





# (A Government of India Undertaking) Corporate Office, Speed Post Centre Building, Bhai Veer Singh Marg, New Delhi -110001

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## RECRUITMENT OF VACANCIES (INCLUDING BACKLOG) IN SCALE II, III, IV, V & VI ON REGULAR BASIS

Advertisement No.: IPPB/CO/HR/RECT./2022-23/05

India Post Payments Bank Limited (IPPB) has been setup under the Department of Post, Ministry of Communications with 100% equity owned by Government of India having presence all over India which aims to utilize all of India's 1,55,015 post offices as access points and 3~Lakh Postmen and Gramin Dak Sewaks (GDS) to provide doorstep banking services. IPPB is leading the next revolution of banking and financial literacy and this new model will pave the way for India's largest banking network to reach each and every corner of the nation.

In order to support our future growth and transformation challenges, we invite applications from qualified, energetic and dynamic candidates who will be appointed in Scale II, III, IV, V & VI on Regular basis through online application mode in different disciplines as per details given below. Interested candidates who fulfil the eligibility criteria may apply online from 02.03.2023 to 22.03.2023 by visiting our website www.ippbonline.com. No other mode of application will be accepted.

#### **IMPORTANT DATES:**

(i)	Opening date for On-line Registration of Applications	02.03.2023 : 10.00 AM
(ii)	Last date of On-line Submission of Applications with Fee	22.03.2023 : 11.59 PM

**NOTE:** Detailed instructions may be referred at the time of applying online application. Candidates in their own interest are advised, not to wait till the last date & time for applying online. IPPB shall not be responsible, if candidates are not able to submit their applications due to last time rush.

**Abbreviations used: MMGS**: Middle Management Grade/ Scale, **SMGS**: Senior Management Grade/ Scale, **TEGS**: Top Executive Grade/ Scale, **UR**: Un-reserved, **OBC (NCL)**: Other Backward Classes (Non Creamy Layer), **EWS**: Economically Weaker Section, **SC**: Scheduled Caste, **ST**: Scheduled Tribe, **PWD**: Persons with Disability, **OC**: Orthopedically Challenged, **VI**: Visual Impairment, **HI**: Hearing Impairment, **PSB**: Public Sector Bank, **PSU**: Public Sector Undertaking.

## 1. Eligibility Criteria:

The Age and Post Qualification experience as on 01.02.2023 for the posts specified at Point 3 (a) are prescribed as under:

Scale	Designation/ Post	Age (as on 01-02-2023)	Post Qualification Work Experience in Officer Cadre			
MMGS-II	Manager	23 to 35 years	3 Years			
MMGS-III	Senior Manager	26 to 35 Years	6 Years			
SMGS-IV	Chief Manager	29 to 45 Years	9 Years			
SMGS-V	Assistant General Manager	32 to 45 Years	12 Years			
TEGS-VI	Deputy General Manager	35 to 55 Years	15 Years			

# 2. Details of number of regular vacancies (tentative) including backlog reserved vacancies:

Department	Scale	Post/Designation	No. of	Vacancy reserved for				
Department		1 03ty Designation	Vacancies	UR	EWS	ОВС	SC	ST
Information	V	AGM – Information Technology	1			1		
Technology	IV	Chief Manager - Information Technology	1			1		
Product	V AGM - BSG (Business Solutions Group)		1	1				
Operations	V	AGM (Operations)	1				1	
Risk Management	IV	Chief Manager - Fraud Monitoring	1				1	
Finance	nce VI DGM- Finance & Accounts		1			1		
Information	III	Senior Manager (Security Administration/Architect)	1			1		
Security	П	Manager (Security Administration)	1	1				

Horizontal Reservation is applicable for Persons with Disability (minimum 40% Disability) as per Government of India norms.

Note: Number of vacancies are tentative and may increase or decrease as per requirement of the Bank.

# 3. (a) Job description and Minimum Eligibility Criteria for regular vacancies:

3. (a) 300	3. (a) Job description and Minimum Eligibility Criteria for regular vacancies:							
Function	Position	Job Description	Minimum Eligibility Criteria					
Information Technology	AGM (Information Technology)	1. Provide oversight to day-to-day operations of technology function, IT infrastructure and operations including directing staff (both in house and third party), who support administrative computing,	Minimum Educational Qualification: Masters /Bachelor of Engineering or Masters /Bachelor of Technology in Information Technology or Computer Science or Master's in Computer Application.					
		networking, user services, application development, programming and other information technology functions.	Candidates from IIT/NIT/Top rated Engineering Colleges and having MBA will be given preference.					
		2. Define the target architectures, and the roadmaps and timescales for these architectures to ensure the most effective use of technology and digital services while delivering the	Desirable Certifications: The Open Group Architecture Framework (TOGAF)/ PRINCE2 / PMP Certification					
		required business outcomes.  3. Review and integrate all application requirements, including functional, security, integration, performance, quality and operations requirements. Provide input into final decisions regarding hardware, network products, system software and security.	Post Qualification Experience: Minimum 12 years of experience in Officer grade is mandatory of which minimum of 6 years of relevant experience in IT operations in banking (or) electronic payment services is mandatory					
		4. Manage the execution of technical integration points between various parties including the group entities and third parties.						
		<ol> <li>Assist CGM (Technology)/ Chief Technology Officer in managing technology capex and opex budget.</li> </ol>						

Information Technology	Chief Manager (Information Technology)	3.	Develop a detailed project plan to monitor and track progress, manage changes to the project scope, project schedule, and project costs using appropriate verification techniques.  Assist in the definition of project scope and objectives, involving all relevant stakeholders and ensuring technical feasibility.  Ensure that all projects are delivered on-time, within scope and within budget.  Establish and maintain relationships with third parties/vendors.  Assist the top management by Providing oversight to day-to-day operations of various projects and operations and provide input into final decisions regarding hardware, network products, system software and security.  Review and integrate all application requirements, including functional, security, integration, performance, quality and operations requirements.	Minimum Educational Qualification: Masters /Bachelor of Engineering or Masters /Bachelor of Technology in Information Technology or Computer Science or Master's in Computer Application.  Candidates from IIT/NIT/Top rated Engineering Colleges will be preferred.  Desirable Certifications: The Open Group Architecture Framework (TOGAF) / PRINCE2 / PMP Certification  Post Qualification Work Experience: Minimum 9 years of experience in Officer Cadre in IT of which minimum 5 years of experience in the BSFI Sector or IT projects pertaining to Banking sector.
Products	AGM - Business Solution Group	1. 2. 3. 4.	Responsible for end—to-end project management and work towards delivering simplified solutions and providing round the clock support to all users/functional units across the Bank.  Providing technical leadership and specialist skills during implementation jointly with Product & Technology team.  Job Role will include coordination with various departments/Users, Product team, Ops, IT, System Integrators, Vendors etc. to execute projects as per requirement.  Understanding business requirement and converting into detailed system requirements (FSD) for Development, Testing, Implementation.  Relationship management & engagement with appropriate industry organizations such as NPCI, IDRBT, RBI, UIDAI and other such bodies for product development, integrations and testing related activities.  The role will also include customer facing activities and technical ownership of major client specific customization projects.	Minimum Educational Qualification:  Graduate in any discipline  Post Qualification Work Experience:  Minimum 12 years of experience in officer cadre in direct Product Management/ Development / Product Technology / Business Solutions / Project Management & Implementation rolerelated to Core Banking Systems and Payments systems covering Card Issuance, Acquiring and/or relevantproducts like UPI, AEPS, BBPS, Remittances should be conversant with industry grade use cases and must have handled Fintech alliances.  Preference will be given to candidates having direct exposure/work experience in in Banks/Payments network such as NPCI, MasterCard, Visa, Fintechs managing the above mentioned products.

Operations	AGM (Operations)	7. Act as Gatekeeper for all system builds, change requests and overall project management.  8. Continuously evaluate and update the existing processes with the view of delivering operational excellence.  9. Prepare user guides and train users on newly developed systems.  10. Lead a team of team of highly dedicated professionals working as Analysts/SMEs who will work towards delivering simplified solutions. The position will report in to the Head of Products for the Bank.  1. Candidate should be Subject Matter/Domain Expert of Payment Systems, Settlement and Reconciliations Process.  2. Should have sound knowledge and expertise in handling Settlement and Reconciliation for various Payment systems like RTGS, NEFT, UPI, Rupay, NFS, POS, AEPS, NACH, CTS, PFMS, APBS, BBPS, Micro -ATM, NETC, Insurance related Third Party Products and other major card schemes.  3. Work closely with respective stakeholder (Internal and External) to manage/resolve Technical /Business declines, chargebacks, customer complaints/ disputes.  4. Timely submission of reports to various entities like NPCI, RBI, IBA etc.  5. Transition of bank customers from Conventional channels to Digital channels of the Bank for better customer experience.  6. Ensuring Regulatory Compliance and embedding Govt. agenda in all systems, processes and products.  7. Basic Knowledge in Al/ML and Automation.  8. Handling of Internal and external Audits.  9. Ensure timely knowledge sharing and training digital best practices with
		Operations team.

Risk Management	Chief Manager (Fraud Monitoring)	Monitoring/Implem Fraud/AML/Risk mandatory.  Note: Certified Info Auditor CISA/ CBFA	Post Graduate Management is  Work  of experience in anking/Financial  ars of experience management/ Management/ Monitoring/AML entation of Solutions is  rmation Systems A/CFE/FRM/PRM
Finance	DGM (Finance & Accounts)	<ul> <li>Assess organizational financial performance against both the annual budget and the organization's long-term strategy.</li> <li>Develop tools and systems to provide critical information to the CEO to help make recommendations on both strategy and operations.</li> <li>Ensure adherence to appropriate Accounting Policy, processes and procedures within the Bank for ensuring integrity of the financial statements and compliance with local (Indian GAAP/RBI) financial accounting &amp; reporting policies/ standards.</li> <li>University/ Instruction recognized by of India/ University of approved by Regulatory Bod 3. CFA Certification Institute is present the provided in the recognized by of India/ University of approved by Regulatory Bod 3. CFA Certification Institute is present the provided in the recognized by of India/ University of approved by Regulatory Bod 3. CFA Certification Institute is present the provided in the recognized by of India/ University of approved by Regulatory Bod 3. CFA Certification Institute is present the provided in the recognized by of India/ University of approved by Regulatory Bod 3. CFA Certification Institute is present the provided in t</li></ul>	cion is preferred. Ince) from Stitution/ Board International Internation

			Note: 05 years should be at senior
			management level.
Information Security	Senior Manager (Security Administration/ Architect)	<ol> <li>Determine security requirements by evaluating business strategies and requirements.</li> <li>Create new Information security requirements for applications that have insufficiently mitigated threats and guide application teams and other Technology teams in the implementation of new security requirements</li> <li>Provide cyber security leadership and expertise to ensure the ongoing Confidentiality, Integrity, and Availability of systems and information.</li> <li>Design, build and implement enterprise-class security systems for a production environment Align standards, frameworks and security with everall business and technology.</li> </ol>	Minimum Educational Qualification:  BSc. in Electronics, Physics, Computer Science, Information Technology or B.Tech /B.E- Electronics, Information Technology, Computer Science or MSc. Electronics, Physics, Applied Electronics  Certifications: CISSP/CISA/ CISM/CEH is mandatory  Certifications in Cyber Law, Cyber Security certification will be preferred.
		with overall business and technology strategy  5. Conduct and review system security and vulnerability analysis reports for applications/apks and risk assessments; studying architecture/platform.	Post Qualification Experience: Minimum 6 years of experience in Officer cadre in IT in banking or Electronic Payment Services industry is mandatory.
		<ul> <li>6. Engage and collaborate with application teams to derive an accurate description of their application architectures and apply the threat modeling methodology to identify and prioritize threats to those applications and to apply mitigating controls</li> <li>7. Plan and evaluate the organization internal network and security technologies and develop</li> </ul>	
		requirements for local area networks (LANs), wide area networks (WANs), virtual private networks (VPNs), routers, firewalls, and related security and network devices;  8. Understand various industry wide encryption technologies and basis requirement, design the public key infrastructures (PKIs), Certification authorities (CAs) and digital signatures using both hardware and software	
		<ul><li>9. Identifying integration issues and Prepare cost estimates.</li><li>10. Implement security systems by</li></ul>	
		specifying intrusion detection	
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#### methodologies and equipment directing equipment and software installation and calibration preparing, preventive and reactive measures, creating, transmitting, maintaining keys, providing technical support, completing documentation. 11. Develop and design test scripts to validate and security controls deployed and identify gaps before production deployment 12. Designing security rules for various implementation systems, monitoring framework as per best practice to comply with regulatory guidelines. 13. Engage and guide the internal technology team in upgrading the security systems by monitoring the internal security environment, identifying security gaps, evaluating and implementing enhancements 14. Remain abreast of emerging technologies, industry developments and cloud security. 15. Should have working experience in firewalls, Email, Web Security and other appropriate security tools and applications to conceal and protect transfers of confidential digital information. 16. Should be aware and must have a working knowledge of mobile security, change management, Access control planning for disaster recovery and create contingency plans 17. Demonstrate ability in testing and evaluating security products and should possess awareness on new security systems or to upgrade existing ones. Information **Minimum Educational Qualification:** Manager 1. Manage system security against unauthorized access, modification Security (Security Administration) and/or destruction. BSc. in Electronics, Physics, 2. Manage timely configuration and Computer Science, Information support of security tools such as anti-Technology virus software, and patch management systems. B.Tech /B.E- Electronics, Information 3. Create & Manage implementation of Technology, Computer Science application security, technology infrastructure security, access control MSc. Electronics, Physics, Applied and corporate data safeguards Electronics policies. 4. Perform User access and Role access CISSP/CISA/ Certifications: review for applications and operating CISM/CEH IS mandatory systems

- 5. Identify gaps in employee's security awareness and procedures and raise a training need if any.
- 6. Develop, update and periodically manage testing of business continuity and disaster recovery protocols.
- 7. Conduct security audits and make policy recommendations.
- 8. Triage malware incidents, their priority and the need for escalation.
- Liaison with various in-house and/or third-party teams and ensure achieving the committed service level objectives.
- 10. Track and monitor the Security Incidents through the Security and Event monitoring (SIEM) Incident reports to ensure the all the critical incidents are addressed.
- Monitoring of the activity performed using Privilege id through PIM activity by engaging with System Integrator
- 12. Review and ensure all the critical devices are communicating with the SIEM tools for capturing the logs by checking the reports. Identify and implement new use cases in SIEM based on various security threats
- Review challenge and approve the access for Privilege id access for the users and other third party team's/ admin teams.
- 14. Review and monitor the vulnerability reports for proactive closure of the identified vulnerabilities with in the stipulated time.
- 15. Work closely with the internal teams for completing the tasks pertaining to regulatory requirements.

Certifications in Cyber Law, Cyber Security certification will be preferred.

## **Post Qualification Experience:**

Minimum 3 years of experience in IT in Officer Cadre

## (of which)

02 years of experience in Security Administration function in banking or financial services or insurance industry is mandatory.

# 5. General instructions for candidates applying for the above mentioned positions:

- a) The candidate working in Central/State Government/PSBs/PSUs/Autonomous Bodies must be working in the immediate lower scale or equivalent for a minimum period of one year.
- b) For candidates working in Private Sector, the CTC applicable in the immediate lower scale in IPPB (refer point 09- Compensation/Pay of this advertisement), must be drawn by the candidate for at least a period of one year.
- c) The Degree/ PG Diploma/ PG Degree must be from the recognized University/Institute, recognized AICTE/UGC/Central or Deemed University and should be regular/full time course. In case of any dispute arising about admissibility of any particular qualification, the decision of India Post Payments Bank Limited (IPPB) shall be final and binding.
- d) For all the minimum qualifications, the minimum qualifying marks shall be **60**% except the qualifications like CS/CA/CMA.

- e) Wherever percentage (%) of marks is not awarded by the Board/ University/ Institute and only grades (e.g. GPA /CGPA/CQPI) are awarded, the same should be converted to the exact equivalent percentage (%) of marks as per the following formula:
  - For the purpose of calculating final marks, the aggregate marks of all semesters/ years would be taken. Rounding of percentage will not be acceptable under any circumstances, hence 60% of marks and above will **only** be considered.

On a 10-point scale CGPA/GPA of 6.0 will be considered as 60 %. The fraction of percentage so arrived will be ignored i.e. 59.9 % will be treated as less than 60%.

- f) In case the result of a particular examination is posted on the website of the University / Institute and web based certificate is issued, then the date of passing will be reckoned from the original document / certificate issued and signed by the appropriate authority.
- g) Candidates of SC/ST/OBC-NCL category can also apply for Unreserved Post/ vacancy but they cannot claim any relaxation otherwise applicable for reserved categories.

#### 6. Selection Process:

- a) Selection will be made on the basis of Interview. However, Bank reserves the right to conduct assessment, Group Discussion or Online Test in addition to interview. Merely satisfying the eligibility norms do not entitle a candidate to be called for Interview/Group Discussion or Online Test.
- b) IPPB reserves the right to call only the requisite number of candidates for the Assessment/ Interview/ Group Discussion or Online Test after preliminary screening/ short listing with reference to candidates' qualification, experience, profile vis-a-vis job requirements, etc.
- c) Results of the candidates who have qualified for various stages of the recruitment process and the list of candidates finally selected will be made available on the website. Final select list will be published on the website.

# 7. Application Fee / Intimation Charges (Non-Refundable)

Category of Applicant	Application Fee
SC/ST/PWD (Only Intimation charges)	INR 150.00 (Rupees One Hundred and Fifty Only)
For all others	INR 750.00 (Rupees Seven Hundred fifty Only)

- i. Candidates should ensure their eligibility before paying the fees/applying online.
- ii. Application once made will not be allowed to be withdrawn and fee once paid will NOT be refunded under any circumstances nor can it be held in reserve for any other future selection process.

## 8. Reservations & Relaxations:

- (a) Reservations and relaxations for SC/ ST/ OBC (Non-Creamy Layer) / PWD (**Degree of Disability 40% or above**) candidates will be provided as per guidelines of Govt. of India for the purpose.
- (b) Age relaxation for Ex-Servicemen category candidates is applicable as per Government of India guidelines.
- (c) The upper age limit is relaxed by 5 years for SC/ST, 3 Years for OBC (Non-Creamy Layer) and 10 years for PWD-UR, 13 years for PWD-OBC (Non-Creamy layer) and 15 years for PWD-SC/ST candidates.
- (d) The age of candidates claiming relaxation under point 8 should not exceed 56 years as on 01.02.2023.
- (e) The OBC candidates who belong to 'Creamy Layer' are not entitled for concession admissible to OBC Category and such candidates have to indicate their category as General.

## 9. Pay scale and allowances for Regular positions:

Scale	Basic Pay Scale (in Rs.)	Approximate CTC (Per Month)
Scale VII	1,16,120 – 3,220 (4) –1,29,000	3,70,000/-
Scale VI	1,04,240 – 2,970 (4) – 1,16,120	3,27,000/-
Scale V	89,890 – 2,500 (2) – 94,890 – 2,730 (2) – 1,00,350	2,62,000/-
Scale IV	76,010 – 2,220 (4) – 84890 – 2,500 (2) – 89,890	2,21,000/-
Scale III	63,840 – 1,990 (5) – 73,790 – 2,220 (2) – 78,230	1,86,000/-
Scale II	48,170 – 1,740 (1) – 49,910 – 1,990 (10) – 69,810	1,47,000/-
Scale I	36,000 – 1490 (7) – 46,430 – 1,740 (2) – 49,910 – 1,990 (7) – 63840	1,18,000/-

The Cost to Company (CTC) of officers includes other pay and perks, such as Dearness Allowance, City Compensatory Allowance, Special Allowance, Fixed Personal Pay, Bouquet of Allowance (50% of basic pay), NPS, Gratuity, HRA/ Leased accommodation etc. as per service rules in force from time to time.

In addition to the above, the officer would be entitled to Performance Pay as per criteria defined by IPPB from time to time.

- **10. Posting:** The selected officers will be posted at Corporate Office, New Delhi. However, officer may be posted anywhere in India. Candidates willing to serve anywhere in India should apply.
- 11. Service Agreement Bond (for regular officers): The selected candidates in scale II & III are required to serve the company for a minimum period of 36 months. Failure on the part of candidate to serve the Company for a minimum period of 36 (Thirty-Six) months would be termed as breach of bond agreement. The candidate will be required to execute a bond of Rs. 2 Lakhs plus applicable GST for the same at the time of joining.
- **12. Application Guidelines:** A candidate can apply for **more than one post** by filling separate applications for each post. Candidates can apply online only from 02.03.2023 to 22.03.2023. No other mode of application (other than online) will be accepted.

## 13. Action against candidates found guilty of misconduct

Candidates are advised in their own interest that they should not furnish any particulars/details/information or make statements that are false, incorrect, tampered, fabricated and should not conceal or suppress any material information while filling up the application form and submitting the attested copies of testimonials. In case it is detected at any time that the candidate has indulged in any of the above-mentioned activities, he/she will not only be disqualified but will be liable to be dismissed from the services of IPPB at any time, even after being selected and after joining IPPB's service. At the time of Interview, if a candidate is (or has been) found guilty of:

- i. Using unfair means during the selection process, or
- ii. Impersonating or procuring impersonation by any person, or
- iii. Misbehaving in the Personal Interview/ Group Discussion, or
- iv. Resorting to any irregular or improper means in connection with his/her candidature, including resorting to canvassing for his candidature, or obtaining support for his/her candidature, by any means, such candidate may, in addition to rendering himself/herself liable to criminal prosecution, shall also be liable:
  - a) To be disqualified from the selection process for which he / she is a candidate;
  - b) To be debarred, either permanently or for a specified period, from any examination or recruitment conducted by IPPB.

### 14. Medical Fitness

Medical Fitness and Character (wherever applicable) verification of selected candidates: The appointment of selected candidates will be subject to their being declared medically fit by a Doctor or a panel of Doctors approved by IPPB and upon satisfactory verification of their character, antecedents (wherever applicable). Till such time, their appointment will be provisional.

### 15. General information

- i. Only Indian Nationals are eligible to apply.
- **ii.** Incomplete on-line application, in any respect shall be rejected and no further correspondence shall be entertained. In addition, no other means/mode of submission of application shall be accepted under any circumstances.
- iii. No TA/DA will be paid to any candidate for appearing in the Written Exam/ Interview.
- iv. No modifications are allowed after candidate submits the online application form. If any discrepancies are found between the data filled by the candidate online and the original testimonies, his candidature is liable to be rejected.
- **v.** If any information provided by the candidate is found to be false or incorrect or not in conformity with the eligibility criteria, then his/ her candidature is liable to be rejected at any stage of the recruitment process or after recruitment or joining.
- vi. Candidates employed with Central or State Government / PSBs / PSUs / Autonomous Bodies have to produce No Objection Certificate (NOC) at the time of interview. If the candidate fails to provide the NOC at the time of Interview he/she will not be allowed to appear for the interview.
- **16.** The management reserves the right to fill or not to fill or partially fill any of the above positions without assigning any reasons whatsoever. IPPB also reserves the right to cancel / restrict / modify / alter the recruitment process, if required.
- 17. Any modifications/ amendments /corrigendum in respect of the above advertisement shall be made available only on IPPB's official website. No further press advertisement will be published. Hence prospective applicants are advised to visit IPPB's website regularly for this purpose.
- 18. All correspondence/announcements with respect to above recruitment process shall be done through e-mail/notices on the company's website. Important information regarding recruitment will be available in IPPB website and as such, candidates are advised to visit the same frequently. It is the responsibility of the candidate to download/print the Admit Card/ Interview Call Letters. Company will not be responsible for any loss of email sent, due to invalid/ wrong Email ID provided by the candidate or due to any other reason. Candidate's E-mail Id and Mobile No. should be valid for at least one year.
- **19.** For any queries related to online application candidates may write on company's email id: <a href="mailto:careers@ippbonline.in">careers@ippbonline.in</a>.
- **20.** Please go through the detailed instructions before filling online application- Annexure I.
- **21.** Any dispute with regard to recruitment against this advertisement will be settled within the jurisdiction of Delhi only.

Chief HR Officer HR Department

