



Advertisement No. 02/ 2026-27

Engagement of Specialist Officers on Contractual Basis (Full-time)- 2026-27

July 09, 2026

Established on April 2, 1990, under an Act of the Indian Parliament, the Small Industries Development Bank of India (SIDBI) stands as the Principal Financial Institution dedicated to the **Promotion, Financing, and Development of the Micro, Small, and Medium Enterprise (MSME) sector.**

SIDBI has been a catalyst for sustainable development in the MSME sector, fostering economic growth, equitable wealth distribution, and environmental preservation.

With a goal to **double its impact over the next five years**, SIDBI aims to become the **“point of first contact for all stages of the MSME life cycle”**, enabling MSMEs to integrate seamlessly into Indian and global value chains.

SIDBI’s mission is to **“Facilitate Access to Capital and Build Capacity of MSMEs”**, empowering them to thrive and contribute to India’s economic growth. The Bank’s focus on **people, processes, and technology** ensures exceptional customer service and operational excellence.

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	SC	ST	PwBD* (VI)
1.	Product Manager – Product and Policy	01	01	01	-	-	-	-	01

* PwBD – Persons with Benchmark Disabilities as defined in the "The Rights of Persons with Disabilities Act, 2016" (i) VI – Visually Impaired. The vacancy for VI is horizontal and included in the vacancies of parent category.

Product Manager – Product and Policy

S.No.	Particulars	Details
A.	Name of the Post	Product Manager – Product and Policy (PMPP)
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 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 Posting	The term of the contract of PMPP would initially be for a period of three years , subject to an interim review. 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 3 (three) months' notice on either side or Salary and allowances (if any) in lieu thereof.
G.	Job Profile	<p>The Product Manager will own the end-to-end success of assigned products/schemes for MSME / SME / mid-corporate customers, from concept and prototyping to rollout, scaling and lifecycle management.</p> <p>Key Responsibilities:</p> <ul style="list-style-type: none"> • Lead market studies, customer research, and competitive analysis to design or refine products and schemes (eligibility, pricing, features, processes, documentation, digital journeys) aligned with customer needs, market trends, and policy objectives. • Take full ownership of assigned product(s)/project(s), driving end-to-end success from concept through launch, adoption, and lifecycle management. • Prepare and maintain comprehensive product documentation including product notes, policy circulars, process flows, SOPs; coordinate and secure approvals from Risk, Compliance, Legal, and relevant committees. • Collaborate with Policy/Strategy units to define clear success metrics, adoption targets, and impact indicators; establish robust data capture mechanisms for real-time monitoring of scheme performance, customer adoption, and business impact. • Track and analyse product performance across all dimensions (volumes, customer acquisition/retention, yields, risk metrics, profitability, market penetration, impact outcomes) by segments, channels, and partners; proactively recommend enhancements, bundling opportunities, rationalisation, or strategic exits. • Drive product adoption through targeted internal and external communication strategies (marketing collateral, FAQs, staff training programs, partner enablement, customer campaigns, sales incentives) to achieve defined uptake and usage targets.

		<ul style="list-style-type: none"> Any other work assigned by the Bank from time to time. 	
H.	Eligibility Criteria		
	a	Age Limit	The candidate should not be more than 40 years old as on June 30, 2026 .
	b	Educational Qualification	<p>Mandatory educational qualification (As on June 30, 2026):</p> <p>Minimum Qualification: Graduate degree in Finance, Commerce, Economics, Business Administration, Engineering or related field from a recognised University/Institute.</p> <p>Desirable: -</p> <ul style="list-style-type: none"> Post-graduate qualification such as MBA/PGDM (Finance/Marketing/Operations), or equivalent certification in Product Management / Business Analysis
	c	Experience	<p>(As on June 30, 2026)</p> <p>Minimum 8 years of experience in product management, policy, business development or credit roles in Banks, NBFCs, DFIs or fintechs, preferably in MSME / SME / mid-corporate segments</p> <p>Hands-on experience with:</p> <ul style="list-style-type: none"> Exposure to launching / managing credit or guarantee schemes, refinance/lines of credit, or specialised programmes with government / multilateral partners is desirable
	d	Key Competencies	<p>Technical skills</p> <ul style="list-style-type: none"> Product design and lifecycle management (<i>Proficient</i>): Able to translate customer and policy needs into product constructs, value propositions and clear processes Policy and credit understanding (<i>Intermediate</i>): Familiar with credit/risk frameworks, regulatory guidelines and policy constraints relevant to MSME/DFI products Data and impact orientation (<i>Intermediate</i>): Comfortable using MIS and dashboards to track performance, scheme adoption, unit economics and impact metrics Digital and process thinking (<i>Intermediate</i>): Understands how products are delivered through digital/branch channels and can work with technology teams on journeys and requirements <p>Behavioural competencies:</p> <ul style="list-style-type: none"> Customer and stakeholder focus (<i>Proficient</i>): Balances customer needs, policy objectives and operational realities; manages expectations across functions Problem solving and structuring (<i>Proficient</i>): Breaks complex schemes into simple, implementable components; designs pilots and iterations

I.	Remuneration	<p>The remuneration figures are indicative ballpark ranges and shall not be treated as hard filters. A candidate's fit for the role in terms of skills, experience and alignment with the Bank's mandate shall be evaluated first and may not be screened out only on current or expected compensation.</p> <p>Based on the candidate's qualification, experience and overall suitability for the post, Cost to Company (CTC) / remuneration payable will be around ₹35.00-₹45.00 lakh per annum plus other facilities viz. Group Insurance etc.</p> <p>Apart from the initial remuneration offered on a CTC basis, there will be provision for an annual increment on the CTC finalised initially, which shall be considered by the Bank based on the performance review from time to time, and the salary will also include a suitable variable component linked to performance.</p>
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Other Conditions:

1	Reservation	<p>i. Reservations / Relaxations / Concessions would be given to SC/ST/OBC/EWS/PwBD candidates, wherever applicable as per guidelines issued by the Government of India from time to time. ii. The eligible candidate should produce a certificate issued by a competent authority as per the Government of India Guidelines.</p> <p>ii. Vacancy for Person with Disability (PwBD) is horizontal within the overall vacancies for the post.</p> <p>iii. Candidates belonging to the reserved category 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.</p> <p>iv. It is clarified that it may not be possible to employ candidates with disability in all offices / departments of the Bank and they will have to work in the post / centers as decided by the Bank in this regard.</p>
2	Right to raise/modify the eligibility criteria	<p>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).</p>
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	<p>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 only through email at recruitment@sidbi.in on or before July 29, 2026. 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>>."</p> <p>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.</p> <p>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.</p> <p>iv Handwritten Applications/ or Curriculum Vitae shall be summarily rejected.</p>

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 Bank in this regard. Canvassing in any form will lead to disqualification of candidature.</p>
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