

**RECRUITMENT OF SPECIALIST OFFICERS ON REGULAR BASIS FOR FINANCE FUNCTION
(Continuation of Advertisement dated 29.06.2022 & Notification dated 21.09.2022)**

NOTIFICATION

This has reference to the detailed advertisement dated 29.06.2022 and Notification dated 21.09.2022 published on the Bank's website *inter-alia* inviting applications for various regular positions in Finance Function.

For the following positions, it has been decided to re-initiate the recruitment process:-

S. No.	Designation	Grade/ Scale	Reservation Points *
1	Chief Manager- Business Finance	SMG/S-IV	3
2	Senior Manager- Business Finance	MMG/S-III	4
3	Chief Manager- Internal Controls	SMG/S-IV	2

* Please note that the Bank may modify the numbers depending on it's requirement.

Reservation Points:-

POST/S	SC	ST	OBC	EWS	UR	TOTAL	OUT OF WHICH			
							OC	VI	HI	ID
SMG/S-IV	1	0	2	0	2	5	0	0	0	0
MMG/S-III	1	0	1	0	2	4	0	0	0	0

It has been decided to re-open the application window from **21.04.2023 up to 23:59 hours on 11.05.2023**. The cut-off date for meeting the eligibility criteria is revised to **01.04.2023**. The eligibility criteria & detailed notification is appended below for ready reference. The candidates are advised to go through the detailed advertisement, ensuring their eligibility and other details before applying and remitting fees.

All other terms & conditions as prescribed vide advertisement dated 29.06.2022 will remain the same.

Bank invites applications from qualified and experienced professionals for the aforesaid positions.

Decision of the Bank in all matters pertaining to selection process shall be final and binding.

Place: Mumbai
Date: 21.04.2023

General Manager (HRM)

Position	Senior Manager- Business Finance	Chief Manager- Business Finance	Chief Manager- Internal Controls
Grade/ Scale	MMG/S-III	SMG/S-IV	SMG/S-IV
Age	28 yrs. to 38 yrs.	28 yrs. to 40 yrs.	28 yrs. to 40 yrs.
Educational Qualification	Graduation (in any discipline) & Chartered Accountant OR Post-Graduation Degree/ Diploma in Finance		Graduation (in any discipline) & Chartered Accountant by qualification Preference would be given to candidates with DISA/CISA certification
Minimum Experience	Minimum 6 years' experience in Banks/ Large NBFCs in the area of Business Finance/ Financial MIS/ Financial Analytics/ Treasury/ Balance sheet Management/ ALM/ Corporate treasury (CT)/ P&L Management/ Revenue management/ BUC/ Business Intelligence unit/ cost management/ expense management/ Financial Planning, Target Setting, Goal Setting & Strategic Planning and Analysis/ Business Planning	Minimum 8 years' experience in Banks/ Large NBFCs in the area of Business Finance/ Financial MIS/ Financial Analytics/ Treasury/ Balance sheet Management/ ALM/ Corporate treasury (CT)/ P&L Management/ Revenue management/ BUC/ Business Intelligence unit/ cost management/ expense management/ Financial Planning, Target Setting, Goal Setting & Strategic Planning and Analysis/ Business Planning	Minimum 8 years' experience in the area of Internal Audit & Internal Control in large public/ private sector bank or large audit firm including Big 4 having relevant exposure in the audit of banks.
Roles & Responsibilities (indicative & not limiting)	<ul style="list-style-type: none"> ❖ Provide financial information for monitoring business performance ❖ Supporting Funds transfer pricing mechanism ❖ Performance Management: <ul style="list-style-type: none"> - Supports VP finance and Head Business Finance to Provide Business Heads with the financial management information necessary to monitor the performance of business. - Supports Funds Transfer Pricing (FTP) framework of the bank to optimise overall profitability of the bank and incentivise growth businesses to develop in line with strategic plan of the Bank - Ensure appropriate yield curves implemented for reflecting vertical performance is correctly captured using FTP - Supports respective businesses have a robust plan and budget and receive accurate timely monthly revenue, cost and Risk Weighted Assets (RWA) information (as necessary) to enable performance to be monitored against these plans. - Create and maintain a strategic and scalable Information Management Infrastructure to deliver quality MIS and Business analytics to support business growth. - Collaborate strongly with the business/ support units and provide them superior data / fact led analytical 		<ul style="list-style-type: none"> ❖ Supports in maintaining the Internal Controls Framework in the Bank, in line with laid down guidelines. ❖ Ensures appropriate policies and standard operating policies are maintained and updated in a timely fashion ❖ Ensures oversight of Internal Financial Controls (ICOFR) on Financial Reporting ❖ Ongoing maintenance of Governance Framework for Reconciliation of Office Accounts ❖ Review of GL from the perspective of eliminating possibility of revenue leakage, and ensure income recognition as per IRAC norms. Focus on ensuring any anomaly that is observed is rectified and dealt with appropriately. ❖ Liaising with business verticals about ensuring an effective and adequate Internal Control environment. ❖ Liaising with Statutory Auditors on Internal Financial Controls (IFC) audits ❖ Ensure Internal Control Framework is implemented across the institution.

insights (business and external environment) that help them take critical business decisions

- Capture and assimilate market intelligence and use analytics to provide relevant insights and financial modelling for business purpose
- Driving and implementing capital budgeting decisions for any new projects in all business units.

❖ **Cost Management and Control:**

- Support Development and maintenance of appropriate policies and procedures which ensure that cost budgets are rigorously adhered to, that resources under the direct control and influence of the Business are spent carefully, and only in support of approved plans and initiatives.
- Ensure that service charges (allocated costs) are clearly understood, and help articulate cost drivers, so that Business Heads understand how it influences costs in these functions and can identify cost/ benefit alternatives for the business.
- Ensure that costs of business programmes and projects are properly managed and accounted for, including effectively supporting the project investment process with proposals which are realistic, and articulate clearly costs and benefits in sufficient detail to enable the delivery of benefits to be tracked fully.
- Set Granular level targets for effective financial management

❖ **Balance Sheet Management:**

- Ensure capital usage and allocation is optimised across Business and drivers of capital usage are well understood.

❖ **Accounting Policy Support and Advisory:**

- Provide a source of genuine expertise on accounting policies, their applicability to the CB businesses, and their interpretation in the case of individual transactions.
- Ensure that respective Business verticals maintains a full awareness of accounting policies as they are discussed and developed, and takes a pro-active approach in managing the implications of these for its business

❖ **Risk Management**

- Responsible for identifying, assessing, monitoring, controlling and mitigating risks relevant to Business Finance.
- Ability to interpret financial information, identify key issues based on this information and put in place appropriate controls and measure
- Effectively and collaboratively identify, escalate, mitigate and resolve risk, conduct and compliance matters as they arise in connection with the role.

❖ **Governance**

- Awareness and understanding of the regulatory framework in which the Bank operates, and the regulatory requirements and expectations relevant to the role

	- Actively support VP finance, Head Business Finance and new business activity wherever required	
Scale of Pay (As Amended From Time To Time)	MMGS III : Rs. 63840 x 1990 (5) – 73790 x 2220 (2) – 78230 SMG/S-IV : Rs. 76010 x 2220 (4) – 84890 x 2500 (2) – 89890	
Emoluments	At present, monthly CTC at the initial level of MMG/S-III & SMG/S-IV including DA, Special Allowance, HRA, CCA and all perks and benefits like quarters facility, in lieu of HRA, for Officers; Conveyance; Medical Aid; LTC; etc., admissible as per rules of the Bank, in force from time to time is approximately Rs. 1.98 lacs and Rs. 2.30 lacs per month (as amended from time to time), respectively in Mumbai. Allowances may vary depending upon the place of posting.	
Location of posting	Mumbai. However, the selected candidates are liable for transfer anywhere within India as per the Bank's requirement from time to time.	
To Apply	Interested candidates are advised to visit the Bank's website www.bankofbaroda.co.in (Career Page→ Current Opportunities section) for further details or you may follow the following link for applying for the said post: https://smepaisa.bankofbaroda.co.in/BOBCAS/ The last date of submission of the application is 11.05.2023 (23:59 hours) .	
Eligibility Criteria to be met as on	01.04.2023	
All other Terms & Conditions as per Notification dated 21.09.2022 & Advertisement dated 29.06.2022 shall remain unchanged		