | OBC | SC | ST | PwBD* | Total | | |
| 1 | J2EE Junior Developer | Full Stack | 01 | 6 | 4 | 1 | 1 | | | 2* | 6 | 8-12 | Chennai, Mumbai, Lucknow, Bangalore, NCR |
| 2 | | J2EE Backend | 02 | 5 | 3 | | 1 | 1 | | | 5 | 8-12 | |
| 3 | J2EE Senior Developer | Full Stack | 03 | 6 | 4 | 1 | 1 | | | | 6 | 14-17 | |
| 4 | | J2EE Backend | 04 | 5 | 3 | | 1 | 1 | | | 5 | 14-17 | |
| 5 | Technical Lead | Full Stack | 05 | 1 | 1 | | | | | | 1 | 20-25 | |
| 6 | J2EE Technical Lead | J2EE Backend | 06 | 1 | 1 | | | | | | 1 | 20-25 | |
| 7 | DevOps Lead | DevOps | 07 | 3 | 3 | | | | | | 3 | 27-30 | |
| 8 | Technical Architect | Full Stack | 08 | 1 | 1 | | | | | | 1 | 30-35 | Chennai |
| 9 | Technical Program Manager | Management | 09 | 2 | 2 | | | | | | 2 | 35-40 | Chennai |
| | **Total** | | | **30** | **22** | **2** | **4** | **2** | | **2*** | **30** | | |

***PwBD vacancies shall include a) LV, b) D, HH, c) OA,BA, OL, BL, OAL, CP, LC, Dw, AAV, d) SLD, MI e) MD involving (a) to (d) above**

**CATEGORY ABBREVIATIONS USED: LV=Low Vision, D=Deaf, HH= Hard of Hearing, OA=One Arm, OL=One Leg, BA=Both Arms, BL=Both Leg, OAL=One Arm and One Leg, CP=Cerebral Palsy, LC=Leprosy Cured, Dw=Dwarfism, AAV=Acid Attack Victims, SLD= Specific Learning Disability, MI= Mental Illness MD=Multiple Disabilities**

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| **A** | **Period of Contract** | The term of the contract would initially be for a period of **three year,** extendable, at sole discretion of the Bank, for a further period of up to **two year**. The contract can be terminated at **one months' notice** on either side or salary and allowances (if any) in lieu thereof. |
| **B** | **CTC and Increment** | CTC is negotiable. Annual CTC will depend upon Experience & Emoluments of candidates in the present employment and place of posting. Salary shall not be a constraint for the right candidate. Annual increment, up to 5% of CTC finalised initially, may be considered by the Bank, based on performance. |
| **C** | **Transfer** | The bank reserves the right to transfer the staff on contract to any of the offices of SIDBI or to depute to any of its associates/subsidiaries or any other organization depending upon the exigencies of service. Request for posting/transfer to a specific place/office may not be entertained. |

## D Post wise Eligibility Criteria and Job Description

### 1. Junior Full Stack Java Developers

| | | |
|---|---|---|
| **i** | **Educational Qualification** | Bachelor's degree in Engineering, MCA, Indian or foreign equivalent required from an accredited institution |
| **ii** | **Experience** | At least 3-5 years of experience with Information Technology. |
| **iii** | **Job Profile** | Required to carry out full stack development of web-based applications and work as part of a team. The developer should be able to handle projects and development tasks independently. The developer should be able to cater to user experience & functionality, handling all the tiers of the architecture. They should be aware of best practices of J2EE development and OWASP security standards required for development. Designing, implementing, and maintaining Java applications that are often high-volume and low latency, required for production systems, requiring high availability and performance. Contributing to all phases of the development lifecycle. Writing well-designed, efficient, and testable code. |
| **iv** | **Primary skill set** | Angular 2 and Above, React JS, HTML5, CSS, JavaScript, Node, J2EE (ver 1.8+), Spring 3+, Spring Security, Hibernate 5+, JQuery, Ajax, HTML 5, Bootstrap, integrating Webservices (REST API) with applications |
| v | **Secondary Skills** | Microservices Architecture oriented Service development, jQuery, IE/Chrome Dev Tools and Responsive Designs. Oracle Database & My SQL, Postgres |
| vi | **Competency** | • Hands on in Coding, validating, and implementing software solutions including web responsive applications (Web, Mobile)<br>• Ability to understand architecture of existing system as well as, implement greenfield architecture |

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| | | • Participate in requirements review meetings and perform requirement analysis.<br>• Candidate should be able to work independently and deliver quality code with agility using industry best practices for coding<br>• Ability to Work effectively under pressure to meet critical deadlines.<br>• Ability to Handle change requests/support on a frequent basis.<br>• Ability to improve performance of the application on an ongoing basis.<br>• Ability to pick up new technologies and upskill as required<br>• Partner with QA team to address the identified defects on priority<br>• Participate in post implementation issues and performance review.<br>• Learn while on the job and show measurable results.<br>• Excellent Verbal and Written - Communication and Presentation Skills |

## 2. Junior Back End Java Developers

| | | |
|---|---|---|
| i | **Educational Qualification** | Bachelor's degree in Engineering, MCA, Indian or foreign equivalent required from an accredited institution |
| ii | **Experience** | At least 3-5 years of experience with Information Technology. |
| iii | **Job Profile** | Required to create REST API based integrations, create and consume web-services and work as part of a team. The developer should be able to handle projects and development tasks independently. They should be aware of best practices of J2EE development and OWASP security standards required for development. Designing, implementing, and maintaining REST API based applications that are often high-volume and low latency, required for production systems, requiring high availability and performance. Contributing in all phases of the development lifecycle. Writing well-designed, efficient, and testable code. |
| iv | **Primary skill set** | J2EE (ver 1.8+), Spring 3+, Spring Security, Hibernate 5+, Javascript, JSP, JQuery, Ajax, Oracle Database & SQL, HTML 5, Bootstrap, integrating Webservices (REST API) with applications |
| v | **Secondary Skills** | Microservices Architecture oriented Service development, jQuery, IE/Chrome Dev Tools and Responsive Designs. Oracle Database & My SQL , Post Gres |
| vi | **Competency** | • Hands on in Coding, validating, and implementing software solutions including web responsive applications (Web, Mobile)<br>• Ability to understand architecture of existing system as well as, implement greenfield architecture<br>• Participate in requirements review meetings and perform requirement analysis. |

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| | | • Candidate should be able to work independently and deliver quality code with agility using industry best practices for coding<br>• Ability to Work effectively under pressure to meet critical deadlines.<br>• Ability to Handle change requests/support on a frequent basis.<br>• Ability to improve performance of the application on an ongoing basis.<br>• Ability to pick up new technologies and upskill as required<br>• Partner with QA team to address the identified defects on priority<br>• Participate in post implementation issues and performance review.<br>• Learn while on the job and show measurable results.<br>• Excellent Verbal and Written - Communication and Presentation Skills |

### 3. Senior Full Stack Java Developers

| | | |
|---|---|---|
| i | **Educational Qualification** | Bachelor's degree in Engineering, MCA, Indian or foreign equivalent required from an accredited institution |
| ii | **Experience** | At least 5-8 years of experience with Information Technology. |
| iii | **Job Profile** | Required to carry out full stack development of web-based applications and work as part of a team. The developer should be able to handle projects and development tasks independently. The developer should be able to cater to user experience & functionality, handling all the tiers of the architecture. They should be aware of best practices of J2EE development and OWASP security standards required for development. Designing, implementing, and maintaining Java applications that are often high-volume and low latency, required for production systems, requiring high availability and performance. Contributing to all phases of the development lifecycle. Writing well-designed, efficient, and testable code. |
| iv | **Primary skill set** | Angular 2 and Above, React JS, HTML5, CSS, JavaScript, Node, J2EE (ver 1.8+), Spring 3+, Spring Security, Hibernate 5+, , JQuery, Ajax, HTML 5, Bootstrap, integrating Webservices (REST API) with applications |
| v | **Secondary Skills** | Microservices Architecture oriented Service development, jQuery, IE/Chrome Dev Tools and Responsive Designs. Oracle Database & My SQL, Postgres |
| vi | **Competency** | • Hands on in Coding, validating, and implementing software solutions including web responsive applications (Web, Mobile)<br>• Ability to understand architecture of existing system as well as, implement greenfield architecture<br>• Participate in requirements review meetings and perform requirement analysis.<br>• Candidate should be able to work independently and deliver quality code with agility using industry best practices for coding<br>• Ability to Work effectively under pressure to meet critical deadlines. |

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| | | • Ability to Handle change requests/support on a frequent basis.<br>• Ability to improve performance of the application on an ongoing basis.<br>• Ability to pick up new technologies and upskill as required<br>• Partner with QA team to address the identified defects on priority<br>• Participate in post implementation issues and performance review.<br>• Learn while on the job and show measurable results.<br>• Excellent Verbal and Written - Communication and Presentation Skills |

## 4. Senior Back End Java Developers

| | | |
|---|---|---|
| i | **Educational Qualification** | Bachelor's degree in Engineering, MCA, Indian or foreign equivalent required from an accredited institution |
| ii | **Experience** | At least 3-5 years of experience with Information Technology. |
| iii | **Job Profile** | Required to create REST API based integrations, create and consume web-services and work as part of a team. The developer should be able to handle projects and development tasks independently. They should be aware of best practices of J2EE development and OWASP security standards required for development. Designing, implementing, and maintaining REST API based applications that are often high-volume and low latency, required for production systems, requiring high availability and performance. Contributing in all phases of the development lifecycle. Writing well-designed, efficient, and testable code. |
| iv | **Primary skill set** | J2EE (ver 1.8+), Spring 3+, Spring Security, Hibernate 5+, Javascript, JSP, JQuery, Ajax, Oracle Database & SQL, HTML 5, Bootstrap, integrating Webservices (REST API) with applications |
| v | **Secondary Skills** | Microservices Architecture oriented Service development, jQuery, IE/Chrome Dev Tools and Responsive Designs. Oracle Database & My SQL , Post Gres |
| vi | **Competency** | • Hands on in Coding, validating, and implementing software solutions including web responsive applications (Web, Mobile)<br>• Ability to understand architecture of existing system as well as, implement greenfield architecture<br>• Participate in requirements review meetings and perform requirement analysis.<br>• Candidate should be able to work independently and deliver quality code with agility using industry best practices for coding<br>• Ability to Work effectively under pressure to meet critical deadlines.<br>• Ability to Handle change requests/support on a frequent basis.<br>• Ability to improve performance of the application on an ongoing basis.<br>• Ability to pick up new technologies and upskill as required<br>• Partner with QA team to address the identified defects on priority<br>• Participate in post implementation issues and performance review.<br>• Learn while on the job and show measurable results.<br>• Excellent Verbal and Written - Communication and Presentation Skills |

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## 5. Full Stack Java Lead

| | | |
|---|---|---|
| i | **Educational Qualification** | Bachelor's degree in Engineering, MCA, Indian or foreign equivalent required from an accredited institution |
| ii | **Experience** | At least 10-12 years of experience with Information Technology. |
| iii | **Job Profile** | Required to carry out full stack development of web-based applications and work as lead. The TL should be able to handle projects of small size. The TL should be able to cater to user experience & functionality, handling all the tiers of the architecture. The TL should be able to do design and Review of software components. They should be aware of best practices of J2EE development and OWASP security standards required for development. Designing, implementing, and maintaining Java applications that are often high-volume and low latency, required for production systems, requiring high availability and performance. Contributing in all phases of the development lifecycle. Writing well-designed, efficient, and testable code. |
| iv | **Primary skill set** | Angular 2 and Above, React JS, HTML5, CSS, JavaScript, Node, J2EE (ver 1.8+), Spring 3+, Spring Security, Hibernate 5+, , JQuery, Ajax, HTML 5, Bootstrap, integrating Webservices (REST API) with applications |
| v | **Secondary Skills** | Microservices Architecture oriented Service development, jQuery, IE/Chrome Dev Tools and Responsive Designs. Oracle Database & My SQL , Post Gres |
| vi | **Competency** | • Hands on in Coding, validating, and implementing software solutions including web responsive applications (Web, Mobile)<br>• Strong knowledge of SDLC Lifecycle Process and Agile Methodology<br>• Ability to Lead and be accountable for the output of a team of 10-15 team members into collectively achieving the goals of the project - By offering insights into the key Success criteria, resolving blockers for the team members, Work assignments based on skills and mentoring team members<br>• Ability to independently assess and represent development team - covering all aspects of technical feasibility, complexity and timelines during project / program review meetings.<br>• Ability to translate Business requirements into Technical Requirements and conceptualize solution by breaking it up into logical units of work<br>• Candidate should be able to work independently and create detailed technical designs and accurately estimate units of work based on industry standards and best practices<br>• Ability to Work with diverse technical and non-technical stakeholder individuals / groups (including third parties) to remove blockers for the team and expedite development<br>• Expertise in Industry leading design principles and architecture principles |

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| | | • Ability to provide corrective actions in the event of risks or jeopardies to timelines<br>• Expertise in implementing automation tools which improve the quality of code and time to market.<br>• Reporting Accurate Status, Risks and Mitigation Plans to Stakeholders<br>• Ability to Work effectively under pressure to meet critical deadlines.<br>• Ability to review code according to industry best practices to ensure highest quality<br>• Ability to Handle Uncertainty and change requests/support on a frequent basis.<br>• Will be Involved in all phases of the development cycle<br>• Ability to benchmark and improve performance of the application on an ongoing basis.<br>• Ability to pick up new technologies and upskill as required<br>• Partner with QA team to address the identified defects on priority<br>• Participate in post implementation issues and performance review.<br>• Excellent Verbal and Written - Communication and Presentation Skills |

## 6. Back End Java Lead

| | | |
|---|---|---|
| i | **Educational Qualification** | Bachelor's degree in Engineering, MCA, Indian or foreign equivalent required from an accredited institution |
| ii | **Experience** | At least 10-12 years of experience with Information Technology. |
| iii | **Job Profile** | Required to design, create, review REST API based integrations, create, and consume web-services and work as part of a team. The TL should be able to handle projects of 5 members independently. They should be aware of best practices of J2EE development and OWASP security standards required for development. Designing, implementing, and maintaining REST API based applications that are often high-volume and low latency, required for production systems, requiring high availability and performance. Contributing in all phases of the development lifecycle. Writing well-designed, efficient, and testable code. |
| iv | **Primary skill set** | J2EE (ver 1.8+), Spring 3+, Spring Security, Hibernate 5+, JavaScript, JSP, JQuery, Ajax, Oracle Database & SQL, HTML 5, Bootstrap, integrating Webservices (REST API) with applications, J2EE Certification |
| v | **Secondary Skills** | Microservices Architecture oriented Service development, jQuery, IE/Chrome Dev Tools and Responsive Designs. Oracle Database & My SQL , Post Gres |
| vi | **Competency** | • Hands on in Coding, validating, and implementing software solutions including web responsive applications (Web, Mobile)<br>• Strong knowledge of SDLC Lifecycle Process and Agile Methodology<br>• Ability to Lead and be accountable for the output of a team of 10-15 team members into collectively achieving the goals of the project - By offering insights into the key Success criteria, resolving blockers |

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| | | |
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| | | for the team members, Work assignments based on skills and mentoring team members<br>• Ability to independently assess and represent development team - covering all aspects of technical feasibility, complexity and timelines during project / program review meetings.<br>• Ability to translate Business requirements into Technical Requirements and conceptualize solution by breaking it up into logical units of work<br>• Candidate should be able to work independently and create detailed technical designs and accurately estimate units of work based on industry standards and best practices<br>• Ability to Work with diverse technical and non-technical stakeholder individuals / groups (including third parties) to remove blockers for the team and expedite development<br>• Expertise in Industry leading design principles and architecture principles<br>• Ability to provide corrective actions in the event of risks or jeopardies to timelines<br>• Expertise in implementing automation tools which improve the quality of code and time to market.<br>• Reporting Accurate Status, Risks and Mitigation Plans to Stakeholders<br>• Ability to Work effectively under pressure to meet critical deadlines.<br>• Ability to review code according to industry best practices to ensure highest quality<br>• Ability to Handle Uncertainty and change requests/support on a frequent basis.<br>• Will be Involved in all phases of the development cycle<br>• Ability to benchmark and improve performance of the application on an ongoing basis.<br>• Ability to pick up new technologies and upskill as required<br>• Partner with QA team to address the identified defects on priority<br>• Participate in post implementation issues and performance review.<br>• Excellent Verbal and Written - Communication and Presentation Skills. |

## 7. DevOps Lead

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| i | **Educational Qualification** | Bachelor's degree or foreign equivalent required from an accredited institution. |
| ii | **Experience** | At least 12 years of experience with Information Technology. |
| iii | **Job Profile** | Devops Lead will be responsible for Designing, Developing, implementing and maintaining CI/CD pipeline, Providing technical leadership and support to software development teams. Devops Lead will Evaluate and select appropriate software and suggest integration methods, assist with solving technical problems when they arise, |

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| | | working on ways to automate and improve development and release processes. Identifying technical problems and developing software updates and 'fixes ', address technical concerns, ideas and suggestions, monitor systems to ensure they meet both user needs and business goals. |
| iv | **Primary Skills** | • Should possess good knowledge on software configuration management systems<br>• Should have expertise in implementing CI/CD pipeline an related tools for cloud and on-prem infrastructure<br>• Should be aware of latest technologies and industry trends with the ability to inspire and guide small teams<br>• Logical thinking and problem-solving skills along with an ability to collaborate would be a must<br>• Should have good knowledge of SDLC and agile methodologies<br>• Expertise in J2EE, Shell Scripting, Python etc.<br>• Working knowledge of Open-Source Software Tomcat, NodeJS, HTTPD, Nginx etc. |
| v | **Nice to have** | • Code Management System – SVN / GitHub<br>• Build – Maven / Ant / Gradle<br>• Cloud - AWS/GCP/Azure<br>• Repository – Artifactory / Nexus<br>• Code Quality – SonarQube / Junit / PMD<br>• Continuous Integration Tools – Jenkins<br>• Continuous Deployment – Ansible / Chef<br>• Containerization – Docker / Kubernetes / OpenShift / Pivotal<br>• Scripting - Shell Scripting / Power Shell / Python<br>• Operating System - Unix, Linux (Red Hat Enterprise)<br>• Logging and Monitoring – Splunk / ELK / APM & Diagnostic Tools / Cloud monitoring solutions<br>• Test Automation – Selenium / Cucumber / Appium |
| vi | **Important** | The job entails sitting as well as working at a computer for extended periods of time. Should be able to communicate by telephone, email, or face to face. Travel may be required as per the job requirements. |

## 8. Technical Architect

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|---|---|---|
| i | **Educational Qualification** | Bachelor's degree in Engineering, MCA, Indian or foreign equivalent required from an accredited institution |
| ii | **Experience** | At least 13 years of experience with Information Technology. |
| iii | **Job Profile** | Technical Architect will be responsible for Designing functional technology solutions, overseeing development and implementation of programs, Providing technical leadership and support to software development teams. TA will Evaluate and select appropriate software or hardware and suggest integration methods, assist with solving technical |

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| | | problems when they arise, Ensure the implementation of agreed architecture and infrastructure, address technical concerns, ideas and suggestions, Monitor systems to ensure they meet both user needs and business goals. |
| iv | **Primary Skills** | • Minimum 7-8 years of hands-on experience designing software Architecture, Architecture Patterns, Design Patterns, Dev ops and SRE<br>• Minimum 7 years of experience in design and development.<br>• 5 Years of experience in Solution Architecture<br>• Proven experience as a Technical Architect or Technical Project Manager<br>• Hands-on experience with software development and system administration<br>• Understanding of strategic IT solutions<br>• Experience in project management and service-oriented architecture (SOA)<br>• Knowledge of selected coding languages (e.g., JavaScript, Java, J2EE)<br>• Familiarity with various operating systems (e.g., Windows, UNIX) and databases (e.g., MySQL)<br>• Experience in cloud technologies (e.g., AWS, Azure, VMware)<br>• Excellent communication skills<br>• Problem-solving aptitude<br>• Organizational and leadership skills |
| v | **Nice to have** | • Experience working with or an interest in Agile Methodologies, such as XP, Scrum or Kanban.<br>• Knowledge in Financial domain.<br>• Excellent interpersonal communications skills<br>• Ability to work independently and produce results in a fast paced, team environment.<br>• Ability research into new areas and come up with ideas and solutions.<br>• Ability to work on projects independently and need to be capable of time management.<br>• Teamwork skills to coordinate their efforts with the work that's being performed by other design and development professionals.<br>• Ability to identify and resolve issues faced during the projects assigned |
| vi | **Important** | The job entails sitting as well as working at a computer for extended periods of time. Should be able to communicate by telephone, email, or face to face. Travel may be required as per the job requirements. |

## 9. Technical Program Manager

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|---|---|---|
| i | **Educational Qualification** | Bachelor's degree in Engineering, MCA, Indian or foreign equivalent required from an accredited institution |
| ii | **Experience** | At least 18 years of experience with Information Technology. |
| iii | **Job Profile** | In the role of Technical Program Manager, you will provide direction for the development , design and systems integration for projects/program(s) from definition phase through implementation, contribute to design and |

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| | | establishment of requirements, apply significant knowledge of industry trends, easily recognize system deficiencies and implements effective solutions, deliver products consistently, on time and on budget, oversee testing and report results—adjust requirements as needed, work closely during all phases of development lifecycle, review all work produced by development team, ensure code produced meets security standards, conduct regular status meetings with all necessary stakeholders, own the development lifecycle and is responsible for managing risks throughout the project, communicate and enforce coding standards, manages resources within budget and project schedule and consistently deliver high-quality services. You will be part of a learning culture, where teamwork and collaboration are encouraged, excellence is rewarded, and diversity is respected and valued. |
| iv | **Primary Skills** | • Minimum 10 years of hands-on experience program management, delivering large programs end-to-end and team management<br>• Minimum 7 years of experience in design and development.<br>• Good Understanding on tools like Jenkins, GIT and continuous integration will be a plus.<br>• Strong in leadership skills, programming and scripting, analytical skills, and problem-solving ability<br>• Must have a high degree of initiative and flexibility with high customer orientation. |
| v | **Secondary Skills** | • Experience working with or an interest in Agile Methodologies, such as XP, Scrum or Kanban.<br>• Knowledge in Financial domain.<br>• Excellent interpersonal communications skills<br>• Experience in leading innovation with cutting edge technology platform<br>• PMP and SAFE certified<br>• Experience in creating out of Box solution<br>• Experience in large scale Digital Transformation<br>• Ability to work independently and produce results in a fast paced, team environment.<br>• Ability research into new areas and come up with ideas and solutions.<br>• Ability to work on projects independently and need to be capable of time management.<br>• Teamwork skills to coordinate their efforts with the work that's being performed by other design and development professionals.<br>• Ability to identify and resolve issues faced during the projects assigned |
| vi | **Important** | The job entails sitting as well as working at a computer for extended periods of time. Should be able to communicate by telephone, email, or face to face. Travel may be required as per the job requirements. |

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**E. Other Conditions (for all posts above):**

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| **1.** | **Reservation** | **i.** Reservations / Relaxations / Concessions would be given to SCs / STs / OBCs / EWS/PwBD candidates as per guidelines issued by the Government of India from time to time.<br>**ii.** Caste / Category Certificate issued by competent authority in the prescribed format as stipulated by Government of India in case of SC / ST / OBC/ PWBD category candidates.<br>**iii.** In case of candidates belonging to OBC category, certificate should specifically contain a clause that the candidate does not belong to creamy layer section excluded from the benefits of reservation for Other Backward Classes in Civil post & services under Government of India. Candidates belonging to OBC category but coming under creamy layer are not entitled to OBC reservation. They should indicate their category as General in the online application form. The candidate should possess a valid OBC certificate with a Non-creamy layer clause as per the Government of India guidelines, from time to time. **OBC Certificate should not be more than one year old from the last date of application**.<br>**iv.** It is clarified that it may not be possible to employ candidates with disability in all offices / departments of the Bank and they will have to work in the post / centres as decided by the Bank in this regard.<br>**v.** Candidate belonging to reserved category including Person with Disabilities for whom no reservation has been mentioned are free to apply for vacancies announced for unreserved category provided they fulfil all the eligibility criteria applicable to unreserved category.<br>**vi.** PWD candidate should produce a certificate issued by a competent authority as per the Government of India Guidelines.<br>**vii.** Reservation for Economically Weaker Section (EWS) in recruitment is governed by Office Memorandum no. 36039/1/2019-Estt (Res) dated 31.01.2019 of Department of Personnel & Training, Ministry of Personnel, Public Grievance & Pensions, Government of India. Disclaimer: "EWS vacancies are tentative and subject to further directives of Government of India and outcome of any litigation. The appointment is provisional and is subject to the income & Asset certificate being verified through the proper channels."<br>**viii.** Benefit of reservation under EWS category can be availed upon production of an 'Income and Asset Certificate' issued by a Competent Authority on the format prescribed by Government of India. |
| **2.** | **Only one Post to be applied by each candidate** | One candidate can apply for only one post under this advertisement. Multiple candidatures, involving one post or several posts shall result in rejection of all applications from the candidate. |

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| **3.** | **Right to raise/modify the eligibility criteria** | **Important:** The Bank reserves the right to raise/modify the eligibility criteria in educational qualification and minimum work experience in order to restrict the number of candidates to be called for Interview, commensurate with the number of posts. |
| **4.** | **Selection Procedure** | Selection would be by way of shortlisting and Personal Interview to be held online on a suitable date (to be informed in due course) before the Selection Committee. The Bank will undertake a preliminary screening of the applications for preparing, if necessary, to prepare a shortlist of eligible candidates to be called for interview. Thus, merely fulfilling the requirements laid down in the advertisement would not automatically entitle any candidate to be called 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.<br><br>**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 score 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.<br><br>**Wait List:** SIDBI reserves the right to draw wait lists of candidates in different Grades and consider such wait listed candidate(s) for meeting actual requirement. |
| **5.** | **HOW TO APPLY** | **i.** Duly filled in application (in English or Hindi), as per the format available on the Bank's website with a recent passport size photograph pasted thereon and Curriculum Vitae, bearing full signature of the candidate across the same with date, should be sent in an A4 size envelope, so as to reach the **Chief General Manager, Human Resources Vertical (HRV), Small Industries Development Bank of India, Swavalamban Bhavan, Plot No. C-11, 'G' Block, Bandra Kurla Complex, Bandra (East), Mumbai – 400051 OR can directly share their signed and scanned application on email id recruitment@sidbi.in** on or before **November 21, 2021**. The envelope containing the application should bear the superscription "**Application for the post of -------*(As may be applicable)*"**.<br><br>**ii.** Applications should be accompanied by self-attested copies of relevant certificate(s) / documents, in support of proof of identity, address, age, educational qualification (educational certificates/mark-sheets), work experience, caste certificate, PwD Certificate etc, as mentioned in the application form.<br><br>**iii.** An application not accompanied by photocopies/ scanned copies (in cases of applied online) of relevant certificate(s) / documents, or not in prescribed format or not signed by the candidate or incomplete in any respect or received after due date will not be entertained under any circumstances.<br><br>**iv. Handwritten Applications/ or Curriculum Vitae shall be summarily** |

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| | | **rejected.** |
| **6.** | **Others** | **i.** **The relevant experience certificate from employer must contain specifically that the candidate had experience in that related field as required.**<br>**ii.** The candidate must be a citizen of India.<br>**iii.** The number of vacancies including reserved vacancies mentioned above are provisional and may vary according to the act.<br>**iv.** The designations / name of the post mentioned above are only indicative. The Bank reserves the right to change the name of post / designation at any time without notice.ual requirement of the Bank.<br>**v.** Intimation/ call letter for interview will be sent by email or will be uploaded on Bank's website. NO HARD COPY WILL BE SENT.<br>**vi.** Candidates are advised to indicate a working e-mail ID and mobile phone no. in their application under this advertisement and maintain the same active for receiving communication viz. call letters/ Interview date advices etc. The indicated e-mail ID and mobile phone no. should not be changed during Interview process. The Bank takes no responsibility for any delay in receipt or loss of any communication.<br>**vii.** The Interview shall take place online. Candidates should ensure availability of necessary infrastructure as specified in call letter in this regard.<br>**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.<br>**ix.** In case of selection, candidates will be required to produce proper discharge certificate from the employer at the time of taking up the appointment.<br>**x.** Candidates are advised that they should not furnish any particulars or information that are false, tampered/ fabricated or should not suppress any material information while applying for the post.<br>**xi.** Appointments of selected candidates will be subject to his / her being declared medically fit by Bank Medical Officer, satisfactory report about his / her character and background verifications, satisfactory report from his / her previous employer and referees, verification of caste / tribe and class certificate and completion of all other pre recruitment formalities to the complete satisfaction |

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| | | of the Bank.<br>**xii.** In case it is detected at any stage that a candidate does not fulfill any of the eligibility criteria for the post applied for and / or that he / she has furnished any incorrect information or has suppressed any material fact(s), or has resorted to Impersonating or procuring impersonation by any person; his / her candidature will stand cancelled forthwith. If any of these shortcomings is / are detected even after the appointment, his/her services will be liable to be terminated forthwith.<br>**xiii.** 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.<br>**xiv.** Decisions of the Bank in all matters regarding eligibility, shortlisting, conduct of interview, selection, calling for joining etc, would be final and binding on the applicants for the posts. No representation or correspondence will be entertained by the Bank in this regard. Canvassing in any form will lead to disqualification of candidature. |

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