



Central Recruitment & Promotion Department Corporate Centre, Mumbai

Phone: 022-22820427

RECRUITMENT OF SPECIALIST CADRE OFFICERS IN SBI ON REGULAR & CONTRACT BASIS

ADVERTISEMENT NO: CRPD/SCO/2020-21/4

ONLINE REGISTRATION OF APPLICATION & PAYMENT OF FEES: FROM 23.06.2020 TO 13.07.2020

State Bank of India invites Online application from Indian citizen for appointment to the following Specialist Cadre Officers posts. Candidates are requested to apply Online through the link given on Bank's website <https://bank.sbi/careers> or <https://www.sbi.co.in/careers>

1. The process of Registration is complete only when fee is deposited with the Bank through Online mode on or before the last date for payment of fee.
2. Before applying, candidates are requested to ensure that they fulfil the eligibility criteria for the post as on the date of eligibility.
3. **Candidates are required to upload all required documents (Brief Resume, ID proof, Age proof, Educational qualification, Experience, PWD Certificate (If applicable), etc.) failing which their application/candidature will not be considered for shortlisting/ interview.**
4. Short listing will be provisional without verification of documents. Candidature will be subject to verification of all details/ documents with the original when a candidate reports for interview (if called).
5. In case a candidate is called for interview and is found not satisfying the eligibility criteria (Age, Educational Qualification and Experience etc.) he/ she will neither be allowed to appear for the interview nor be entitled for reimbursement of any travelling expenses.
6. Candidates are advised to check Bank's website <https://bank.sbi/careers> or <https://www.sbi.co.in/careers> regularly for details and updates (including the list of shortlisted/ selected candidates). The Call (letter/ advice), where required, will be sent by e-mail only (no hard copy will be sent).
7. **ALL REVISIONS/ CORRIGENDUM (IF ANY) WILL BE HOSTED ON THE BANK'S WEBSITE ONLY.**
8. In case more than one candidate scores same marks as cut-off marks in the final merit list (common marks at cut-off point), such candidates will be ranked in the merit according to their age in descending order.
9. Hard copy of application & other documents not to be sent to this office.

A. DETAILS OF POSTS /VACANCY/ AGE/PLACE OF POSTING/SELECTION PROCESS/CONTRACT PERIOD:

Post Sl.No	Post	Contractual / Regular	Total Vacancy	Category-wise Vacancy							Age as on (01/01/2020)		Place of Posting	Selection Process
				Gen	EWS	OBC	SC	ST	Total	LD (OA/OL)	Min	Max		
1	Vice President (Stressed Assets Marketing)	Contractual	1	1	--	--	--	--	1	1	--	50	Mumbai	Shortlisting, Interview & CTC Negotiation
2	Chief Manager (Special situation Team)	Regular SMGS-IV	3	3	--	--	--	--	3	1	--	42		Shortlisting & Interview
3	Deputy Manager (Stressed Assets Marketing)	Regular MMGS II	3	3	--	--	--	--	3	1	--	35		

ABBREVIATIONS CATEGORY **Gen:** General, **EWS:** Economically Weaker Sections, **OBC:** Other Backward Classes, **SC:** Scheduled Caste, **ST:** Scheduled Tribe, **LD:** Locomotive Disability, **OA:** One Arm, **OL:** One Leg, **SMGS:** Senior Management Grade Scale **MMGS:** Middle Management Grade Scale
CONTRACT PERIOD 3 YEARS; THEREAFTER RENEWABLE FOR 2 YEARS MAXIMUM UP TO 5 YEARS. RENEWAL AT THE DISCRETION OF THE BANK.

B. DETAILS OF EDUCATIONAL QUALIFICATION/ OTHER QUALIFICATIONS/ EXPERIENCE:

Post Sl.No	Post	Educational Qualification	Post qualification work experience (As on 01/01/2020)
1	Vice President (Stressed Assets Marketing)	CA/MBA/CMA/ACS/PGDM or PG in Management from recognized university/ college as 2 years full time regular course. Specialisation in Finance will be preferred	Essential experience: Minimum 12 years of work experience in investment banking including M&As, Change of Management, takeover, market of stressed assets. Out of this a minimum of 5 years' experience in Corporate/SME Credit. Experience in any Asset Reconstruction Company/PE Funds/SASF etc or having extensive experience in Recovery & Rehabilitation in any Commercial Bank. Essential Specific skills – Motivate and lead a team. Strong written and communication skills in English. Marketing skills and ability to Network with all stake holders. Negotiation skills. Self-driven, take ownership and focus on problem solving. Understanding of investment guidelines in equity and equity like instruments.
2	Chief Manager (Special situation Team)		Essential experience: At least 8 years of work experience in credit resolution of stressed assets, handled deals in M&A, restructuring, financial re-engineering, other areas of investment banking like capital markets, forex etc. Experience in high value corporate loan processing/assets reconstruction company or having extensive experience in restructure & rehabilitation in any commercial bank. Essential Specific skills – Excellent proficiency in MS Office and general computers. Strong written and communication skills in English. Impeccable understanding of financial statements and ratios. Problem solving aptitude and good team player. Self-driven and ability to manage competing deadlines.
3	Deputy Manager (Stressed Assets Marketing)		Essential experience: At least 4 years' experience in any asset reconstruction company or having extensive experience in Recovery & Rehabilitation in any Commercial Bank. Out of this a minimum 2 years' work experience in Stressed Assets Management. Experience in any Asset reconstruction company/PE Funds/SASF etc. or having extensive experience in Recovery & Rehabilitation in any Commercial Bank. Essential Specific skills – Excellent proficiency in MS Office and general computers. Strong written and communication skills in English. Impeccable understanding of financial statements and ratios. Problem solving aptitude and good team player. Self-driven and ability to manage competing deadlines. Understanding of investment guidelines in equity and equity like instruments.

NOTE:

- i. The number of vacancies including reserved vacancies mentioned above are provisional and may vary according to the actual requirement of the Bank.
- ii. The educational qualification prescribed for various posts are the minimum. Candidate must possess the qualification and relevant full-time experience as on specified dates.
- iii. 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.
- iv. PWD candidate should produce a certificate issued by a competent authority as per the Government of India Guidelines.
- v. The relevant experience certificate from employer must contain specifically that the candidate had experience in that related field as required.
- vi. Reservation for PWD (OA/OL) is horizontal within the overall vacancies for the posts.
- vii. Maximum age indicated for General category candidates. Relaxation in upper age limit will be available as per Government of India Guidelines.

C. JOB PROFILE & KEY RESPONSIBILITIES AREAS:

1. Vice President (Stressed Assets Marketing):

JOB PROFILE:

- Liaison with the investors/consultant's firms for showcasing the distressed assets
- Extensive marketing and scouting for investors for sale of the NPAs.
- Preparation of information sheet/IM with description of full details of assets available for sale.
- Maintenance of list of stressed assets available across the vertical.
- Maintaining relations with the branches/sector teams/SARG Operations facilitating timely disposal of available NPA accounts.
- Negotiate with prospective investors/PE Funds/QIBs for sale of stressed assets in a manner to maximize the realisation.

KRAs :

- Lead a team focussed on resolution of stressed assets.
- As team leader, identify the reason for stress and recommend best resolution, including through investment by Stressed Asset Funds.
- Knowledge of major industry, industry cyclicity and reason for stress, if any
- Adherence of timelines in developing and implementing a suitable resolution Plan.
- Quality of liaison and marketing with potential Stressed Asset Fund and Quantum of fund sourced during the year.
- Lead and supervise post sanction monitoring and follow up.
- Any other matter, as may be entrusted by the Bank from time to time.

2. Chief Manager (Special situation Team):

JOB PROFILE: <ul style="list-style-type: none">• Restructuring /rehabilitation of Stressed assets.• Drawing resolution plans in consultation with financial/technical consultants.• Discussing the resolution plans with branches other members banks and sector team for finalising a bankable resolution plan.• Implementation of immediate corrective action with suitable resolution strategies preventing slippage of SMA accounts in to NPA category.• Maintaining relations with the branches/sector teams/SARG Operations facilitating restructure of stressed assets in time bound manner preventing deterioration in Asset value and Enterprise value.	KRAs: <ul style="list-style-type: none">• Analysis of financial statements to Identify the reason for stress in the Company.• Knowledge of major industry, industry cyclicality and reason for stress, if any• To prepare and understand financial model and future projections of a resolution proposal.• Identify, develop and implement the best resolution plan• Implement RBI restructuring guidelines and Corporate Insolvency Process and related guidelines for proposals in hand.• Post sanction monitoring and follow up.• Any other matter, as may be entrusted by the Bank from time to time
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3. Deputy Manager (Stressed Assets Marketing):

JOB PROFILE: <ul style="list-style-type: none">• Liaison with the investors/consultant's firms for showcasing the distressed assets• Extensive marketing and scouting for investors for sale of the NPAs.• Preparation of information sheet/IM with description of full details of assets available for sale.• Maintenance of list of stressed assets available across the vertical.• Maintaining relations with the branches/sector teams/SARG Operations facilitating timely disposal of available NPA accounts.• Negotiate with prospective investors/PE Funds/QIBs for sale of stressed assets in a manner to maximize the realisation.	KRAs: <ul style="list-style-type: none">• Analysis of financial statements to Identify the reason for stress in the Company.• Knowledge of major industry, industry cyclicality and reason for stress, if any• To prepare and understand financial model and future projections of a resolution proposal, also investment through Stressed Asset Funds.• Identify, develop and implement the best resolution plan.• Implement RBI restructuring guidelines and Corporate Insolvency Process and related guidelines for proposals in hand.• Post sanction monitoring and follow up.• Any other matter, as may be entrusted by the Bank from time to time.
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D. REMUNERATION: CTC/SCALE OF PAY/OTHER PERKS

Post Sr	Post	CTC*/SCALE OF PAY**
1	Vice President (Stressed Assets Marketing)	CTC of ₹.40.00 lacs to ₹.43.00 lacs
2	Chief Manager (Special situation Team)	Scale of Pay: 50030-1460/4-55870-1650/2-59170
3	Deputy Manager (Stressed Assets Marketing)	Scale of Pay: 31705-1145/1-32850-1310/10-45950

*Annual CTC will depend upon Experience & Emoluments of candidates in the present employment.

** In addition to scale of pay for Post Sr.2 & 3 furnished above, the official will also be eligible for DA, HRA, CCA, PF, Contributory Pension Fund, LFC, Medical Facility etc. as per rules in force from time to time.

OTHER PERKS:

FOR POST SR.1 – No PERKS/OTHER BENEFITS, OTHER THAN CTC. CTC COMPRISED OF FIXED PAY & VARIABLE PAY IN THE RATIO OF 80:20. NO INCREMENT. ELIGIBLE FOR VARIABLE COMPENSATION BASED ON ACHIEVEMENT OF DEFINED SCORES IN KRAS

E. HOW TO APPLY: Candidates should have valid email ID which should be kept active till the declaration of result. It will help him/her in getting call letter/Interview advices etc. by email.

GUIDELINES FOR FILLING ONLINE APPLICATION: <ol style="list-style-type: none">Candidates will be required to register themselves online through the link available on SBI website https://bank.sbi/careers OR https://www.sbi.co.in/careers and pay the application fee using Internet Banking/ Debit Card/ Credit Card etc.Candidates should first scan their latest photograph and signature. Online application will not be registered unless candidate uploads his/ her photo and signature as specified on the online registration page (under 'How to Upload Document').Candidates should fill the application carefully. Once application is filled-in completely, candidate should submit the same. In the event of candidate not being able to fill the application in one go, he can save the information already entered. When the information/ application is saved, a provisional registration number and password is generated by the system and displayed on the screen. Candidate should note down the registration number and password. They can re-open the saved application using registration number and password and edit the particulars, if needed. This facility of editing the saved information will be available for three times only. Once the application is filled completely, candidate should submit the same and proceed for online payment of fee.After registering online, the candidates are advised to take a printout of the system generated online application forms	GUIDELINES FOR PAYMENT OF FEES: <ol style="list-style-type: none">Application fees and Intimation Charges (Non-refundable) is ₹750/- (₹Seven Hundred Fifty only) for General/EWS/OBC candidates and no fees/intimation charges for SC/ST/PWD candidates.After ensuring correctness of the particulars in the application form, candidates are required to pay the fees through payment gateway integrated with the application. No change/ edit in the application will be allowed thereafter.Fee payment will have to be made online through payment gateway available thereat. The payment can be made by using Debit Card/ Credit Card/ Internet Banking etc. by providing information as asked on the screen. Transaction charges for online payment, if any, will be borne by the candidates.On successful completion of the transaction, e-receipt and application form, bearing the date of submission by the candidate, will be generated which should be printed and retained by the candidate.If the online payment of fee is not successfully completed in first instance, please make fresh attempts to make online payment.A provision is there to reprint the e-Receipt and Application form containing fee details, at later stage.Application Fee once paid will NOT be refunded on any account NOR can it be adjusted for any other examination or selection in future.
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F. CALL LETTER FOR INTERVIEW:

Intimation/ call letter for interview will be sent by email or will be uploaded on Bank's website. NO HARD COPY WILL BE SENT.

G. SELECTION PROCESS:

The selection will be based on shortlisting and interview. Mere fulfilling minimum qualification and experience will not vest any right in candidate for being called for interview. The Shortlisting Committee constituted by the Bank will decide the shortlisting parameters and thereafter, adequate number of candidates, as decided by the Bank will be shortlisted and 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.

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.

H. HOW TO UPLOAD DOCUMENTS:

<p>a. Details of Document to be uploaded:</p> <ul style="list-style-type: none">i. Brief Resume (PDF)ii. ID Proof (PDF)iii. Proof of Date of Birth (PDF)iv. PWD certificate issued by a competent authority as per the Government of India Guidelines, if applicable. (PDF)v. Educational Certificates: Relevant Mark-Sheets/ Degree Certificate (PDF)vi. Experience certificates (PDF)vii. Form-16/Offer Letter/Latest Salary slip from current employer (PDF)viii. NOC (If applicable) (PDF)ix. Recent Photographx. Signature <p>b. Photograph file type/ size:</p> <ul style="list-style-type: none">xi. Photograph must be a recent passport style colour picture.xii. Size of file should be between 20 kb - 50 kb and Dimensions 200 x 230 pixels (preferred)xiii. Make sure that the picture is in colour, taken against a light-coloured, preferably white, background.xiv. Look straight at the camera with a relaxed facexv. If the picture is taken on a sunny day, have the sun behind you, or place yourself in the shade, so that you are not squinting and there are no harsh shadowsxvi. If you have to use flash, ensure there's no "red-eye"xvii. If you wear glasses make sure that there are no reflections and your eyes can be clearly seen.xviii. Caps, hats and dark glasses are not acceptable. Religious headwear is allowed but it must not cover your face.xix. Ensure that the size of the scanned image is not more than 50kb. If the size of the file is more than 50 kb, then adjust the settings of the scanner such as the DPI resolution, no. of colour etc., during the process of scanning. <p>c. Signature file type/ size:</p> <ul style="list-style-type: none">xx. The applicant has to sign on white paper with Black Ink pen.xxi. The signature must be signed only by the applicant and not by any other person.xxii. The signature will be used to put on the Call Letter and wherever necessary.xxiii. Size of file should be between 10 kb - 20 kb and Dimensions 140 x 60 pixels (preferred).xxiv. Ensure that the size of the scanned image is not more than 20 kb.xxv. Signature in CAPITAL LETTERS shall NOT be accepted. <p>d. Document file type/ size:</p> <ul style="list-style-type: none">xxvi. All Documents must be in PDFxxvii. Page size of the document to be A4.	<p>Document file type/ size (contd...)</p> <ul style="list-style-type: none">i. Size of the file should not be exceeding 500 kb.ii. In case of Document being scanned, please ensure it is saved as PDF and size not more than 500 kb as PDF. If the size of the file is more than 500 kb, then adjust the setting of the scanner such as the DPI resolution, no. of colors etc., during the process of scanning. Please ensure that Documents uploaded are clear and readable. <p>e. Guidelines for scanning of photograph/ signature/ documents:</p> <ul style="list-style-type: none">i. Set the scanner resolution to a minimum of 200 dpi (dots per inch)ii. Set Color to True Coloriii. Crop the image in the scanner to the edge of the photograph/ signature, then use the upload editor to crop the image to the final size (as specified above).iv. The photo/ signature file should be JPG or JPEG format (i.e. file name should appear as: image01.jpg or image01.jpeg).v. Image dimensions can be checked by listing the folder/ files or moving the mouse over the file image icon.vi. Candidates using MS Windows/ MSOffice can easily obtain photo and signature in .jpeg format not exceeding 50 kb & 20 kb respectively by using MS Paint or MSOffice Picture Manager. Scanned photograph and signature in any format can be saved in .jpg format by using 'Save As' option in the File menu. The file size can be reduced below 50 kb (photograph) & 20 kb (signature) by using crop and then resize option (Please see point (i) & (ii) above for the pixel size) in the 'Image' menu. Similar options are available in another photo editor also.vii. While filling in the Online Application Form the candidate will be provided with a link to upload his/her photograph and signature. <p>f. Procedure for Uploading Document:</p> <ul style="list-style-type: none">i. There will be separate links for uploading each document.ii. Click on the respective link "Upload"iii. Browse & select the location where the JPG or JPEG, PDF, DOC or DOCX file has been saved.iv. Select the file by clicking on it and Click the 'Upload' button.v. Click Preview to confirm the document is uploaded and accessible properly before submitting the application. If the file size and format are not as prescribed, an error message will be displayedvi. Once uploaded/ submitted, the Documents uploaded cannot be edited/ changed.vii. After uploading the photograph/ signature in the online application form candidates should check that the images are clear and have been uploaded correctly. In case the photograph or signature is not prominently visible, the candidate may edit his/ her application and re-upload his/ her photograph or signature, prior to submitting the form. If the face in the photograph or signature is unclear the candidate's application may be rejected.
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I. GENERAL INFORMATION:

<ul style="list-style-type: none">i. Before applying for a post, the applicant should ensure that he/ she fulfils the eligibility and other norms mentioned above for that post as on the specified date and that the particulars furnished by him/ her are correct in all respects.ii. Candidates belonging to reserved category including, for whom no reservation has been mentioned, are free to apply for vacancies announced for unreserved category provided they must fulfil all the eligibility conditions applicable to unreserved category.iii. IN CASE IT IS DETECTED AT ANY STAGE OF RECRUITMENT THAT AN APPLICANT 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.iv. The applicant should ensure that the application is strictly in accordance with the prescribed format and is properly and completely filled.v. Appointment of selected candidate is subject to his/ her being declared medically fit as per the requirement of the Bank. Such appointment will also be subject to the service and conduct rules of the Bank for such post in the Bank, in force at the time of joining the Bank.vi. Candidates are advised to keep their e-mail ID active for receiving communication viz. call letters/ Interview date advices etc.vii. The Bank takes no responsibility for any delay in receipt or loss of any communication.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.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.	<ul style="list-style-type: none">x. 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. 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.xi. DECISIONS OF BANK IN ALL MATTERS REGARDING ELIGIBILITY, CONDUCT OF INTERVIEW, 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.xii. 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.xiii. Merely satisfying the eligibility norms does not entitle a candidate to be called for interview. Bank reserves the right to call only the requisite number of candidates for the interview after preliminary screening/ short-listing with reference to candidate's qualification, suitability, experience etc.xiv. In case of multiple application, only the last valid (completed) application will be retained and the application fee/ intimation charge paid for other registration will stand forfeited. Multiple appearance by a candidate for a single post in interview will be summarily rejected/ candidature cancelled.xv. 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.xvi. Outstation candidates, who may be called for interview after short-listing will be reimbursed the cost of travelling by Railway AC III Tier (Mail/Express only) for the shortest route in India OR the actual travel cost in India (whichever is lower) on the basis of actual journey. Local transportation will not be reimbursed. A candidate, if found ineligible for the post will not be permitted to appear for the interview and will not be reimbursed any fare.xvii. BANK RESERVES RIGHT TO CANCEL THE RECRUITMENT PROCESS ENTIRELY AT ANY STAGE.
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For any query, please write to us through link “CONTACT US” which is available on Bank’s website (URL - <https://bank.sbi/careers/psq.htm?action=pquery> OR <https://sbi.co.in/careers/psq.htm?action=pquery>)

Mumbai,
Date:23.06.2020

The Bank is not responsible for printing errors, if any

GENERAL MANAGER
(CRPD)