

Manpower Planning and Recruitment Division, Human Resource Department, Central Office, Mumbai Phone No.022-22896240

RECRUITMENT OF SENIOR EXECUTIVE/DOMAIN EXPERTS IN UNION BANK OF INDIA ON CONTRACT BASIS

Online Registration of Application & Payment of Fees: From 08.12.2021 to 29.12.2021

Union Bank Of India Invites Online Application from Indian Citizen for Appointment to the Following Senior Executive/Domain Expert Posts. Candidates are requested to apply Online through the link given on Bank's website 'www.unionbankofindia.co.in'

- 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. All correspondence will be made only on the email ID mentioned by the candidate in their online application form and the same has to be kept active for receiving communication viz., call letters/Interview Dates/advices etc.
- 3. One candidate can apply for only one post. In case of multiple applications, only the last valid (complete) application will be retained. Multiple appearances by a candidate for a single post in interview will be summarily rejected/candidature cancelled.
- 4. Candidates are required to upload all required documents (brief resume, ID proof, age proof, PWD Certificate (if applicable), educational qualification, experience etc.) failing which their application/candidature will not be considered for shortlisting/ interview.
- 5. 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).
- 6. Before applying the candidates should ensure that they fulfill the eligibility criteria for the post as on the date of eligibility. In case a candidate is called for interview and is found to be not satisfying the eligibility criteria (Age, Educational Qualification and Experience etc.) he/ she will not be allowed to appear for the interview. Further, if, at any stage, it is found that any information furnished in the ON-LINE application is false/ incorrect or if according to the Bank, the candidate does not satisfy the eligibility criteria for the post, his/ her candidature will be cancelled and he/she will not be allowed to appear for the interview / joining.
- 7. Candidates are advised to check Bank's website 'www.unionbankofindia.co.in' under "Recruitments" > "Careers Overview" link regularly for details and updates (including the list of shortlisted/ selected candidates). The Call (letter/ advice), will be sent by e-mail only (no hard copy will be sent).

8. ALL REVISIONS/ CORRIGENDUM (IF ANY) WILL BE HOSTED ON THE BANK'S WEBSITE ONLY.

- 9. 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.
- 10. Candidates are requested to apply only ON-LINE through Bank's Website <u>www.unionbankofindia.co.in</u>. No other mode of submission of application will be accepted by the Bank.

Help Facility: In case of any problem in filling up the form, payment of fee/intimation charges, complaints may be made at email id recruitement@unionbankofindia.com. Do not forget to mention "UBI - Recruitment to the post of Specialist Consultants on contract" in the subject of the email.

1. DETAILS OF POSTS /VACANCY/ AGE/PLACE OF POSTING/SELECTION PROCESS

| | Total | Category-wise Vacancy | Age as on (01/12/2021) |
|--|-------|-----------------------|------------------------|
| | | | |

| SN | Position Name | Vacancy | UR | SC | ST | OBC | EWS | PWBD | Min | Max |
|----|-------------------------------------|---------|----|----|----|-----|-----|------|-----|-----|
| 1 | Chief Risk officer | 1 | 1 | - | - | - | - | - | 35 | 55 |
| 2 | Chief Digital Officer | 1 | 1 | - | - | - | - | - | 35 | 50 |
| 3 | Head - Analytics | 1 | 1 | - | - | - | - | - | 35 | 50 |
| 4 | Chief Economic Advisor | 1 | 1 | - | - | - | - | - | 35 | 50 |
| 5 | Head - API Management | 1 | 1 | - | - | - | - | - | 35 | 50 |
| 6 | Head - Digital Lending and Fin Tech | 1 | 1 | - | - | - | - | - | 35 | 50 |
| | Total | 06 | 06 | | | | | - | | |

ABBREVIATIONS CATEGORY UR: Unreserved, EWS: Economically Weaker Sections, OBC: Other Backward Classes, SC: Scheduled Caste,

ST: Scheduled Tribe, PWBD: Person with Benchmark Disability

The Bank reserves the right to increase/ decrease the number of post/s or cancel the above contract recruitment in part or full as per Bank requirement without assigning any reason.

| Sr. No. | POST | Educational Qualification | Experience (As on 29.12.2021) |
|------------|--|---|---|
| 1 | Chief Risk Officer | Mandatory educational qualification: Graduate Degree with: Professional certification in Financial Risk Management from Global Association of Risk professionals, OR Professional Risk Management Certification from PRMIA Institute, OR Two years' experience as CRO in such regulated lender(s) in respect of which there is regulatory requirement of appointing CRO with Board approval. Desirable additional Qualification: Holder of Chartered Financial Analyst awarded by CFA Institute, OR Designated Chartered Accountant by the Institute of Chartered Accountant of India or equivalent abroad, OR Designated as a Cost and Management Accountant by the Institute of Cost Accountant of India or equivalent abroad. | Mandatory experience: Five years' experience in corporate Credit and risk management at the level of Assistant General Manager or above in one or more PSBs, or having similar role and responsibilities in one or more regulated lending entity (in the opinion of the CRO-recruiting PSE and its CRO Selection Committee), with minimum experience of one year in corporate credit and one year in risk management. Desirable additional Experience: Good understanding of market risk and / or liquidity management and /or operational risk, with exposure to analytics being ar added desirable experience. |
| 2 | Chief Digital Officer Head - Analytics | Master's in Technology or business administration (MBA) with Bachelor's degree in Computer Science or Engineer. ➤ Bachelor degree in Computer Science/ | Previous experience in leading and managing large teams (around 40-50 members) 4+ years of experience leading Delivery Management of Business Applications, Project Management & Program management in banking industry Min 3+ years' experience of working in digital customer journeys and digital business Model. All rounded experience in driving large digital transformation programs for preferably the financial/banking sector. Exceptional leadership capabilities and team building skills for digital success of the business. Strong communication skills. Total experience of 10+ years in technology leadership roles |
| , | | Dathetor degree in computer science/ Engineering, Statistics or related quantitative degree preferably from IIT, NIT and other reputed institutions Master degree in Data Science, Computer Science, Information Technology, Information Systems and Statistics. Certifications in Data Science/Analytics/ Big Data will be an added advantage. | Fotal experience of for years in technology teadership fotes preferably in BFSI. At least 5+ years of experience and a proven track record of spearheading large-scale data and analytics transformation projects, including setting up and operationalization of a Data warehouse / Business Intelligence (DW/BI) platform, implementation of fraud analytics use cases etc. Experience of setting up, managing and leading an in-house technology team of analytics experts, data scientists, data integration experts etc. Ability and desire to work in a proactive, highly engaging environment. |
| 4 | Chief Economic Advisor | Masters Economics with specialization in Monetary /Financial Economics or Econometrics from a recognized Indian/Foreign | Minimum 12 years work experience as an Economist in a commercial Bank/Financial Institution or other reputed Corporate Organization or Teaching experience as Lecturer/Professor in Economics in a college/University or combined experience as an |

| | | Econometrics from a recognized Indian/Foreign University/Institute. | Organization or Teaching experience as Lecturer/Professor in Economics in a college/University or combined experience as an Economist and in teaching. |
|---|--------------------------|--|--|
| | | Doctorate Degree in areas of Money/Banking/ International Finance from a recognized university will be an added qualification. | Should possess excellent communication skills supported by participation in various economic forums. Contribution to leading publications will be an added advantage. |
| 5 | Head - API Management | B. Tech. / B.E.(Computer Science / IT) from a University recognized by the Govt. of India/Govt. bodies, AICTE etc. | Knowledge in API design and implementation and system integration using APIs Experience in working on the cloud (iPaas / Saas) |
| | | | 2 to 5 years of project management and technical architecture experience |
| | | | Working knowledge in implementing REST API, SOAP APIs, Plans, and Security Policies |
| | | | 2 to 4 years of know-how in implementing security and identity protocols such as OpenID, TLS, OAuth, SAML, SSO, PKI (encryption and key management), REST |

| Sr. No. | POST Educational Qualification | | Experience (As on 29.12.2021) |
|------------|---|---|---|
| 6 | Head - Digital Lending & Fin Tech | A Degree (Graduation) in any discipline from a University recognized by the Govt. of India/Govt. bodies AICTE etc. | Minimum 5 years of experience in BFSI (Banking, Financial Services & Insurance) sector with 2 years of experience at senior /Head level position in relevant field. |
| | | Preference shall be given to the candidates who possess MBA/Post graduate diploma or degree in B.E./B.Tech /Management or its equivalent. | |

3. JOB PROFILE AND KEY RESPONSIBILITY AREAS:

| Sr. No. | POST | Skills & Job Description / Key Responsibilities |
|------------|-----------------------|--|
| 1 | Chief Risk Officer | Responsible for overall supervision of Risk Management function of the Bank. |
| | | Overseeing the functioning of each of the Risk Management Division. |
| | | Ensuring continuous improvement in the Risk Management Practices/policies of the Bank. |
| | | Attending Credit Approval Committee (CAC) meetings. |
| | | Representing the Bank at inter-bank forums like IBA, CAFRA, CORDEX or any other such forums on risk management related issues. |
| | | Framing and Reviewing the Risk Management policies like Credit Risk, Operational Risk, Fraud Risk, Fund Transfer Pricing, Market Risk, Operational Risk and Asset Liability Management. |
| | | Acting as the Convener of the Credit Risk Management Committee (CRMC) and Asset Liability Management Committee (ALCO). |
| | | Responsible for business continuity planning framework of the Bank and is the convener of the BCP Committee. |
| | | Develops and manages a comprehensive Risk Policy and ensures it is within the framework of RBI regulations and BASEL norms. |
| | | Any other work entrusted by the Bank from time to time. |
| | | In addition to the above, the job role of Chief Risk Officer includes the guidelines as per the RBI circular No. DBR.BP.BC NO. 65/21.04.103/2016-17 dated 27.04.2017. |
| | | > The Chief Risk Officer will be directly reporting to the Managing Director & Chief Executive Officer of the Bank. |
| 2 | Chief Digital Officer | Development of Short, Mid and Long-term clearly defined and compelling Digital Strategy of the Bank for digital transformation from traditional banking to digital banking. |
| | | Implementation of the Digital Strategy of the Bank under collaboration with different verticals of the Bank involving all key stakeholders. |
| | | Identifying emerging technologies (IOT, Block-chain, Robotics etc.) that can support, enhance and re-define Bank's products, processes, digital assets and platforms. |
| | | > Collaborating with Fin-tech players to open up new distribution channels & to launch technology driven product offerings. |
| | | > Building Bank's API / Open Banking Framework and monetizing APIs for creating add-on revenue stream for the Bank. |
| | | Ensure collaboration, knowledge sharing, and digital best practices between partners and colleagues to help embed a robust digital ecosystem. |
| | | Migration of bank customers from conventional channels to digital channels of the Bank. |
| | | Provide inputs and reports to the Top Management of the Bank including MD&CEO / Executive Directors on the industry trends |
| | | Managing ROIs on Digital Projects. |
| | | Plan, Execute, Own and Monitor Digital Marketing Campaigns for incremental revenue to the Bank. |
| | | > Customer Education initiatives on Digital products, developing robust & effective customer Grievance handling infrastructure. |
| | | Implementing best industry practices on Risk Management and Fraud Mitigation. |
| | | Ensuring Regulatory Compliance and embedding Govt. agenda like EASE in all systems, processes and products. |
| 3 | Head - Analytics | Develop a short, medium and long-term data and analytics roadmap for the bank for next 10 years. This will include identification of new initiatives for transforming banking operations through data driven decision making for all banking products. |
| | | Proficient in the workings of data technologies/languages such as R, Python, SAS, Hadoop, Teradata, AWS, Big Data and so forth. |
| | | Knowledge of Supervised/Unsupervised Algorithms, NLP, Deep Learning, Web Crawling, Neural Networks, and |

- P Knowledge of Supervised/Unsupervised Algorithms, NLP, Deep Learning, Web Crawling, Neural Networks, and Optimization Techniques etc.
- > Driving and owning the end to end model lifecycle from concept to delivery for core AI/ML and analytics products/platforms.
- Setting up the vision for analytical model development and delivering on the same.
- Analyze & interpret data and communicate results to stakeholders, often with the aid of mathematical/statistical techniques and software.
- Drive simultaneous large, complex, and business critical analyses/abstract problems that serve major parts of the business.
- > Be a key influencer in strategy and contribute significantly to overall planning.
- Collaborating effectively with internal end-users, cross-functional teams to solve problems and implement new solutions.
- Facilitate continuous innovation and drive the team to develop new capabilities in data analytics space and ensure that the bank makes the best use of the capabilities acquired.
- Establish a robust quality assurance process for new analytical systems. Overseeing implementation of data governance and privacy policies.

| Sr. No. | POST | Skills & Job Description / Key Responsibilities |
|------------|--------------------------------------|--|
| 4 | Chief Economic Advisor | Economic Research The Chief Economic Advisor will be responsible for leading a team at Economic Research Dept. The Official will be the key resource person providing strategic inputs on various National and Global economic developments to the Top Management of the Bank and will also be required to contribute to formulation of strategy and policy. The person needs to be conversant with Banking/Financial scenario. |
| | | Industry Research Research on economic conditions in the country with respect to core sectors of economy and different industries. |
| | Head - API Management | Creating API marketplace for the bank and jointly architect the strategy with technology stakeholders. Managing the complete API Lifecycle - Define APIs, generate API documentation, Govern API usage, test and debug execution of APIs, deploy APIs into production, staging and quality assurance. |
| | | Utilizing the APIs of Fin-techs and other market players for integrating with Bank's products and processes for creating amazing user experiences and compelling value proposition for the bank. Monitoring API usage and load. Collecting and analyzing usage statistics and reporting on the performance. |
| | | Identify market opportunities and define product vision and strategy jointly with other teams. |
| | | of the bank |
| | | Monetizing APIs - Revenue generation through API based products. |
| 6 | Head - Digital Lending & Fin Tech | Drive key partnerships with lead aggregators / Fin-techs /e-commerce players across products such as unsecured personal loans, salaried overdrafts, purchase finance, small ticket personal loans, credit cards, consumer loans etc. in retail individual lending. |
| | | Capturing opportunities in the area of embedded finance by fostering collaborations. |
| | | Review the market landscape, identify partners, review business model of potential partners. |
| | | Implement insights gathered from Business, Risk, Credit, Collection team and other stakeholders. |
| | | Responsible for managing the partnerships, scaling them and accountable for delivery on business from each of the partners Design new products working closely with Risk / Analytics teams for specific client segments to grow the business digitally end to end leveraging own / partner platforms. |
| | | Constantly benchmark platforms against best in class globally to create frictionless client journeys across channels of the Bank. |

4. LEAVE:

During the period of contractual engagement the candidate will be eligible to avail Paid Leave @ 1 day for each completed month, maximum 12 days over a period of 12 months, without carry forward facilities of accumulated leave. Leave may be availed not exceeding 4 days at a stretch. Any other absence shall be treated as on Loss of Pay affecting the Fixed Component of the compensation package. The accumulated leave will not be encashable.

5. REMUNERATION:

The remuneration will be offered based on candidate's qualifications, experience and overall suitability for the respective posts based on the negotiations and shall not be a limiting factor for suitable candidate. The compensation will be on CTC basis.

The contract employee will be liable for tax liabilities as per Income Tax Act & Rules in force and the tax will be deducted at source. The amount of compensation being cost to the Bank will be inclusive of any statutory payments that Bank may be required to pay on behalf of the contract appointee.

6. TERMS OF CONTRACT:

- (i) Nature of employment will be contractual. Initially, the Contractual Engagement will be for the period of 3 years, with periodic performance review. The term of engagement may be extended at the sole discretion of the Bank for a period of one year at a time subject to maximum five years.
- (ii) The above contract period shall be subject to half-yearly review of performance. The Bank may terminate the contract of service if the performance is found unsatisfactory.
- (iii) The Bank may at its sole discretion, terminate the contractual engagement by giving one month's notice or one months' compensation in lieu thereof, at any time during the contract period. The contract employee shall have no right or claim for regular employment in the organization.
- (iv) 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 one menth's notice or make payment of one Month's fixed component of the component in lieu of such Notice
 - give to the Bank clear one month's notice or make payment of one Month's fixed component of the compensation in lieu of such Notice.
- (v) The contract will be subject to satisfactory completion of all Pre-employment formalities including Medical examination, Reference checks, Police Verification and verification of testimonials etc., as prescribed by the Bank.

7. LOCATION OF POSTING:

The location of the posting shall be Mumbai. However, the candidate may be posted to work with the team(s) within the organization/parent organization/any subsidiary of the parent organization if and deemed necessary.

8. SELECTION PROCEDURE:

- (i) 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.
- (ii) 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.
- (iii) The decision of the bank to call the candidates for the interview shall be final. No correspondence will be entertained in this regard.
- (iv) The roll nos. of candidates shortlisted for interview & subsequent selection shall be published on Bank's website. Intimation/ call letter for interview will be sent by email or will be uploaded on Bank's website.

- (v) The final appointment will be based on the decision of the Selection Committee constituted for the purpose.
- (vi) 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.

9. 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.

10. APPLICATION FEE (NON-REFUNDABLE): Non-Refundable Application Fee Rs. 1000.00 (inclusive of GST). The fee is to be deposited with the Bank through online mode on or before the last date for payment of fee.

11. GENERAL INSTRUCTIONS:

- (i) Decision of the Bank in all matters regarding eligibility of the applicant, the stages at which such scrutiny of eligibility is to be undertaken, documents to be produced, Personal Interview, selection and any other matter relating to recruitment will be final and binding on the applicant. While applying for the post, the applicant should ensure that he / she fulfills the eligibility and other criteria mentioned above and that the particulars furnished are correct in all respects. In case it is detected at any stage of recruitment that applicant does not fulfill the eligibility norms and / or that he / she has furnished any incorrect / false information/document or has suppressed any material fact(s), his / her candidature will automatically stand cancelled. If any of the above shortcoming(s) is / are detected even after recruitment, his/her contract is liable to be terminated without any notice.
- (ii) Payment of Application Fees by any other mode except by the above stated mode will not be accepted. Instruments like Demand Draft / Bankers Cheques / Indian Postal Orders received towards payment of Application Fees will not be encashed by the Bank and such instruments if received will not be returned to the applicants and the application of the candidate will not be considered.
- (iii) Mere submission of application against the advertisement and apparently fulfilling the criteria as prescribed in the advertisement would not bestow on him / her right to be called for Personal Interview.
- (iv) Incomplete applications and / or applications without aforesaid documents will be rejected outright without assigning any reason thereof.
- (v) An 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. Therefore before applying for the post, the applicant should ensure that he / she fulfill each of the eligibility criteria and other norms, including submission of documents, as mentioned in this notification.
- (vi) Candidates will have to appear for the GD/interview/Selection Process at their own expense. However, eligible outstation SC/ST/Persons with Benchmark Disabilities category candidates called for GD/ interview will be paid II class to & fro railway/bus fare or actual expenses incurred, whichever is less, by shortest route on production of proof of travel (rail/bus ticket etc.). The above concession will not be admissible to SC/ST/Persons with Benchmark Disabilities category candidates who are already in service in Central / State Government, Corporations, Public Undertakings /Local Government, Institutions and Panchayats etc.
- (vii) Candidates serving in Govt./Quasi Govt. offices, Public Sector undertakings including Nationalized 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.
- (viii) In case of selection, candidates will be required to produce discharge certificate from the employer at the time of taking up the appointment.
- (ix) Before appointment in the Bank, a proper unconditional discharge certificate from the previous/present employer(s) will have to be produced by the applicant.
- (x) The staff on contract shall not be entitled to any superannuation benefits viz., Provident Fund, Pension, Gratuity, etc.
- (xi) Intimations, wherever required will be sent by email and/ SMS only to the email ID and mobile number registered in the online application form. Bank shall not be responsible if the information/ intimations do not reach candidates in case of change in the mobile number, email address, technical fault or otherwise, beyond the control of Bank. Candidates are advised to keep a close watch on the authorized Bank's website <u>www.unionbankofindia.co.in</u> for latest updates.
- (xii) All further announcements/Addendum or Corrigendum (if any)/details pertaining to this process will only be published/ provided on authorized Bank's website www.unionbankofindia.co.in from time to time under "Recruitments" > "Careers Overview" link. No separate communication/intimation will be sent to the candidates who are not shortlisted/not selected in the process. All notification/communication placed on the Banks' website shall be treated as initiation to all the candidates who have applied for the said project.
- (xiii) The Bank reserves the right to alter, modify or change the eligibility criteria and / or any of the other terms and conditions spelt out in this Notification.
- (xiv) Any resultant dispute arising out of this Notification shall be subject to the sole jurisdiction of the Courts situated in Mumbai.

Mumbai 8th December 2021 Chief General Manager (HR)