



Advertisement No. 11/ 2025-26

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

December 04, 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.	Senior Cluster Manager (SCM)	01	01	01	-	-	-	-	01
2.	Cluster Manager (CM)	02	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.

Senior Cluster Manager (SCM)

S.No.	Particulars		Details
A.	Name of the Post		Senior Cluster Manager (SCM)
B.	Post Code		01
C.	Type of the Post		Contractual on full time basis.
D.	No. of Posts		01 (One)
E.	Place of Posting		Chennai
F.	Period of Posting		The term of the contract of SCM 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>Key aspects/ scope of work may include the following:</p> <ul style="list-style-type: none"> • Execute and Monitor implementation of SIDBI Cluster Development Fund and Promotional and Developmental Projects. • Maintain rapport With State Government departments for smooth execution of above activities. • Link Industry Association members, MSMEs with developmental scheme of Government of India, State Government of Tamil Nadu and similar developmental Institutions to strengthening the cluster eco-system. • Provide handholding support to MSMEs & Industry Association members to access credit from SIDBI branches through various SIDBI Schemes and financial intermediaries. • Prepare action plan for any assignment given by SIDBI from time to time. • Any other work assigned by the Bank from time to time.
H.	Eligibility Criteria		
	a	Age Limit	The candidate should not be more than 35 years old as on November 30, 2025 .
	b	Educational Qualification	Bachelor's degree in business administration, Finance, Commerce, Economics or a related field. An MBA or PGDM in Sales/Marketing/Finance will be an advantage
	c	Experience	(As on November 30, 2025) Minimum 5 years of post-qualification with experience in cluster & PDI activities/business development in the banking or financial services sector or working with MSMEs. Candidates must have experience in

			promotion and cluster development activities. SME loan sales or working with NBFCs/microfinance institutions.
	d	Key Competencies	<ul style="list-style-type: none"> • Good knowledge of Computer applications, MS-Office including Excel along with strong communication, writing, analytical and presentations skills • Excellent analytical and report writing skills, with the ability to present complex information in a clear and concise manner • Strong interpersonal and communication skills, with the ability to work effectively with diverse stakeholders • Managing large volumes of work, multi-tasking and multi-skilling
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 Rs.18.00 lakh per annum.</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>

Cluster Manager (CM)

S.No.	Particulars		Details
A.	Name of the Post		Cluster Manager (CM)
B.	Post Code		02
C.	Type of the Post		Contractual on full time basis.
D.	No. of Posts		01 (One)
E.	Place of Posting		Chennai
F.	Period of Posting		The term of the contract of CM 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>Cluster Manager will support the Senior Cluster Manager and look after the following key aspects:</p> <ul style="list-style-type: none"> • Execute and Monitor implementation of SIDBI Cluster Development Fund and Promotional and Developmental Projects. • Maintain rapport With State Government departments for smooth execution of above activities. • Link Industry Association members, MSMEs with developmental scheme of Government of India, State Government of Tamil Nadu and similar developmental Institutions to strengthening the cluster eco-system. • Provide handholding support to MSMEs & Industry Association members to access credit from SIDBI branches through various SIDBI Schemes and financial intermediaries. • Prepare action plan for any assignment given by SIDBI from time to time. • Any other work assigned by the Bank from time to time.
H.	Eligibility Criteria		
	a	Age Limit	The candidate should not be more than 30 years old as on November 30, 2025 .
	b	Educational Qualification	Bachelor's degree in business administration, Finance, Commerce, Economics or a related field. An MBA or PGDM in Sales/Marketing/Finance will be an advantage
	c	Experience	(As on November 30, 2025) Minimum 2 year of post-qualification with experience in in cluster & PDI activities/business development in the banking or financial services sector or working with MSMEs. Candidates must have experience in

			promotion and cluster development activities. SME loan sales or working with NBFCs/microfinance institutions.
	d	Key Competencies	<ul style="list-style-type: none"> • Good knowledge of Computer applications, MS-Office including Excel along with strong communication, writing, analytical and presentations skills • Excellent analytical and report writing skills, with the ability to present complex information in a clear and concise manner • Strong interpersonal and communication skills, with the ability to work effectively with diverse stakeholders • Managing large volumes of work, multi-tasking and multi-skilling
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 Rs.12.00 lakh per annum.</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>

Other Conditions:

1	Reservation	<ul style="list-style-type: none">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.ii. Vacancy for Person with Disability (PwBD) is horizontal within the overall vacancies for the post.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.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.
2	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.
3	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).
4	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>
5	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 only through email at recruitment@sidbi.in on or before December 24, 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>>."

		<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>
6	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</p>

		<p>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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