



The South Indian Bank Ltd., Regd. Office: Thrissur, Kerala

**RECRUITMENT OF OFFICERS FOR TREASURY**

**The South Indian Bank Ltd., a Premier Scheduled Commercial Bank in India, invites applications from Indian Nationals for various roles in Treasury Department**

**READ THIS NOTIFICATION CAREFULLY BEFORE APPLYING.**

Eligible applicants are requested to apply ONLINE through Bank's website [www.southindianbank.com](http://www.southindianbank.com) No other means/modes of applications will be accepted. Before the registration, applicants are requested to ensure that there is a valid email id in his/her name. Applicants are advised to use Internet Explorer 7 & higher or Mozilla Firefox browsers for the registration of applications.

**All future communications in this regard will be notified in our website and to the registered email id given while applying online.**

**a) IMPORTANT DATES**

Online Application - Start Date	29.12.2021
Online Application - End Date	04.01.2022

**b) ROLES & SCALE OF APPOINTMENT**

ROLE	SCALE OF APPOINTMENT*
Head – Domestic Sales	Scale III/IV (IBA Package)
Relationship Manager - Financial Institution Group	Scale II/III (IBA Package)
Dealer - Derivatives	

*\*However, the scale of appointment will be fixed by the management based on the qualification and experience of the applicant*

**c) PLACE OF POSTING**

- **Mumbai (Liable for transfer anywhere in India at the sole discretion of the Bank.)**

**d) ELIGIBILITY CRITERIA (as on 30.11.2021)**

ROLE	WORK EXPERIENCE	EDUCATIONAL QUALIFICATION	AGE
Head – Domestic Sales	10 years	60% in Post – Graduation from a recognised University	Not above 40 years
Relationship Manager - Financial Institution Group	6 years	60% in Post-Graduation from a recognised University or CA	Not above 40 years
Dealer - Derivatives	6 years	60% in Graduation from a recognised University	Not above 35 years

- Candidates who are meeting the requisite eligibility criteria only need to apply.
- Candidate should indicate the percentage marks obtained calculated to nearest two decimals in the Online application. Where CGPA/ OGPA is awarded, the same should be converted into percentage and indicated in the Online Application. If called for Interview the candidate will have to produce a certificate issued by the appropriate authority inter alia stating the norms of the University regarding conversion of grade into percentage and the percentage of marks scored by the candidate in terms of these norms
- If Grade/ CGPA is awarded instead of marks, only candidates securing CGPA/ Grade equivalent to 60% or more may apply. Equivalent percentage should be mentioned at the time of application.
- The Grade Point Average (GPA) to percentage conversion criteria as detailed below may be adopted for converting the GPA/SGPA/CGPA, as the case may be, to percentage in case marks are not directly given in the mark list and no criteria is available from the institution for converting the GPA to percentage. **“Percentage= (GPA\*7.1) + 11” (for the scale of 10-point)**
- Those who have scored less than 60% marks will not be eligible for applying. Rounding off to the nearest integer is not allowed. (For e.g. 59.99 % cannot be rounded off to 60 %)
- The percentage of marks shall be arrived by dividing the total marks obtained in all the subjects in all the semester(s)/ year(s) by the total maximum marks in all subjects, irrespective of honours/ optional/ additional optional subject, if any.

**e) TERMS OF EMPLOYMENT**

Probation Period	1 year
------------------	--------

**f) COMPENSATION PACKAGE**

Compensation shall be fixed by the management based on the knowledge and experience of the applicant. Will be eligible for Performance Linked Incentives (PLI) based on performance review on the terms and conditions of the Board approved Performance Linked Incentive Scheme for the respective financial years. All other benefits will be as applicable to the Scale in which the applicants are recruited.

**g) JOB DESCRIPTION/CORE COMPETENCIES**

ROLE	JOB DESCRIPTION/CORE COMPETENCIES
Head – Domestic Sales	<ul style="list-style-type: none"> <li>• Post-Graduate having good knowledge of capital markets, preferably CA / MBA or equivalent / CFA</li> <li>• Deep understanding of Fixed Income Markets and overall understanding of the various asset classes</li> <li>• Lead and Manage the domestic Treasury sales team</li> <li>• Drive the business objectives</li> <li>• Liaising with potential borrowers and investors</li> <li>• Build and maintain the relationships with promoters/CFOs with Mid Corporate/Large Corporate Clients</li> <li>• Connect with the investment team of institutional investors like mutual fund, insurance companies, banks, provident funds, Corporates, family offices, HNI segment, etc.</li> <li>• Responsible for acquisition of New to Bank clients and managing the Relationships with existing clients</li> <li>• Analysis of different sectors, preparation of pitch presentations, negotiations and sourcing of mandates</li> <li>• Primary placement of Bonds &amp; Debentures</li> </ul>

	<ul style="list-style-type: none"> <li>• Understanding of SLR market and connect with SLR investors like PF/ Pension/ Gratuity Trusts, Co-operative Banks, Mutual Fund, Insurance Companies, Brokers, NBFCs, etc for pitching of CSGL product</li> <li>• End to end management of debt proposal- from sourcing to placement</li> <li>• Prepare pitching material to provide market intelligence and other information relevant to client's needs</li> <li>• Provide intelligence for debt issuances activities in different markets</li> <li>• Maintain the relevant MIS</li> </ul>
<p>Relationship Manager – Financial Institution Group</p>	<ul style="list-style-type: none"> <li>• Develop and enhance the broader business relationship with Financial Institutions (FI) clients</li> <li>• Lead, manage and develop client relationship by providing relationship management coverage, and supporting business growth across product segments</li> <li>• Strive to exceed customer expectations and build long-term relationships with customers</li> <li>• Follow the principles of lead oneself, lead the business and provide the highest levels of service to customers</li> <li>• Facilitate the delivery of integrated, end-to-end solutions</li> <li>• Ensure a single point of contact for the relevant services</li> <li>• Demonstrate the performance by driving the assigned KPIs</li> <li>• To enhance Banks Share of Wallet (SoW) across products by establishing high standards of delivery</li> <li>• Extensively liaising with various internal departments of the Bank</li> <li>• Keep a track of relevant transactions happening in the market</li> <li>• Ensure compliance with internal and regulatory guidelines</li> </ul>
<p>Dealer - Derivatives</p>	<ul style="list-style-type: none"> <li>• Graduate/Post-Graduate having good knowledge of finance and forex markets, preferably CA / MBA or equivalent / CFA</li> <li>• Certification of NCFM/NISM relating to interest rate/currency derivatives will be an added advantage</li> <li>• Structuring, pricing, valuation and designing of derivative (currency and interest rate) products as per the requirement</li> <li>• Managing end to end process of the product life cycle of all derivative products</li> <li>• Facilitate generating income through sale of permitted interest rate/forex derivatives to clients</li> <li>• Managing relationships with prospective and existing clients for generating fresh business and for retention of existing clients</li> <li>• Profiling clients by conducting in-depth analysis of their businesses and advising them on hedging strategies</li> <li>• Supporting the efforts of Relationship Managers to enhance forex business</li> <li>• Keeping abreast of market information and providing regular updates to clients as well as immediate superiors</li> <li>• Providing training and grooming to the existing team</li> <li>• Ensuring that all activities at the desk are carried out in compliance with all regulatory and internal guidelines</li> </ul>

## **h) MODE OF SELECTION**

### **Initial Shortlisting and Interview**

- ✓ Adequate number of shortlisted applicants will be called for Interview.
- ✓ Mere eligibility will not vest any right on the applicant for being called for Interview.
- ✓ Bank reserves the right to make required modifications in selection process considering number of applications for the post and also decide the number of applicants to be called for Interview.
- ✓ In matters regarding eligibility and selection, Bank's decision will be final and **no further correspondence will be entertained.**

## **i) APPLICATION FEE**

Rs.100/- (excluding GST and other applicable charges)
<ul style="list-style-type: none"><li>• Applicants meeting the stipulated norms only need to apply for the post.</li><li>• Application fee once remitted will not be refunded in any case.</li></ul>

## **j) HOW TO APPLY**

Applicants can apply online through Bank's website [www.southindianbank.com](http://www.southindianbank.com) only from **29.12.2021 to 04.01.2022** and no other mode of application will be accepted.

- ✓ Ensure that the applicant fulfils all the eligibility criteria.
- ✓ The applicants are requested to ensure that the information provided in the Online-Application Form is correct before submitting the application form.
- ✓ There will not be any provision to modify the submitted online application. Applicants are requested to take utmost care while filling up the online application.
- ✓ Applicants making multiple registrations will be disqualified.
- ✓ Applicants will have to enter their basic details and upload the photograph, signature and Curriculum Vitae (CV) as per the specifications given below. Copies of the photograph may be retained for use at the time of Interview.

### **❖ Guidelines for uploading Photograph:**

- Taken in a studio with White Background
- Colour Code for White Background: R-255, G-255, B-255
- JPEG format ( .jpg)
- Width - 378 pixel, Height - 437 pixel
- Resolution – 300 per sq. inch
- File Size – should not exceed 200 KB

### **❖ Guidelines for uploading Signature:**

- The applicant should sign on a white paper with black ink pen and upload the same
- Resolution: 110 pixels (height) x 140 pixels (width)
- Ensure that the size of the scanned image is not more than 50kb.

### **❖ Guidelines for uploading Curriculum Vitae (CV):**

- The CV should be in PDF format
- Ensure that the size of the file is not more than 1 MB.

❖ **Guidelines for uploading Educational Certificates:**

- The Educational certificates from Class X till base qualification as per notification should be uploaded as a single file.
- Ensure that the size of the file is not more than 3 MB.

❖ **Guidelines for uploading Experience Certificate:**

- The Experience certificates corresponding to all the experience claimed should be uploaded as a single file
- Ensure that the size of the file is not more than 1 MB.

- ✓ Please note that there will be a system generated User Id (Application Ref. Id) for your registered application. Applicants should create their own password to login and for taking print of the application form. Please note down the User ID (Application Ref. ID) and Password carefully for future references. An e-mail containing details of the registration will be sent to the e-mail Id given by the applicant.
- ✓ Keep a copy of the application printout for future reference.

Applicants are advised to visit “careers” page in our website [www.southindianbank.com](http://www.southindianbank.com) for future updates. Please also note that the physical copy of the Application need not be sent to us.

**k) GENERAL CONDITIONS**

- ✓ Before filling in the online application form, the applicant must ensure that he/she fulfils all the eligibility criteria with respect to age, educational qualifications, work experience etc. in respect of the post for which he/she is making the application. The applicants will be called for Interview based on the information provided in the online application form submitted by them. If any of the information furnished by the applicant is found to be incorrect/ false on a later date, the selection / appointment is liable for termination.
- ✓ Applicants are advised to retain two copies of the same photograph which is used in the application for use at the time of Interview.
- ✓ Canvassing in any form will be a disqualification.
- ✓ Applicants will have to appear for Interview on their own.
- ✓ Applicants willing to serve anywhere in India only need to apply.
- ✓ Appointment will also be subject to Medical fitness, satisfactory background verification and completion of other formalities as per the rules and regulations of the Bank from time to time.

**NOTE:**

**The Access to the Bank’s website could be delayed towards the closing date for submitting the Online Registration due to heavy Internet Traffic. Hence the applicants are advised to avoid last minute rush and make use of the time span available for submitting the applications online. The Bank does not assume any responsibility for the applicant not being able to submit his/her application due to non-availability of internet or any other reason beyond the control of the Bank.**

**For queries please contact:**

Our Toll Free Customer Care Number **1800-425-1809/ 1800-102-9408** or mail us at **careers@sib.co.in**

\*\*\*\*\*