Advertisement No. 04/ 2022-23

Engagement of IT Specialists on Contractual Basis (Full Time) -2022-23

September 14, 2022

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.

The MSME sector, the focused business domain for SIDBI, has been an important pillar of the Indian Economy, contributing up to 29% in the country's Gross Value Added (GVA) as per FY 2019-20. 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 and strengthen credit flow to MSMEs and address both financial and developmental gaps in the MSME eco-system'*.

The Bank is working with the **Vision** *'To emerge as a single window for meeting the financial and developmental needs of the MSME sector to make it strong, vibrant and globally competitive, to position SIDBI Brand as the preferred customer friendly institution and for enhancement of shareholders wealth and highest corporate values through modern technology platform'*.

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 invites application from interested candidates for following posts on Contractual basis as detailed below:

S.No.	Name of the Post	Post Code	Total Vacancy	Location	Posts Reserved for				
					SC	ST	OBC	EWS	UR
1	Java Technical Lead	01	1	Chennai, Lucknow, Bhubaneshwar, Bangalore					
2	Senior Technology Architect	02	1	Chennai, Lucknow, Bhubaneshwar, Bangalore					
3	Senior Full Stack Developer	03	1	Chennai, Lucknow, Bhubaneshwar, Bangalore			-		
4	AI / ML and Automation Expert	04	1	Chennai, Lucknow, Bhubaneshwar, Bangalore					
5	Security Infra Specialist	05	1	Chennai					

A	**Period of Contract**	The term of the contract would initially be for a period of **three years**, extendable, at sole discretion of the Bank, for a further period of up to **two years**. The contract can be terminated at **one months' notice** on either side or salary and allowances (if any) in lieu thereof.
B	**Renumeration**	The renumeration would be at market linked compensation. The same shall not be a limiting factor for the right candidate and will be on case to case basis. The same shall not be a constraint for the suitable candidate.

		Apart from initial renumeration offered on Cost to Company (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.
C	Transfer	The bank reserves the right to 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. Request for posting/transfer to a specific place/office may not be entertained.
D	Post-wise Eligibility Criteria and Job Description	As specified post-wise hereinafter.

Post Code – 01 – JAVA TECHNICAL LEAD

Designation	Java Technical Lead
Number of Positions	1 (One)
Educational Qualification	Bachelor's degree in Engineering, MCA, Indian or foreign equivalent required from an accredited institution
Experience	At least 10+ years of experience with Information Technology
Job Profile / Scope of Work	▪ Required to design, create, review REST API based integrations. ▪ Create and consume web-services and work as part of a team. ▪ The Java Lead should be able to handle projects of 5 members independently. ▪ They should be aware of best practices of J2EE development and OWASP security standards required for development. ▪ Designing, implementing, and maintaining REST API based applications that are often high-volume and low latency, required for production systems, requiring high availability and performance. ▪ Contributing in all phases of the development lifecycle. Writing well-designed, efficient, and testable code.
Primary Skills	J2EE (ver 1.8+), Spring 3+, Spring Security, Hibernate 5+, JavaScript, JSP, JQuery, Ajax, Oracle Database & SQL, HTML 5, Bootstrap, integrating Webservices (REST API) with applications, J2EE Certification
Secondary Skills	Microservices Architecture oriented Service development, jQuery, IE/Chrome Dev Tools and Responsive Designs. Oracle Database & My SQL , Post Gres
Competency	▪ Hands on in Coding, validating, and implementing software solutions including web responsive applications (Web, Mobile); ▪ Strong knowledge of SDLC Lifecycle Process and Agile Methodology; ▪ Ability to Lead and be accountable for the output of a team of 3-5 team members into collectively achieving the goals of the project. ▪ Offer insights into the key Success criteria, resolving blockers for the team members, Work assignments based on skills and mentoring team members ▪ Ability to independently assess and represent development team - covering all aspects of technical feasibility, complexity and timelines during project / program review meetings.

	- Ability to translate Business requirements into Technical Requirements and conceptualize solution by breaking it up into logical units of work - Candidate should be able to work independently and create detailed technical designs and accurately estimate units of work based on industry standards and best practices - Ability to Work with diverse technical and non-technical stakeholder individuals / groups (including third parties) to remove blockers for the team and expedite development - Expertise in Industry leading design principles and architecture principles - Ability to provide corrective actions in the event of risks or jeopardies to timelines - Expertise in implementing automation tools which improve the quality of code and time to market. - Reporting Accurate Status, Risks and Mitigation Plans to Stakeholders - Ability to Work effectively under pressure to meet critical deadlines. - Ability to review code according to industry best practices to ensure highest quality - Ability to Handle Uncertainty and change requests/support on a frequent basis. - Will be Involved in all phases of the development cycle - Ability to benchmark and improve performance of the application on an ongoing basis. - Ability to pick up new technologies and upskill as required - Partner with QA team to address the identified defects on priority - Participate in post implementation issues and performance review. - Excellent Verbal and Written - Communication and Presentation Skills.

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POST CODE – 02 - SENIOR TECHNOLOGY ARCHITECT

Designation	Senior Technology Architect
Number of Positions	1 (One)
Educational Qualification	Bachelor's degree in Engineering, MCA, Indian or foreign equivalent required from an accredited institution
Experience	▪ At least 13+ years of experience with Information Technology. ▪ Minimum 7 years of experience in design and development. ▪ 5 Years of experience in Solution Architecture
Job Profile	Technical Architect will be responsible for : ▪ Designing functional technology solutions, ▪ Overseeing development and implementation of programs ▪ Providing technical leadership and support to software development teams. ▪ Will Evaluate and select appropriate software or hardware and suggest integration methods, ▪ Assist with solving technical problems when they arise. ▪ Ensure the implementation of agreed architecture and infrastructure. ▪ Address technical concerns, ideas and suggestions. ▪ Monitor systems to ensure they meet both user needs and business goals.
Primary Skills	J2EE (ver 1.8+), Spring 3+, Spring Security, Hibernate 5+, JavaScript, JSP, JQuery, Ajax, Oracle Database & SQL, HTML 5, Bootstrap, integrating Webservices (REST API) with applications, J2EE Certification
Secondary Skills	Microservices Architecture oriented Service development, jQuery, IE/Chrome Dev Tools and Responsive Designs. Oracle Database & My SQL , Post Gres, , Familiarity with Angular / React JS
Competency	▪ Designing End to End Application Architecture, Deployment Architecture, using industry leading Architecture Patterns, Design Patterns, Dev ops and SRE ▪ Define Coding Standards, Guidelines, and best practices to be followed across the organization ▪ Ability to create and / or validate infrastructure requirements for on prem and cloud deployments ▪ Ability to create production roll out strategy best suited to the business needs ▪ Ability to Resolve complex technical issues in both greenfield and existing implementations ▪ Expertise in identifying and implementing automation tools which improve the quality of code and time to market. ▪ Hands on in Coding, validating, and implementing software solutions including web responsive applications (Web, Mobile) ▪ Strong knowledge of SDLC Lifecycle Process and Agile Methodology ▪ Ability to Lead and be accountable for the output of a team of 10-15 team members into collectively achieving the goals of the project. ▪ Offer insights into the key Success criteria, resolving blockers for the team members, Work assignments based on skills and mentoring team members ▪ Ability to independently assess and represent development team – covering all aspects of technical feasibility, complexity, and timelines. ▪ Candidate should be able to work independently and create detailed technical designs and accurately estimate units of work based on industry standards and best practices

	▪ Ability to Work with diverse technical and non-technical stakeholder individuals / groups (including third parties) to remove blockers for the team and expedite development
	▪ Expertise in Industry leading design principles and architecture principles
	▪ Ability to provide corrective actions in the event of risks or jeopardies to timelines
	▪ Ability to Work effectively under pressure to meet critical deadlines.
	▪ Ability to review code according to industry best practices to ensure highest quality
	▪ Ability to Handle Uncertainty and change requests/support on a frequent basis.
	▪ Will be Involved in all phases of the development cycle
	▪ Ability to benchmark and improve performance of the application on an ongoing basis.
	▪ Ability to pick up new technologies and upskill as required
	▪ Participate in post implementation issues and performance review.
	▪ Excellent Verbal and Written – Communication and Presentation Skills.

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POST CODE - 03 - SENIOR FULL STACK DEVELOPER

Designation	Senior Full Stack Developer
Number of Positions	1
Educational Qualification	Bachelor's degree in Engineering, MCA, Indian or foreign equivalent required from an accredited institution
Experience	At least 5+ years of experience with Information Technology
Job Profile	▪ Required to carry out full stack development of web-based applications and work as part of a team. ▪ The developer should be able to handle projects and development tasks independently. ▪ The developer should be able to cater to user experience & functionality, handling all the tiers of the architecture. ▪ They should be aware of best practices of J2EE development and OWASP security standards required for development. ▪ Designing, implementing, and maintaining Java applications that are often high-volume and low latency, required for production systems, requiring high availability and performance. ▪ Contributing to all phases of the development lifecycle. ▪ Writing well-designed, efficient, and testable code.
Primary Skills	Angular 2 and Above, React JS, HTML5, CSS, JavaScript, Node, J2EE (ver 1.8+), Spring 3+, Spring Security, Hibernate 5+, , JQuery, Ajax, HTML 5, Bootstrap, integrating Webservices (REST API) with applications
Secondary Skills	Microservices Architecture oriented Service development, jQuery, IE/Chrome Dev Tools and Responsive Designs. Oracle Database & My SQL, Postgres
Competency	▪ Hands on in Coding, validating, and implementing software solutions including web responsive applications (Web, Mobile) ▪ Ability to understand architecture of existing system as well as, implement greenfield architecture ▪ Candidate should be able to work independently and deliver quality code with agility using industry best practices for coding ▪ Strong knowledge of SDLC Lifecycle Process and Agile Methodology ▪ Familiarity with Industry leading design principles and architecture principles ▪ Reporting Accurate Status, Risks and Mitigation Plans to Stakeholders ▪ Ability to Work effectively under pressure to meet critical deadlines. ▪ Ability to review code according to industry best practices to ensure highest quality ▪ Ability to Handle Uncertainty and change requests/support on a frequent basis. ▪ Ability to pick up new technologies and upskill as required ▪ Partner with QA team to address the identified defects on priority ▪ Participate in post implementation issues and performance review. ▪ Excellent Verbal and Written - Communication and Presentation Skills.

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POST CODE - 04 - AI / ML AND AUTOMATION EXPERT

Designation	AI / ML and Automation Expert
Number of Positions	1 (One)
Educational Qualification	Bachelor's degree in Engineering, MCA, Indian or foreign equivalent required from an accredited institution
Experience	▪ At least 8+ years of experience with Information Technology. ▪ 4-5 years of experience in Application Architecture & Design ▪ 2-3 years of experience in AI/ML Solutions with knowledge in Deep Learning Techniques ▪ 3-4 years of experience in Python, R programming ▪ Experience working with RESTful API and general SOA Architecture
Job Profile	▪ Designing functional technology solutions with core focus on process digitization and automation. ▪ Will benchmark between automation solutions within market, do quick Proof of Concepts and arrive at data driven recommendation ▪ Providing technical leadership and support to software development teams. ▪ Ensure the implementation of agreed architecture and infrastructure. ▪ Address technical concerns, provide ideas and suggestions. ▪ Monitor systems to ensure they meet both user needs and business goals.
Primary Skills	▪ Ability to do As is Analysis and identify areas for automation. ▪ Expertise in AI programming languages like Python, R ▪ Good Functional and hands-on knowledge in ML techniques and tools like TensorFlow, keras, Apache MxNet ▪ Good Implementation knowledge in Machine Learning Algorithms like Linear Regression, Logistic Regression, Decision Tree etc... ▪ Good understanding and experience in ML Platforms like Amazon SageMaker, H2O.ai ▪ Expertise in Industry leading design principles and architecture principles ▪ Vision for future and eye to detail ▪ Interpersonal and Leadership Skills ▪ Able to work with cross functional teams ▪ Certifications associated to AI/ML will be an added advantage ▪ Financial Domain knowledge will be an added advantage
Competency	▪ Ability to create unconventional and out of Box solutions as required. ▪ Lead architecture and development of ML Solutions for the organization ▪ Identify areas to implement ML Solutions in the current application stack ▪ Identify best suited platform and tools for the Requirements and design ML Solutions accordingly ▪ Resolve complex technical issues in implementation of ML Solutions ▪ Look for continuous optimization and improvements ▪ Develop ML SMEs within the organization ▪ Ability research into new areas and come up with ideas and solutions. ▪ Ability to Work effectively under pressure to meet critical deadlines. ▪ Ability to Handle Uncertainty and change requests/support on a frequent basis. ▪ Ability to benchmark and improve performance of the application on an ongoing basis. ▪ Excellent Verbal and Written - Communication and Presentation Skills.

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POST CODE – 05 - SECURITY INFRA SPECIALIST

Designation	Security Infra Specialist
Number of Positions	1 (One)
Educational Qualification	▪ B.E. / B. Tech with IT Security certification(s) like - CEH / CISSP / CCIE (Security) ▪ Preference will be given to candidates with experience on incident, problem, change, and risk management
Experience	Minimum 10+ years of proven experience in building and operating security controls in at least three of the following domains in an enterprise: ▪ Network/Perimeter Security, including Next-Gen firewalls, intrusion prevention systems, proxies, and Web Application firewalls (WAFs) / Network Admission Control (NAC) ▪ Enterprise Endpoint (host-based) Security ▪ DLP and Secure Data Transmission, Storage, and Access ▪ Identity and Access Management (IAM) / Privileged Identity Management (PIM) / Active Directory / Multifactor Authentication ▪ Server and Database - File Integrity Monitoring / Database Activity Monitoring
Job Profile	▪ Provide tier 3 operational support, leading team efforts in resolution of incidents and outages for information security technology and its dependencies on Public and Private Cloud computing environments, shared platforms, and operating systems. ▪ Ensuring team's adherence to SOPs, training and performance monitoring for team members, and continuous process improvement for efficiency, including automation, wherever applicable and conduct recurring assessments of all the key SOC workflows to highlight process deficiencies as well as improvement opportunities for staff. ▪ Partner with other technology teams in handling and responding to internal customer issues, conducting problem analysis and providing solutions for service level improvements, and ensuring timely remediation of security issues in accordance with corporate policies and standards ▪ Execute daily security technology administration functions ▪ Perform Root Cause Analysis (RCA) on applicable technology ▪ Validate quality of dashboards and alerts and suggest updates to reflect new threats and changes in the monitored environment ▪ Support the Security Operations team in its efforts on various technology projects and operational initiatives ▪ Work as a part of a team to ensure that customers' data, technology platforms, and infrastructure are available and safeguarded from cyber threats ▪ Follow ITIL practices regarding incident, problem, and change management ▪ Stay up to date with emerging cyber threats, industry best practices, and applicable regulatory requirements. ▪ Assisting Bank in procurement, installation and integration of new security solutions based on requirements
Primary Skills	▪ Minimum 10+ years of proven experience in building and operating security controls in at least three of the following domains in an enterprise: o Network/Perimeter Security, including Next-Gen firewalls, intrusion prevention systems, proxies, and Web Application firewalls (WAFs) / Network Admission Control (NAC)

	○ Enterprise Endpoint (host-based) Security ○ DLP and Secure Data Transmission, Storage, and Access ○ Identity and Access Management (IAM) / Privileged Identity Management (PIM) / Active Directory / Multifactor Authentication ○ Server and Database - File Integrity Monitoring / Database Activity Monitoring - Understanding of security architecture, operating and troubleshooting principles of Microsoft Windows and Linux operating systems - Knowledge of TCP/IP protocol stack, including routing, network address translation, TCP/UDP connectivity, and application-level protocols: HTTP, SMTP, DNS, etc. - Ability to understand and interpret the data produced by event log sources -- network security devices, operating systems, web servers, SaaS vendors, Public Cloud IaaS, etc. -- and correlate and filter the data to highlight interesting/anomalous activity - Knowledge of Public (AWS preferred) and Private Cloud Infrastructure, virtualization, containerization, as well as Datacentre concepts - Experience in implementation, management, fine tuning, integration of external threat feeds, correlation of events of SIEM, preferably RSA Net witness and other security tools for effective threat hunting. - Have experience on AI security SIEM to detect risky and abnormal activities which can automate many difficult to produce and time consuming manual tasks of threat hunting.
Competency	- Ability to effectively work in a team, as well as to be an independent contributor on select projects - Ability to quickly learn and develop new skills to support and coach junior staff on operational requirements - Excellent organizational skills, highly detail-oriented, strong on workflow process; ability to manage and follow up on multiple competing priorities effectively; familiarity with Agile work planning methodology - Excellent written and verbal communication in English and interpersonal skills

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E	Other Terms & Conditions : <u>(for all the posts detailed above)</u>:	
1.	Reservation	i. Reservations / Relaxations / Concessions would be given to SC/ ST/OBC/EWS/PwD 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.
2.	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 posts.
3.	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.
4.	HOW TO APPLY	i. Duly filled in application (typed 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@gmail.com / recruitment@sidbi.in** on or before **September 21, 2022**. 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>>."** 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, caste certificate, wherever applicable, as mentioned in the application form. 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.
		iv. **Handwritten Applications/ or Curriculum Vitae shall be summarily rejected.**
		v. **The candidates who had already applied / shortlisted / selected / waitlisted need not to apply again.**
5.	Others	i. The relevant experience certificate from employer must contain specifically that the candidate had experience in that related field as required.
		ii. The candidate must be a citizen of India.
		iii. The number of vacancies including reserved vacancies mentioned above are provisional and may vary.
		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.
		v. Intimation/ call letter for interview will be sent by email or will be uploaded on Bank's website. **NO HARD COPY SHOULD BE FORWARDED.**
		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 advice 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.
		vii. The Interview shall take place online. Candidates should ensure availability of necessary infrastructure as specified in call letter in this regard.
		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.
		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.
		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.
		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, verification of caste / tribe and class certificate and completion of all other pre recruitment formalities to the complete satisfaction of the Bank.

xii. In case it is detected at any stage that a candidate does not fulfill any of the eligibility criteria for the post applied for and / or that he / she has furnished any incorrect information or has suppressed any material fact(s), or has resorted to Impersonating or procuring impersonation by any person; his / her candidature will stand cancelled forthwith. If any of these shortcomings is / are detected even after the appointment, his/her services will be liable to be terminated forthwith.

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.

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 post s. No representation or correspondence will be entertained by the Bank in this regard. Canvassing in any form will lead to disqualification of candidature.

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