



# State Bank of India

CENTRAL RECRUITMENT & PROMOTION DEPARTMENT,  
CORPORATE CENTRE, MUMBAI

(Phone : 022-2282 0427; Fax : 022-2282 0411; E-mail : crpd@sbi.co.in)

## RECRUITMENT OF SPECIALIST CADRE OFFICERS IN STATE BANK OF INDIA ON REGULAR AND CONTRACT BASIS

ADVERTISEMENT NO. CRPD/SCO/2017-18/05

- ☞ On-line Registration of Application: 25/07/2017 TO 10/08/2017
- ☞ Payment of Fee On-line: 25/07/2017 TO 10/08/2017
- ☞ Last Date of Receipt of Hard Copy of Online application alongwith enclosure : 21/08/2017

State Bank of India invites on-line applications from Indian citizens for appointment in following Specialist Cadre Officers post in State Bank of India. Candidates are requested to apply on-line through Bank's website <https://www.sbi.co.in/careers/ongoing-recruitment.html> or <https://bank.sbi/careers>.

### PLEASE NOTE THAT

1. A candidate may apply for more than 1 post separately under this project subject to fulfilling eligibility criteria.
2. The process of Registration of application is completed only when fee is deposited with the Bank through Online mode on or before the last date for fee payment.
3. Before applying, candidates are requested to ensure that they fulfill the eligibility criteria for the post as on the date of eligibility. Candidature will be subject to verification of details/documents when the candidate reports for interview.
4. Candidates are advised to check Bank's website <https://www.sbi.co.in/careers> or <https://bank.sbi/careers> for details and updates.

### VACANCIES DETAILS : REGULAR POSITION :

Sr. No.	Post	Vacancies				Age as on 31.03.2017		Educational Qualification as on 31.03.2017	Relevant full-time post qualifications experience & Skill Set as on 31.03.2017 (Excluding Training & Teaching experience)
		Total	General	OBC	PWD (OH)	Minimum	Maximum		
<b>REGULAR POSITIONS</b>									
1	DGM (Cyber Security)	1	1	-	-	28 Years	45 Years	Engineering Graduate (BE / B.Tech) with specialisation in Information Security / IT Risk Management/ Information Assurance/Cyber security and Digital Threat Management with any one of the below certifications : <ul style="list-style-type: none"> <li>■ Certified Information Systems Security Professional (CISSP)</li> <li>■ Certified Information Security Manager (CISM)</li> <li>■ Certified Ethical Hacker (CEH)</li> <li>■ Certified Information System Auditor (CISA).</li> </ul>	Minimum 10 years' of experience in Information Security area preferably in BFSI, IT and Telecom industry out of which minimum 5 years of extensive experience in managing Cyber security.  <b>Key Skills -</b> <ul style="list-style-type: none"> <li>• Keen interest in Information Security and IT Security and developments in the sector</li> <li>• Attention to detail, analytical abilities and the ability to recognise trends in data</li> <li>• Creativity and patience</li> <li>• Logic and objectivity</li> <li>• Inquisitive nature</li> <li>• Proactive approach with the confidence to make decisions</li> <li>• Methodical and well-organised approach to work</li> <li>• Ability to work under pressure and meet deadlines</li> <li>• Good communication skills and the ability to interact effectively with a range of people</li> <li>• Understanding of confidentiality issues and the law relating to them.</li> </ul>
2	AGM (Cyber Security)	1	1	-	-	26 Years	40 Years	Engineering Graduate (BE / B.Tech) with specialisation in Information Security / IT Risk Management/ Information Assurance/Cyber security and Digital Threat Management with any one of the below certifications : <ul style="list-style-type: none"> <li>■ Certified Information Systems Security Professional (CISSP)</li> <li>■ Certified Information Security Manager (CISM)</li> <li>■ Certified Ethical Hacker (CEH)</li> <li>■ Certified Information System Auditor (CISA).</li> </ul>	Minimum 8 years' of experience in Information Security area preferably in BFSI, IT and Telecom industry out of which minimum 5 years of extensive experience in managing Cyber security.  <b>Key Skills -</b> <ul style="list-style-type: none"> <li>• Keen interest in Information Security and IT Security and developments in the sector</li> <li>• Attention to detail, analytical abilities and the ability to recognise trends in data</li> <li>• Creativity and patience</li> <li>• Logic and objectivity</li> <li>• Inquisitive nature</li> <li>• Proactive approach with the confidence to make decisions</li> <li>• Methodical and well-organised approach to work</li> <li>• Ability to work under pressure and meet deadlines.</li> <li>• Good communication skills and the ability to interact effectively with a range of people</li> <li>• Understanding of confidentiality issues, and the law relating to them.</li> </ul>

Sr. No.	Post	Vacancies				Age as on 01.07.2017		Educational Qualification as on 01.07.2017	Relevant full-time post qualifications experience & Skill Set as on 01.07.2017 ( Excluding Training & Teaching experience)
		Total	Gen	OBC	PWD (OH)	Minimum	Maximum		
<b>REGULAR POSITIONS</b>									
3	Dy. Manager (IS Audit)	5	4	1	1	21 Years	35 Years	BE/ B.Tech in information technology/Computer Science/Computer Application/Electronics/Electronics & Instrumentations with minimum 60% of marks: <b>■ CISA- Compulsory and CEH-Preferred</b>	: Minimum 3 years of experience from Renowned firm/Corporate in IS Audit. Experience in Cyber Security, Ethical Hacking are preferred. <b>Key Skills -</b> • Experience in VAPT tools like Nessus, Ratine, SAINT and Kali Linux.

**CONTRACTUAL POSITIONS**

Sr. No.	Post	Vacancies				Age as on 31.03.2017		Educational Qualification as on 31.03.2017 and contract period	Relevant full-time post qualifications experience & Skill Set as on 31.03.2017 ( Excluding Training & Teaching experience)
		Total	Gen	OBC	PWD (OH)	Minimum	Maximum		
1	Vice President - Customer Analytics (Asset Products)	1	1	-	-	26 Years	45 Years	Master's degree in Statistics, Mathematics from reputed university / MBA (Marketing/Finance/ Operations) or MCA from reputed institution. <b>Contract period : 3 years and extendable at the option of the Bank.</b>	Minimum 8 years of experience working in Analytics in the BFSI sector. <b>Key skills :</b> • Thorough understanding of Balance Sheet and P&L statements, and product profitability drivers • Excellent organizational skills – and the ability to work across team boundaries, building partnerships and consensus to execute key projects • Excellent communication skills • The ability to frame problems in the context of a profitable asset portfolio • Understanding of and ability to work with computer systems and programming languages to handle large volumes of data quickly and effectively will be a desirable skill • Understanding of marketing communication and customer behaviour.
2	Senior Manager (Product Specialist)	2	2	-	-	27 Years	35 Years	MBA from a reputed institute. <b>Contract period : 3 years and extendable for another 2 years at the option of the Bank.</b>	: Minimum 5 years experience in banking liability products and technology related areas in any Public sector Bank/Foreign Bank/Private Bank. <b>Key Skills -</b> • Candidates with knowledge of IT Systems and infrastructure. Good communication skills shall be preferred.
3	Vice president (Complaints Management)	1	1	-	-	27 Years	35 Years	Engineering graduate with MBA in Marketing from a reputed University/institute. <b>Contract period : 3 years and extendable for another 2 years at the option of the Bank.</b>	: Minimum 7 years experience in field of marketing, handling customer complaints in service industry in a large corporate. <b>Key Skills -</b> • Leadership, Communication skill, Team Management, Strive for excellence and raise the bar, Collaboration skills and Ability to understand the organization dynamics.

Sr. No.	Post	Vacancies				Age as on 01.07.2017		Educational Qualification as on 01.07.2017 and contract period	Relevant full-time post qualifications experience & Skill Set as on 01.07.2017 ( Excluding Training & Teaching experience)
		Total	Gen	OBC	PWD (OH)	Minimum	Maximum		
4	Assistant Vice President (IS Audit)	5	4	1	1	32 Years	45 Years	BE/ B.Tech in information technology/Computer Science/Computer Application/Electronics/Electronics & Instrumentations with minimum 60% of marks. <b>■ CISA- Compulsory and CEH-Preferred</b> <b>Contract period : 3 years and extendable for another 2 years at the option of the Bank.</b>	: Minimum 10 years of experience from Renowned firm/Corporate in IS Audit. Experience in Cyber Security, Ethical Hacking are preferred. <b>Key Skills -</b> • Experience in VAPT tools like Nessus, Ratine, SAINT and Kali Linux.
5	Senior Manager (IS Audit)	5	4	1	1	28 Years	40 Years	BE/ B.Tech in information technology/Computer Science/Computer Application/Electronics/Electronics & Instrumentations with minimum 60% of marks. <b>■ CISA- Compulsory and CEH-Preferred</b> <b>Contract period : 3 years and extendable for another 2 years at the option of the Bank.</b>	Minimum 7years of experience from Renowned firm/Corporate in IS Audit. Experience in Cyber Security, Ethical Hacking are preferred. <b>Key Skills -</b> • Experience in VAPT tools like Nessus, Ratine, SAINT and Kali Linux.

**ABBREVIATIONS :**

**Category: SC-** Scheduled Caste, **ST-** Scheduled Tribe, **OBC-** Other Backward Classes, **PWD-** Persons with Disability, **OH-** Orthopedically Handicapped, **GEN -** General

**POSTS :**

**DGM (Cyber Security) :** Deputy General Manager (Cyber Security), **AGM (Cyber Security) :** Assistant General Manager (Cyber Security)

Position	Role, Responsibilities and Key Performance Areas
DGM (Cyber Security) & AGM (Cyber Security)	<p><b>Role :</b> Assist the GM &amp; Group CISO by managing Core Cyber Security programs and handling strategic planning of Cyber security.</p> <p><b>Responsibilities :</b> Handling the Core Security infrastructure, Security planning &amp; security operations of the Bank. Drawing up and implementing new Cyber security initiatives, preparing cyber security architecture of the bank to meet its projected needs to and to remain abreast of times in terms of Cyber Security procedures. Guiding and monitoring Red team exercises, Cyber drills etc.</p> <p><b>Key Performance Areas : Manage IT Security infrastructure / Security Planning</b></p> <ul style="list-style-type: none"> <li>• Draw and update periodically Cyber Security program for the Bank</li> <li>• Analyze and establish security requirements for Bank's systems/networks.</li> <li>• Defend systems against unauthorized access, modification and / or destruction.</li> <li>• Incident Management.</li> <li>• Defining access privileges, control structures and resources.</li> <li>• Vulnerability testing, risk analyses and security assessments.</li> </ul>

Any other matter, as may be entrusted by the Bank from time to time

<p><b>DGM (Cyber Security)</b></p> <p><b>&amp;</b></p> <p><b>AGM (Cyber Security)</b></p>	<ul style="list-style-type: none"> <li>Identify abnormalities and report violations.</li> <li>Oversee and monitor routine security administration</li> <li>Develop and update business continuity and disaster recovery protocols.</li> <li>Train fellow employees in security awareness, protocols and procedures</li> <li>Design and conduct security audits to ensure operational security</li> <li>Respond immediately to security incidents, manage remediation and provide post-incident analysis</li> <li>Research and recommend security upgrades</li> <li>Provide technical advice to colleagues</li> <li>Oversee and manage Security Operations Centre</li> <li>Co-ordinate with external/regulatory agencies</li> </ul> <p><b>Vendor Management</b></p> <ul style="list-style-type: none"> <li>Maintain relationships with the Bank's partners who support various IT security applications.</li> <li>Enhance the level of monitoring mechanisms for these partners' performance and delivery standards</li> <li>Negotiate contracts with vendors and manage costs and schedule of deliverables.</li> <li>Work with multi department and multi vendor situations.</li> </ul> <p><b>Compliance</b></p> <ul style="list-style-type: none"> <li>Ensure implementation of proper standards for governance as well as regulatory compliance</li> <li>Be responsible for IT security management and compliance with Information Security and Cyber Security policies as well as regulatory prescriptions.</li> </ul> <p><b>Provide Expertise</b></p> <ul style="list-style-type: none"> <li>Provide industry expertise in all aspects of the Bank's Cyber security needs/program.</li> <li>Track a broad range of emerging technologies to determine their maturity and applicability to the Bank.</li> <li>Map current and future security standards</li> <li>Develop standards and benchmarking for IT security being used in the Bank.</li> <li>Evaluate the cost efficiency of emerging security related technologies and assess their applicability to current needs of the Bank.</li> <li>Manage Digital Forensics.</li> </ul>	<p>Any other matter, as may be entrusted by the Bank from time to time</p>
<p><b>Dy. Manager (IS Audit)</b></p> <p><b>&amp;</b></p> <p><b>Assistant Vice President (IS Audit)</b></p> <p><b>&amp;</b></p> <p><b>Senior Manager (IS Audit)</b></p>	<ul style="list-style-type: none"> <li>Conduct Audits to assess the adequacy and effectiveness of implementation of established IS framework.</li> <li>Recommend necessary updates to strengthen security controls and process documentation (i.e. control matrices, flowcharts, testing documentation) in accordance with IS audit objectives.</li> <li>Design Audit procedures to execute the annual audit plan, assess controls and to meet audit objectives.</li> <li>Verify compliance of organizational security policies and government regulations.</li> <li>Study and analyze reports received from various financial institution, non-banking financial institutions and financial regulatory bodies of India in coordination with information Security Department (ISD).</li> <li>Analyze and interpret audit results and prepare reports for putting up to leadership, and perform statistical sampling to accomplish audit procedures.</li> <li>Perform testing and walk-through procedures to determine compliance on assigned &amp; mandated/required processes.</li> <li>Evaluate the adequacy and timeliness of management's response and the corrective action taken on significant audit recommendations.</li> <li>Provide appropriate recommendation for the mitigation of identified IS risks.</li> <li>Run IS awareness campaigns and provide is training to the key stakeholders in coordination with ISD.</li> <li>Act as liaison for internal management and external IT auditors.</li> <li>To provide consultancy to information Security Function for including best practices in developing framework for information Security.</li> <li>Act as Project leader for special audit projects and provide advisory and consulting services to management.</li> </ul>	<p>Any other matter, as may be entrusted by the Bank from time to time</p>
<p><b>Vice President - Customer Analytics (Asset Products)</b></p>	<ul style="list-style-type: none"> <li>Design and execution of cross-sell programs offering the Bank's lending products to existing liability and asset customers – based on customer eligibility criteria, ensuring adherence to existing credit and communication policies</li> <li>Understand drivers of profitability across lending product portfolios, and design strategy to enhance revenues from asset book without deterioration in credit quality</li> <li>Design and implement pricing strategy for lending products – based on risk and overall relationship value – to optimize revenue generation from existing clients</li> <li>Monitor and drive realization of fee revenues from asset products</li> <li>Evolve strategy for deployment of capital, and manpower resources to optimize Risk-adjusted return on assets for the bank</li> <li>Design and develop reports targeted at monitoring the health of the lending portfolio by segment, product and portfolio vintage and to generate alerts when threshold levels are threatened</li> <li>Support the Merchant Acquiring business by informing merchant-level MDR and fee-pricing decisions to optimize the bank's revenues across the customer's relationship</li> <li>Monitor and drive asset cross-sell and on-boarding of priority sector loans without impairment of portfolio delinquency and profitability metrics</li> <li>Design a cap-and-threshold policy regime to balance risk and return for the overall portfolio and for products within the portfolio</li> <li>Manage a pipeline of analytical requests arising from various groups within the bank – including understanding of the business need, guidance of the analyst team, prioritizing and assignment of tasks and ensuring timely delivery without compromising on the quality of deliverables</li> <li>Ensure timely and effective communication to all levels of senior management to highlight issues and concerns related to business performance or project progress</li> <li>Drive initiatives for achievement of Analytics team KRAs</li> <li>Provide Leadership and guidance to assigned team within the Analytics department</li> </ul>	<p>Any other matter, as may be entrusted by the Bank from time to time</p>
<p><b>Senior Manager (Product Specialist)</b></p>	<ul style="list-style-type: none"> <li>Designing of Current Account Products for corporates, Government, Quasi-Government Bodies etc.</li> <li>Customization of existing Current Account products for clients.</li> <li>Analyzing the present day Current Account Product solutions required in the market.</li> <li>Obtention of information regarding current account product solutions being offered by competitors and customization of Bank's existing solutions accordingly.</li> <li>Coordination with IT team at GITC for software development to support new initiatives.</li> </ul>	<p>Any other matter, as may be entrusted by the Bank from time to time</p>
<p><b>Vice president (Complaints Management)</b></p>	<ul style="list-style-type: none"> <li>To induct best practices and market connect</li> <li>To be responsible for ensuring investigation, resolution and reporting of all customer related complaints.</li> <li>Respond positively to new initiatives that are brought onto practice making sure they easily become part of customer experience service delivery.</li> <li>To liaise with all levels of management throughout the business.</li> <li>Participate and assist in the implementation of CRM of the Bank</li> <li>Developing/improving of feedback or complaints procedure portal</li> <li>Any other work as entrusted by the controllers</li> </ul>	<p>Any other matter, as may be entrusted by the Bank from time to time</p>

**1. ELIGIBILITY CRITERIA :**

Candidate should fulfill the eligibility criteria stipulated against posts mentioned above.

a) PWD (OH) candidate who suffer from not less than 40% of relevant disability and wants to avail the benefit of reservation will have to submit a disability certificate issued by the Medical Board duly constituted by Central or State government. The certificate should be dated on or before last date of registration of application.

b) Relaxation in upper age limit for OBC and PWD(OH) candidates as per government guidelines.

**2. EMOLUMENTS: REGULAR POSITIONS :**

a) **DEPUTY GENERAL MANAGER (Cyber Security) :** Pay Scale : 68680-1960/4-76520

b) **ASSISTANT GENERAL MANAGER (Cyber Security) :**

Pay Scale : 59170-1650/2-62470-1800/ 2-66070

c) **Dy Manager (IS Audit):** Pay Scale 31705 -1145/1- 32850 -1310/10 - 45950

The officials will also be eligible for DA, HRA, CCA, PF, Contributory Pension Fund and perquisites as admissible to the corresponding grade etc. as per rules in force from time to time the total compensation per annum would be approximately Rs.40.20 lacs for DGM (Cyber Security),Rs. 26.18 lacs for AGM (Cyber Security). And Rs. 15.09 lacs for Dy. Manager (IS Audit).

**CONTRACTUAL POSITIONS :** The compensation package (CTC) would comprise of fixed and variable components but not a limiting factor for a suitable candidate.

**3. PROBATION :** As per Banks instructions / decided by the competent authority.

**4. SELECTION PROCEDURE :**

**SELECTION PROCEDURE FOR THE REGULAR AND CONTRACTUAL POSITIONS :**

Selection for these posts will be by shortlisting and interview.

Candidates are advised to send the computer generated hard copy of application duly signed and pasted with their recent photographs along with relevant documents (ID Proof, date of birth, educational qualification certificates, experience certificates, current pay slip, Form 16/ITR-2016-17, OBC (Non Creamy layer), PWD (OH) Certificate and brief resume) to :

**The General Manager, State Bank of India, Corporate Centre, Central Recruitment & Promotion Department, Atlanta Building, 3rd floor, Plot No. 209, VBR, Block No.III, Nariman Point, Mumbai - 400 021.**

In case of non-receipt of print out of online applications with required documents by **21.08.2017**, their candidature will not be considered for the shortlisting and interview. An envelop superscribed with 'Application for the post of .....

**Please mail soft copy of resume to this office on " crpd@sbi.co.in", in addition to hard copy.**

**Interview :** Adequate number of candidates as decided by the Bank will be called for Interview. The qualifying marks in Interview will be as decided by the Bank.

**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 mark at cut off point], such candidates will be ranked according to their age in descending order, both in the select list as well as in the wait list.

**5. PLACE OF POSTING :** Candidates likely to be posted at Mumbai / Navi Mumbai. Bank reserves the rights to post his/her as per requirement of the Bank.

**6. APPLICATION FEE AND INTIMATION CHARGE (Non-refundable)**

Sr. No.	Category	Total
1.	SC/ST/PWD	Rs.100/- (Intimation Charges only)
2.	General and OBC	Rs. 600/- (App. Fee including intimation charges)

**7. HOW TO APPLY :**

FOR DETAILED GUIDELINES / PROCEDURE ON

(a) Application registration (b) Payment of fees (c) Photograph & Signature scan & upload.

Visit Bank's website <https://www.sbi.co.in/careers/ongoing-recruitment.html>

**8. ACTION AGAINST CANDIDATES FOUND GUILTY OF MISCONDUCT :** Candidates are cautioned that they should not furnish any particulars that are false, tampered/ fabricated and they should not suppress any material information while filling up the application form.

**9. GENERAL INFORMATION:**

- (I) Candidates should satisfy themselves about their eligibility for the post applied for.
- (ii) 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.
- (iii) In case of selection, candidates will be required to produce proper discharge certificate from the employer at the time of taking up the appointment.
- (iv) A declaration will have to be submitted in the prescribed format by candidates seeking reservation under OBC category stating that he/she does not belong to the creamy layer as on 01.04.2017. OBC certificate containing the "non creamy layer " clause issued during the period from 01.04.2017 to the date of interview should be submitted by such candidates, if called for interview.
- (v) Candidates are advised in their own interest to apply online well before the closing date and not to wait till the last date to avoid the possibility of disconnection / inability / failure to log on to the website on account of heavy load on internet or website jam.
- (vi) SBI does not assume any responsibility for the candidates not being able to submit their applications within the last date on account of aforesaid reasons or for any other reason beyond the control of SBI.
- (vii) Candidates are advised to keep their e-mail ID alive for receiving advices, viz. call letters/ Interview advices etc.
- (viii) Appointment of selected candidates is subject to his /her being declared medically fit as per the requirement of the Bank.
- (ix) Any legal proceedings in respect of any matter of claim or dispute arising out of this advertisement and/or an application in response thereto can be instituted only in Mumbai and courts/tribunals/ forums at Mumbai only shall have sole and exclusive jurisdiction to try any cause/dispute.

**10. DISCLAIMER :**

- (I) **IN CASE IT IS DETECTED AT ANY STAGE OF RECRUITMENT THAT A CANDIDATE DOES NOT FULFIL 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 EXAMINATION, OTHER TESTS AND SELECTION WOULD BE FINAL AND BINDING ON ALL CANDIDATES. NO REPRESENTATION OR CORRESPONDENCE WILL BE ENTERTAINED BY THE BANK IN THIS REGARD.**

**11. ANNOUNCEMENTS**

All further announcements/ details pertaining to this process will be published/ provided only on SBI authorised website <https://www.sbi.co.in/carees> or <https://bank.sbi/careers>. from time to time.

**CANVASSING IN ANY FORM WILL BE A DISQUALIFICATION**

Mumbai,  
Date: 25.07.2017

**GENERAL MANAGER**

This advertisement is also available on Bank's Website: <https://bank.sbi/careers> or <http://www.sbi.co.in/careers>  
The Bank is not responsible for printing errors, if any.