



**Advertisement No. 01/ 2026-27**

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

**May 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.

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 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.	Impact Assessment Analyst (IAA)	01	01	01	-	-	-	-	01
2.	Senior Program Designer (SPD)	02	01	01	-	-	-	-	01
3.	Consent Manager (CM)	03	01	01	-	-	-	-	01
4.	Data Auditor (DA)	04	01	01	-	-	-	-	01
5.	Chief Data and Analytics Officer (CDAO)	05	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.

## 1. Impact Assessment Analyst (IAA)

S.No.	Particulars	Details
A.	Name of the Post	Impact Assessment Analyst (IAA)
B.	Post Code	01
C.	Type of the Post	Contractual on full time basis
D.	No. of Posts	01 (one)
E.	Place of Posting	<b>Lucknow</b> 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 IAA would initially be for a period of <b>three years</b> , subject to an interim review. The contract shall be extendable, at sole discretion of the Bank, for a further period of up to <b>two years</b> . The contract can be terminated at <b>3 (three) months'</b> notice on either side or Salary and allowances (if any) in lieu thereof.
G.	Job Profile	<p>The Impact Assessment Analyst will design, implement and operationalise robust impact measurement and reporting systems for SIDBI's MSME and development programmes. The role will focus on tracking beneficiary-level outcomes, evaluating program effectiveness and generating actionable insights to improve program design, scale and efficiency.</p> <p><b><u>The IAA shall be responsible for:</u></b></p> <p><b>A. Devising monitoring structure for new and existing programmes</b></p> <ul style="list-style-type: none"> <li>• Design and operationalise impact measurement frameworks including KPIs, output, outcome and impact indicators across programs.</li> <li>• Collaborate with program teams to integrate measurement frameworks into program design and implementation.</li> <li>• Support scaling and replication decisions based on evidence.</li> <li>• Perform exploratory data analysis, trend analysis and outcome measurement across programs and sectors.</li> <li>• Develop and maintain structured data systems for capturing program-level and beneficiary-level data from multiple sources.</li> <li>• Recommend program improvements and course corrections.</li> </ul> <p><b>B. Reporting and compliance functions</b></p> <ul style="list-style-type: none"> <li>• Build dashboards, scorecards and automated reporting tools for internal and external stakeholders.</li> </ul>

		<ul style="list-style-type: none"> <li>• Deploy necessary statistical tools required for nationally and globally accepted M&amp;E framework.</li> <li>• Benchmark SIDBI's impact measurement approaches with global DFI frameworks (e.g., IFC AIMM, World Bank results frameworks)</li> <li>• Support preparation of donor reports, annual impact reports and institutional disclosures and translate data into evidence-based insights.</li> <li>• Preparation of Business Responsibility &amp; Sustainability Report (BRSR).</li> </ul> <p>C. Any other work assigned by the Bank from time to time.</p>	
H.	<b>Eligibility Criteria</b>		
	a	<b>Age Limit</b>	The candidate should not be more than <b>35 years</b> old as on <b>April 30, 2026</b> .
	b	<b>Educational Qualification</b>	<p><b>Mandatory educational qualification (As on April 30, 2026):</b></p> <p><b>Minimum Qualification:</b> Master's degree in Statistics, Mathematics, master's degree in economics/ Statistics/ Public Policy/ Development Studies/ Data Science or related quantitative/analytical discipline from a recognised institution</p> <p><b>Desirable: -</b> Certifications or coursework in impact evaluation, data analytics, econometrics or development economics</p>
	c	<b>Experience</b>	<p><b>(As on April 30, 2026)</b></p> <p><b>Minimum 5 years of</b> experience in impact measurement, analytics, consulting, development sector or DFI roles.</p> <p>Hands-on experience with:</p> <ul style="list-style-type: none"> <li>• Designing and implementing impact measurement frameworks</li> <li>• Working with large datasets, surveys or program data</li> <li>• Data analysis using Excel, Python, R or similar tools.</li> <li>• Experience with social return on investment (SROI) and cost-benefit analysis.</li> </ul>
	d	<b>Key Competencies</b>	<p><b>Technical skills</b></p> <ul style="list-style-type: none"> <li>• Impact Measurement &amp; Evaluation (<i>Proficient</i>): Strong understanding of results frameworks, theory of change, KPIs, and outcome measurement methodologies</li> <li>• Data Analysis (<i>Proficient</i>): Ability to analyse structured and unstructured data using tools such as Excel, Python, R or similar.</li> <li>• Data Management (<i>Proficient</i>): Experience in handling large datasets, ensuring data quality, validation and consistency</li> </ul>

		<ul style="list-style-type: none"> <li>• Reporting &amp; Visualisation (<i>Intermediate</i>): Ability to create dashboards and reports using tools such as Power BI/Tableau and present insights effectively. Translating technical analysis into clear, actionable narratives through case studies and success stories.</li> <li>• Awareness of SDGs, ESG frameworks, and national priorities.</li> </ul> <p><b>Behavioural competencies:</b></p> <ul style="list-style-type: none"> <li>• Analytical thinking and problem solving (<i>Proficient</i>): Can translate raw data into clear insights and practical recommendations for collections teams</li> <li>• Stakeholder management and communication (<i>Intermediate</i>): Works closely with cross-functional teams and external partners</li> </ul>
I.	<b>Remuneration</b>	<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 <b>around ₹17.00 lakh per annum</b> 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>

## 2. Senior Program Designer (SPD)

S.No.	Particulars	Details
A.	Name of the Post	Senior Program Designer (SPD)
B.	Post Code	02
C.	Type of the Post	Contractual on full time basis.
D.	No. of Posts	01 (one)
E.	Place of Posting	<b>Lucknow</b> 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 SPD would initially be for a period of <b>three years</b> , subject to an interim review. The contract shall be extendable, at sole discretion of the Bank, for a further period of up to <b>two years</b> . The contract can be terminated at <b>3 (three) months'</b> notice on either side or Salary and allowances (if any) in lieu thereof).
G.	Job Profile	<p>The Senior Program Designer – Impact will lead the conceptualisation, structuring and evolution of development programs aligned to organisational development strategies with focus on MSME growth, livelihoods and inclusive development.</p> <p><b><u>The SPD shall be responsible for:</u></b></p> <p><b>A) New Programme shaping, piloting and scaling up</b></p> <ul style="list-style-type: none"> <li>• Design end-to-end development programs including defining objectives, programme architecture (theory of change, delivery models, implementation structures, impact orientation, scalability and sustainability).</li> <li>• Ensure its aligned (in discussion with M&amp;E team) to the Impact Assessment framework adopted by institution.</li> <li>• Test pilot the programme through identified partners suggest scaling of initiative (based on evidence and performance) including engagement strategies (type of partners/budget etc.). Accordingly define governance structures, roles and responsibilities across stakeholders for effective program execution.</li> </ul> <p><b>B) Existing programmes - Evaluation on regular basis</b></p> <ul style="list-style-type: none"> <li>• Revisit the existing programmes on regular basis (in line with institutional / national priorities and dovetailed to good practices) and basis feedback/performance etc. suggest additions/ edits/deletions /modifications, etc. to make it more effective, inclusive and impact oriented.</li> <li>• Integrate learnings from past projects, impact assessment reports and sector good practices</li> </ul>

		<ul style="list-style-type: none"> <li>Pick learnings in terms of sector/ subsectors/regional level diagnostics/ need mapping /beneficiary research</li> </ul> <p>C) Any other work assigned by the Bank from time to time towards PDI priorities/initiatives/programmes.</p>	
H.	<b>Eligibility Criteria</b>		
	<b>a</b>	<b>Age Limit</b>	The candidate should not be more than <b>40 years</b> old as on <b>April 30, 2026</b> .
	<b>b</b>	<b>Educational Qualification</b>	<p><b>Mandatory educational qualification (As on April 30, 2026):</b></p> <p><b>Minimum Qualification:</b> Master’s degree in public policy/ economics/ development studies/ management or related field from a recognised institution</p> <p><b>Desirable: -</b> Exposure to development finance, program design, or public systems design; certifications in policy, strategy or development programs.</p>
	<b>c</b>	<b>Experience</b>	<p><b>(As on April 30, 2026)</b></p> <p><b>Minimum 10 years</b> of experience in program design, strategy, consulting, development sector or DFI roles</p> <p>Hands-on experience with:</p> <ul style="list-style-type: none"> <li>Designing and launching new programs or initiatives.</li> <li>Conceptualising and managing thematic programs.</li> <li>Designed / implemented multi-stakeholder projects impacting large number of beneficiaries. Working with government, donors, NGOs and multiple stakeholders</li> <li>Conducting field-based assessments and translating insights into program design.</li> </ul>
	<b>d</b>	<b>Key Competencies</b>	<p><b>Technical skills</b></p> <ul style="list-style-type: none"> <li>Program Design &amp; Structuring (<i>Proficient</i>): Strong ability to design end-to-end development programs including theory of change, delivery models and implementation structures.</li> <li>Budgeting and cost-effectiveness analysis, impact-oriented program planning, and Monitoring &amp; Evaluation concepts.</li> <li>Field Research &amp; Needs Assessment (<i>Proficient</i>): Experience in conducting field studies and translating insights into program strategy</li> <li>Development Programs &amp; DFI Practices (<i>Intermediate to Proficient</i>): Understanding of how global DFIs design and implement programs and ability to adapt frameworks. Strong grasp of compliance requirements, SDGs, BRSR, ESG expectations, Government schemes and convergence possibilities.</li> </ul>

		<ul style="list-style-type: none"> <li>Resource Mobilisation (<i>Intermediate</i>): Ability to identify and structure funding partnerships across government, CSR and external sources</li> </ul> <p><b>Behavioural competencies:</b></p> <ul style="list-style-type: none"> <li>Analytical thinking and problem solving (<i>Proficient</i>): Can translate raw data into clear insights and practical recommendations for collections teams</li> <li>Execution Orientation (<i>Proficient</i>): Ability to move from concept to implementation with ownership, accountability, clarity and speed.</li> <li>Collaboration &amp; Influence (<i>Proficient</i>): Ability to influence stakeholders and drive alignment without direct authority</li> </ul>
I.	<b>Remuneration</b>	<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 candidate's qualification, experience and overall suitability for the post, Cost to Company (CTC) / remuneration payable will be around <b>₹20.00 Lakh per annum</b>.</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 linked to performance.</p>

### 3. Consent Manager (CM)

S.No.	Particulars	Details
A.	Name of the Post	Consent Manager (CM)
B.	Post Code	03
C.	Type of the Post	Contractual on full time basis.
D.	No. of Posts	01 (One)
E.	Place of Posting	<b>Mumbai</b> 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 CM would initially be for a period of <b>three years</b> , subject to an interim review. The contract shall be extendable, at sole discretion of the Bank, for a further period of up to <b>two years</b> . The contract can be terminated at <b>3 (three) months'</b> notice on either side or Salary and allowances (if any) in lieu thereof).
G.	Job Profile	<p>The <b>Consent Manager</b> will operate <b>under the Data Protection Officer (DPO) Office</b> and will be responsible for managing the lifecycle of user consent for data processing activities across the Bank. The role will ensure that consent collection, storage, usage, and withdrawal mechanisms are compliant with applicable data protection laws and regulatory requirements.</p> <p>The CM shall be responsible for:</p> <ul style="list-style-type: none"> <li>• Design, implement, and manage enterprise-wide consent management frameworks and lifecycle processes aligned with DPDP Act and regulatory guidelines.</li> <li>• Ensure lawful collection, recording, and management of user consent across digital and offline channels.</li> <li>• Maintain centralized consent repositories with proper audit trails and version control.</li> <li>• Enable mechanisms for consent withdrawal, modification, and grievance handling.</li> <li>• Collaborate with technology and business teams to integrate consent management systems into applications, portals and customer journeys.</li> <li>• Manage third-party consent sharing and ensure compliance with contractual and regulatory obligations.</li> <li>• Assist the DPO in regulatory reporting, inspections, and compliance documentation related to consent.</li> <li>• Ensure SLA adherence for statutory timelines, act as coordination point for consent-related grievances, coordinate for timely grievance resolution with business and technology teams.</li> </ul>

		<ul style="list-style-type: none"> <li>Any other work assigned by the Bank from time to time.</li> </ul>	
H.	<b>Eligibility Criteria</b>		
	<b>a</b>	<b>Age Limit</b>	The candidate should not be more than <b>40 years</b> old as on <b>April 30, 2026</b> .
	<b>b</b>	<b>Educational Qualification</b>	<p><b>Mandatory educational qualification (As on April 30, 2026):</b></p> <p><b>Minimum Qualification: Minimum Qualification:</b> Graduate degree in Information Technology/ Computer Science/ Law/ Data Governance/Business Administration/ from a recognised University/Institute.</p> <p><b>Desirable: -</b></p> <ul style="list-style-type: none"> <li>Postgraduate degree in Law, Data Privacy, IT, or Management.</li> <li>Certifications such as CIPP/A, CIPP/E, CIPM, DCP, DCPLA or equivalent privacy/data governance certifications</li> </ul>
	<b>c</b>	<b>Experience</b>	<p><b>(As on April 30, 2026)</b></p> <p><b>Overall 10 years of experience</b> in managing IT Applications / Information risks out of which following is also required</p> <ul style="list-style-type: none"> <li><b>At least 4 years</b> of relevant experience in data privacy, IT audit, risk/compliance, or data governance roles, preferably in banks, NBFCs, DFIs, fintechs, or regulated environments and</li> <li><b>2 years</b> of experiences in handling Information security risk</li> </ul> <p>Hands-on experience with:</p> <ul style="list-style-type: none"> <li>Designing or managing consent management platforms or workflows.</li> <li>Implementing consent artefacts across digital products or customer journeys.</li> <li>Working with Legal, Compliance, IT, and Business teams.</li> </ul>
	<b>d</b>	<b>Key Competencies</b>	<p><b>Technical skills</b></p> <ul style="list-style-type: none"> <li>Data Privacy &amp; Consent Frameworks (<i>Proficient</i>): Strong understanding of DPDP Act, GDPR consent principles, and RBI guidelines</li> <li>Consent Lifecycle Management (<i>Proficient</i>): Expertise in consent capture, storage, audit trails, withdrawal, and preference management</li> <li>Technology Integration (<i>Intermediate</i>): Familiarity with consent management platforms (CMPs), APIs, and system integrations</li> </ul> <p><b>Domain and business skills:</b></p> <ul style="list-style-type: none"> <li>Regulatory awareness (<i>Intermediate</i>): Understanding of privacy and data-sharing obligations in financial services</li> </ul> <p><b>Behavioural competencies:</b></p>

			<ul style="list-style-type: none"> <li>Analytical thinking and problem solving (<i>Proficient</i>): Can translate raw data into clear insights and practical recommendations for collections teams</li> <li>Stakeholder management and communication (<i>Intermediate</i>): Works closely with Risk, Collections, Business and partner institutions</li> </ul>
I.	<b>Remuneration</b>		<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 candidate's qualification, experience and overall suitability for the post, Cost to Company (CTC) / remuneration payable will be around <b>₹40.00 Lakh per annum</b>.</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 linked to performance.</p>

#### 4. Data Auditor (DA)

S.No.	Particulars	Details
A.	Name of the Post	Data Auditor (DA)
B.	Post Code	04
C.	Type of the Post	Contractual on full time basis.
D.	No. of Posts	01 (One)
E.	Place of Posting	<b>Mumbai</b> 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 DA would initially be for a period of <b>three years</b> , subject to an interim review. The contract shall be extendable, at sole discretion of the Bank, for a further period of up to <b>two years</b> . The contract can be terminated at <b>3 (three) months'</b> notice on either side or Salary and allowances (if any) in lieu thereof).
G.	Job Profile	<p>The <b>Data Auditor</b> will function under the <b>Data Protection Officer (DPO)</b> Office and will independently assess the Bank's data privacy and protection practices. The role will ensure compliance with applicable data protection laws, regulatory requirements, and internal policies by conducting audits across data lifecycle processes</p> <p><b><u>The DA shall be responsible for:</u></b></p> <ul style="list-style-type: none"> <li>• Conduct independent data privacy and protection audits across business units, systems, and processes.</li> <li>• Evaluate compliance with applicable laws (e.g., DPDP Act), RBI guidelines, and internal data governance policies.</li> <li>• Review data lifecycle practices including data collection, storage, processing, sharing, retention, and deletion.</li> <li>• Perform Data Protection Impact Assessments (DPIAs) and privacy risk assessments for new and existing systems.</li> <li>• Collaborate with IT, Legal, Risk, and Business teams to strengthen privacy-by-design principles.</li> <li>• Maintain RoPA (Record of Processing Activities) or similar</li> <li>• Identify high-risk processing and recommend controls</li> <li>• Support new product and vendor engagements with respect to DPDPA.</li> <li>• Ensuring compliance with significant data fiduciary</li> <li>• Experience conducting Data Governance review</li> <li>• Support the DPO in regulatory audits, reporting, and inspections.</li> </ul>

		<ul style="list-style-type: none"> <li>Any other work assigned by the Bank from time to time.</li> </ul>	
H.	<b>Eligibility Criteria</b>		
	a	<b>Age Limit</b>	The candidate should not be more than <b>40 years</b> old as on <b>April 30, 2026</b> .
	b	<b>Educational Qualification</b>	<p><b>Mandatory educational qualification (As on April 30, 2026):</b></p> <p><b>Minimum Qualification:</b> Graduate degree in Information Technology/ Computer Science/Data Science/ Law/ Risk Management from a recognised University/Institute</p> <p><b>Desirable: -</b></p> <ul style="list-style-type: none"> <li>Postgraduate degree in Cybersecurity, Data Privacy, Law (LLB/LLM), or Data Governance</li> <li>Certifications such as CIPP/E, CIPP/A, CIPM, DCPP/DCPLA/ ISO 27001 Lead Auditor, CISA or equivalent</li> </ul>
	c	<b>Experience</b>	<p><b>(As on April 30, 2026)</b></p> <p><b>Overall 10 years of relevant experience</b> in data privacy, IT audit, risk/compliance, or data governance roles, preferably in banks, NBFCs, DFIs, fintechs, or regulated environments including <b>at least 5 years in IT Auditing</b></p> <p>Hands-on experience with:</p> <ul style="list-style-type: none"> <li>Conducting data audits, privacy assessments, or compliance reviews</li> <li>Data mapping, classification, and lifecycle governance practices</li> <li>Working with cross-functional teams such as Legal, IT, Risk, and Analytics</li> </ul>
	d	<b>Key Competencies</b>	<p><b>Technical skills</b></p> <ul style="list-style-type: none"> <li>Data Privacy &amp; Regulations (<i>Proficient</i>): Strong understanding of DPDP Act, GDPR principles, RBI guidelines, and privacy frameworks.</li> <li>Audit &amp; Risk Assessment (<i>Proficient</i>): Ability to conduct audits, DPIAs, control testing, and compliance assessments.</li> <li>Data Governance (<i>Intermediate to Proficient</i>): Knowledge of data lifecycle, classification, retention, and access management.</li> </ul> <p><b>Domain and business skills:</b></p> <ul style="list-style-type: none"> <li>Banking/ DFI data understanding (<i>Basic to Intermediate</i>): Awareness of customer, credit, transaction, Digital Banking, Outsourcing and third party Governance and operational data and associated privacy risks.</li> <li>Risk and compliance awareness (<i>Intermediate</i>): Understanding of regulatory expectations for data protection and privacy in financial services.</li> </ul> <p><b>Behavioural competencies:</b></p> <ul style="list-style-type: none"> <li>Analytical thinking and problem solving (<i>Proficient</i>): Can translate raw data into clear</li> </ul>

			<p>insights and practical recommendations for collections teams</p> <ul style="list-style-type: none"> <li>Stakeholder management and communication (<i>Intermediate</i>): Works closely with Risk, Collections, Business and partner institutions</li> </ul>
I.	<b>Remuneration</b>		<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 candidate's qualification, experience and overall suitability for the post, Cost to Company (CTC) / remuneration payable will be around <b>₹35.00 Lakh per annum</b>.</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 linked to performance.</p>

### 5.Chief Data and Analytics Officer (CDAO)

Particulars	Details
Name of the Post	<b><u>Chief Data and Analytics Officer (CDAO)</u></b>
Post Code	05
Type of the Post	Contractual on full time basis.
No. of Posts	01 (One)
Place of Posting	<b>Mumbai</b> 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.
Period of Posting	The term of the contract of CDAO would initially be for a period of <b>three years</b> , subject to an interim review. The contract shall be extendable, at sole discretion of the Bank, for a further period of up to <b>two years</b> . The contract can be terminated at <b>3 (three) months'</b> notice on either side or Salary and allowances (if any) in lieu thereof).
Job Profile	<p>The <b>Chief Data and Analytics Officer (CDAO)</b> will define and execute the Bank's enterprise-wide data strategy, ensuring that data is treated as a critical asset to drive business growth, risk management, regulatory compliance and development impact.</p> <p><b><u>The CDAO shall be responsible for:</u></b></p> <ul style="list-style-type: none"> <li>• Formulate and own the enterprise data and digital strategy, covering data vision, priorities, architecture, governance, analytics, AI/ML roadmap, and digital-platform modernization aligned to Bank strategy</li> <li>• Establish and chair enterprise data-governance forums; define policies, standards and controls for ownership, data quality, privacy, security, and ethical use of AI and automation across all systems</li> <li>• Oversee design and evolution of enterprise data platforms (data lake, warehouse, metadata, MDM, BI, AI/ML, and consent-management systems), integrating privacy-by-design and security-by-default principles</li> <li>• Embed a data-driven decision-making culture across the Bank by integrating analytics and insights into credit, risk, customer, operations, and policy processes, supported by dashboards and self-service BI</li> <li>• Build and lead cross-functional data teams (data engineering, science, BI, data governance, and digital delivery), establishing agile, outcome-based operating models and talent development plans</li> <li>• Ensure regulatory, audit, and security compliance for all data management and digital systems in coordination with Risk, Compliance, Legal and IT, including continuous DPDP readiness assessments and breach-response mechanisms</li> </ul>

		<ul style="list-style-type: none"> <li>• Represent the Bank in external forums on data, analytics, AI and digital innovation , contributing to regulatory consultations, industry collaborations and inter-institutional learning on secure, responsible data use</li> <li>• Any other work in the area of expertise given by the Bank from time to time.</li> </ul>
<b>Eligibility Criteria</b>		
<b>a</b>	<b>Age Limit</b>	The candidate should not be more than <b>55 years</b> old as on <b>April 30, 2026</b> .
<b>b</b>	<b>Educational Qualification</b>	<p><b>Mandatory educational qualification (As on April 30, 2026):</b></p> <p><b>Minimum Qualification:</b></p> <ul style="list-style-type: none"> <li>• Graduate degree in Engineering, Computer Science, Statistics, Mathematics, Economics, Finance, Management, or related quantitative/technical discipline from a recognised University/Institute and</li> <li>• Post-graduate degree such as M.Tech, M.Stat, M.Sc (Data Science/Analytics), or equivalent</li> </ul> <p><b>Desirable: -</b> Certifications in data management, analytics, AI/ML, information management or governance</p>
<b>c</b>	<b>Experience</b>	<p><b>(As on April 30, 2026)</b></p> <p>Overall, <b>18+</b> years of experience in financial services / consulting / technology, with at least <b>8+</b> years in senior leadership roles driving data, analytics or digital transformation</p> <p>Hands-on experience with:</p> <ul style="list-style-type: none"> <li>• Setting up or scaling enterprise data/analytics functions (data platforms, data governance, BI/MI, data science/AI); experience with national digital public infrastructure (AA/OCEN/ONDC).</li> <li>• Working within regulated financial institutions (banks, NBFCs, DFIs) or advising them on large data/digital programmes.</li> <li>• Managing senior stakeholders, large cross-functional teams and multi-vendor ecosystems..</li> </ul>
<b>d</b>	<b>Key Competencies</b>	<p><b>Technical skills</b></p> <ul style="list-style-type: none"> <li>• Enterprise data &amp; analytics strategy (<i>Proficient</i>): Proven ability to craft and execute data strategies that link architecture, governance, analytics and business value</li> <li>• Data architecture and platforms (<i>Intermediate to Proficient</i>): Understanding of modern data architectures (lakes/warehouses, streaming, APIs, cloud), their trade-offs and implementation patterns</li> <li>• Data governance &amp; risk (<i>Proficient</i>): Deep familiarity with data-quality, metadata, MDM, privacy, security, model-risk and regulatory/reporting expectations in financial services</li> <li>• Analytics, AI &amp; ML (<i>Intermediate</i>): Strong conceptual grasp of analytics and AI/ML applications (credit, risk, collections, customer, impact/ESG), with ability to challenge and guide specialists</li> </ul> <p><b>Domain and business skills:</b></p>

		<ul style="list-style-type: none"> <li>• Banking/DFI and MSME domain (<i>Proficient</i>): In-depth understanding of MSME/mid-corporate lending, refinance, guarantees, risk management, treasury and development-impact measurement</li> <li>• Regulatory and compliance orientation (<i>Proficient</i>): Strong grip on regulatory reporting, RBI guidelines, data and model expectations, and audit interfaces</li> </ul> <p><b>Behavioural competencies:</b></p> <ul style="list-style-type: none"> <li>• Influencing and stakeholder leadership (<i>Proficient</i>): Comfortable working with Board, CXO, and regulators; capable of driving consensus across functions</li> <li>• Talent building and collaboration (<i>Proficient</i>): Builds high-performing teams, nurtures scarce skills, and fosters a culture of data-driven decision-making across the Bank</li> </ul>
<b>Remuneration</b>		<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 candidate's qualification, experience and overall suitability for the post, Cost to Company (CTC) / remuneration payable will be around <b>₹85.00-₹95.00 Lakh per annum</b>.</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 linked to performance.</p>

**Other Conditions:**

1	Reservation	<ul style="list-style-type: none"><li>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.</li><li>ii. The eligible candidate should produce a certificate issued by a competent authority as per the Government of India Guidelines.</li><li>iii. Vacancy for Person with Disability (PwBD) is horizontal within the overall vacancies for the post.</li><li>iv. 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.</li><li>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.</li></ul>
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	<b>Important:</b> 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	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. 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. 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.
5	HOW TO APPLY	<ul style="list-style-type: none"><li>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 <b><u>only through email at <a href="mailto:recruitment@sidbi.in">recruitment@sidbi.in</a></u></b> on or before <b>May 29, 2026</b>. While forwarding the respective applications, the subject line shall clearly indicate the following details only, viz. <b>"Application for the post of &lt;&lt;Post Code&gt;&gt;, &lt;&lt;Name of the Post&gt;&gt; &lt;&lt;Candidate Name&gt;&gt;."</b></li></ul>

		<ul style="list-style-type: none"> <li>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.</li> <li>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.</li> <li>iv <b>Handwritten Applications/ or Curriculum Vitae shall be summarily rejected.</b></li> </ul>
6	Others	<ul style="list-style-type: none"> <li>I. The relevant experience certificate from employer must contain specifically that the candidate had experience in that related field as required.</li> <li>II. The candidate must be a citizen of India.</li> <li>III. The number of vacancies mentioned above are provisional and may vary.</li> <li>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.</li> <li>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.</li> <li>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.</li> <li>VII. The Interview shall take place online. Candidates should ensure availability of necessary infrastructure as specified in call letter in this regard.</li> <li>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.</li> <li>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.</li> <li>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.</li> <li>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.</li> <li>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</li> </ul>

		<p>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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