



Advertisement No. 07/ 2025-26

Engagement of Specialists on Contractual Basis (Full Time) -2025-26

September 05, 2025

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.

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 Access To Capital And Build Capacity Of MSMES For Their Deeper Integration Into Indian And Global Value Chains'. The Bank is working with the Vision 'To emerge as the point of first contact for all stages of MSME life cycle journey'

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 is an equal opportunity employer and provide equal employment opportunities, without any discrimination on the grounds of age, color, disability, marital status, nationality, race, religion, sex etc.

The Bank invites application from interested candidates for the following posts on Contractual basis as detailed below:

Sr No	Post	Post Code	Total Vacancies	Reservations					
				UR	EWS	OBC	S C	S T	PwBD* (VI)
1	Deputy Chief Technology Officer (DyCTO)	01	01	-	-	01	-	-	01*
2	Assistant Communication Officer (ACO)	02	01	01	-	-	-	-	01*

* PwBD vacancies shall include LV=Low Vision

Deputy Chief Technology Officer (Dy CTO)

S.No.	Particulars	Details
A.	Name of the Post	Deputy Chief Technology Officer (Dy CTO)
B.	Post Code	01
C.	Type of the Post	Contractual on full time basis.
D.	No. of Posts	01 (One)
E.	Place of Posting	Mumbai/ Chennai
F.	Period of Posting	The term of the contract would initially be for a period of three years , extendable, at the sole discretion of the Bank, for a further period of up to two years. The contract can be terminated at 3 (Three) months' notice on either side or Salary and allowances (if any) in lieu thereof).
G.	Job Profile	<p>The DyCTO will be broadly responsible for the following:</p> <ol style="list-style-type: none">1. Deputy Chief Technology Officer (Dy. CTO) will have direct reporting to the Chief Technology Officer of the Bank. He/ She will have to work in co-ordination with various respective IT-component owners to provide robust and state of the art technology solutions to various business verticals and create value for the organization.2. Should help to draw & execute the IT-roadmap in line with the Bank vision and business strategy also help in ensuring optimize IT budget , furthermore it should include developing new capabilities as well as help in retention of existing customers/business through technological interventions Evaluate cost efficiencies of emerging technologies and assess their applicability to various business and technology solutions3. To fine tune Technology Standards, processes, and Governance for timely delivery of IT solutions and ensuring minimum down time of IT applications accentuate with regulatory compliance4. Ensuring installation, maintenance, upgradation and optimal utilization of IT infrastructure located at Banks Data Centres, Disaster Recovery Centres and co-hosted sites with hands on experience in cloud env.

		<div><div>5. Ensuring implementation, maintenance, upgradation and operations of networking infrastructure of the Bank.</div><div>6. Ensuring secure and trouble-free environment for IT infrastructure and networking.</div><div>7. He/she will have a pivotal role in defining and maintaining technology related risk metrics and work in-tandem with CISO and Operations team to mitigate risks by improving processes/technology solutions.</div><div>8. Builds a strong in-house team of experts, domain wise champions to reduce critical decisions dependency on vendor</div><div>9. Shall strengthen compliance framework for development, deployment and routine support works of the department</div><div>10. Will have to optimise various services/licenses procured from the Service Providers/OEM/OSD to improve ROI and bring efficiency.</div><div>11. Reviewing various contracts and working with I T Infrastructure and I T Procurement teams to redraft/fine-tune them.</div><div>12. Responsible for co-ordinating with Information Security and Audit teams and initiate necessary changes in the systems and processes.</div><div>13. As part of business continuity plan, ensure that there is no failure in business operations and appropriate disaster recovery plans are in place and regularly tested for readiness for unforeseen and unexpected events which can impact the continuity of business.</div><div>14. Oversee eco system platform and product design and architecture; enables building modern technology across platforms to meet business needs.</div><div>15. Implementing new technology initiatives, Technology planning and preparing Technology architecture of the Bank to meet its projected needs and to remain technologically competitive in the market</div><div>16. Any other work, in the area of expertise and in the interest of the Bank as advised by the Bank from time-to-time.</div></div>	
H.	Eligibility Criteria		
	a	Age Limit	The candidate should not be more than 52 years old as on August 31, 2025 .
	b	Educational Qualification	Bachelor’s degree in engineering from Premium Institutes MBA will be an added advantage
	c	Experience	<div>1. At least 20+ years of experience with Information Technology</div>

		<ol style="list-style-type: none"> 2. Out of the above, minimum 12 years of overall post qualification experience in IT with regulated financial services organization or in technology/ software organizations engaged in creating large scale products/ platforms/ applications for the BFSI industry. 3. Out of the above, minimum 8 years of experience should have been Application implementation, Datacentres, Networking and Infrastructure management. 4. Out of the above, minimum 5 years should be at senior management level/managing or implementing large IT projects in Banks or FIs. 5. Experience in implementation of large transformational IT projects. 6. Proficient as a Technical Architect in Applications Platforms/ Datacentres, Networking & Infrastructure Management. 7. Experience in Agile Development and vendor management. 8. Experience in transformation, standardization, legacy modernization, consolidation and managing IT infrastructure and operations including experience in deployment and management of Private/Public/Hybrid cloud infrastructure for Applications 9. Experience in creating Data Exchange layer
I.	Remuneration	<p>Based on candidate's qualification, experience and overall suitability for the post, maximum Cost to Company (CTC) / remuneration payable will be around ₹65 lakh per annum plus other facilities viz. Group Insurance etc.</p> <p>Apart from initial remuneration offered on CTC basis, there would be provision for annual increment on CTC finalized initially, which shall be considered by the Bank based on the performance review from time to time. The salary would also have a suitable variable component.</p>

Assistant Communication Officer (ACO)

A.	Name of the Post	Assistant Communication Officer (ACO)
B.	Post Code	02
C.	Type of the Post	Contractual on <u>full time basis.</u>
D.	No. of Posts	1 (One)
E.	Place of Posting / Transfer	Mumbai However, the Bank reserves the right to post/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.
F.	Period of Contract	The term of the contract with the ACO would be for a period of three years . The contract shall be extendable, at sole discretion of the Bank, for a further period of up to two years . The contract can be terminated at three months' notice on either side or salary and allowances (if any) in lieu thereof.
G.	Scope of Work	<p>The Assistant Communication Officer will be responsible for the following key duties:</p> <p>1. Branding and Content Development:</p> <ol style="list-style-type: none"> 1. Organize and oversee events and activities for SIDBI, ensuring effective planning, execution, and coverage in both mainstream and social media. 2. Assist the Branding & Communication Officer in developing strategies and frameworks to assess the impact of various communication initiatives. 3. Collaborate with internal departments and regional/branch offices to promote and publicize their events and activities. 4. Produce high-quality content, including press releases and other written materials. 5. Develop and maintain a comprehensive content repository. <p>2. Media Engagement:</p> <ol style="list-style-type: none"> 1. Build and maintain strong relationships with key media contacts, leveraging personal networks to ensure prompt and effective media coverage for SIDBI. 2. The candidate should possess established connections within the media industry, enabling quick access to media outlets for timely coverage of events, initiatives, and important updates. These relationships will be instrumental in securing favorable media attention and maximizing SIDBI's visibility across various platforms.

		<p>3. Coordinate with PR agencies engaged by the Bank to secure widespread media coverage for events, press conferences, interviews, dignitary visits, advertisements, inaugurations, and other programs.</p> <p>3.Social Media Management:</p> <ol style="list-style-type: none"> 1. Oversee the management of SIDBI's social media platforms, including Twitter, Facebook, YouTube, LinkedIn, and the Bank's website, ensuring effective promotion of the SIDBI brand. 2. Engage with followers by responding promptly to queries, addressing complaints, and monitoring customer feedback. 3. Drive digital marketing initiatives for SIDBI's schemes, products, and programs. 4. Plan and execute webinars, webcasts, podcasts, and other online events. <p>4.Creative Design:</p> <ol style="list-style-type: none"> 1. Design and create engaging digital collateral for various campaigns. 2. Produce monthly e-newsletters using design software. 3. Proficiently utilize design tools such as Canva, Photoshop, Illustrator, CorelDRAW, and similar software to create visually appealing content. <p>5.Additional Responsibilities: Perform any other tasks as assigned by the Bank from time to time</p>
H.	Eligibility Criteria	
	(a)	Age limit
		The candidate should not be less than 23 years old and not more than 35 years old as on August 31 st , 2025.
	(b)	Educational Qualification
		<p>The candidate must be a Graduate/Postgraduate/PG diploma holder in any of the following disciplines from a recognized Indian University/ Institute viz. Mass communication /Journalism /Mass Media/Media Science.</p> <p>A degree/diploma/certificate in graphic design will be an added advantage.</p>
	(c)	Experience
		<p>(As on August 31st, 2025)</p> <p>Minimum 2 years of post-qualification work Experience in brand management/corporate communication including public relation, social media, digital marketing etc. Experience in the Banking & Financial sector would be preferred.</p> <p>Note: Applications without relevant experience certificate from the employer would be rejected.</p>
I	Remuneration	
.		Based on candidate's qualification, experience and overall suitability for the post, maximum Cost to Company (CTC) / remuneration payable will be around ₹12-15 lakh per annum plus other facilities viz. Group Insurance etc. Apart from initial remuneration offered on CTC basis, there would be provision for annual increment on CTC finalized initially, which shall be considered by the Bank based on the performance review from time to time. The salary would also have a suitable variable component.

Other Conditions (Applicable for All posts):

1.	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.
2.	Right to raise/modify the eligibility criteria	Important: The Bank reserves the right to raise/modify the eligibility criteria including educational qualification and minimum work experience in order to restrict the number of candidates to be called for Interview, commensurate with the number of post s.
3.	Selection Procedure	<p>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.</p> <p>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.</p> <p>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.</p>
4.	HOW TO APPLY	<ul style="list-style-type: none">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 / forwarded <u>only through email at recruitment@sidbi.in</u> on or before September 26, 2025 . While forwarding the respective applications, the subject line shall clearly indicate the following details only, viz. "Application for the post of <<Post Code>>, <<Name of the Post>> <<Candidate Name>>."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, as mentioned in the application form.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.iv Handwritten Applications/ or Curriculum Vitae shall be summarily rejected.

		v The candidates who had already applied / shortlisted / selected / waitlisted need not to apply again.
5. Others		<p>I. The relevant experience certificate from employer must contain specifically that the candidate had experience in that related field as required.</p> <p>II. The candidate must be a citizen of India.</p> <p>III. The number of vacancies mentioned above are provisional and may vary.</p> <p>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 prior notice on the requirement of the Bank.</p> <p>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.</p> <p>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.</p> <p>VII. The Interview shall take place online. Candidates should ensure availability of necessary infrastructure as specified in call letter in this regard.</p> <p>VIII. 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.</p> <p>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.</p> <p>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.</p> <p>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 and completion of all other pre recruitment formalities to the complete satisfaction of the Bank.</p> <p>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.</p> <p>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</p> <p>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</p>

		Bank in this regard. Canvassing in any form will lead to disqualification of candidature.
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