



Advertisement No. 08/ 2024-25

Engagement of Specialists on Contractual Basis (Full Time) - 2024-25

December 12, 2024

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.

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 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 post on Contractual basis as detailed below:

Sr No	Post	Post Code	Total Vacancies	Reservations					
				UR	EWS	OBC	SC	ST	PwBD* (VI)
1	Associate Data Scientist	01	01	01	-	-	-	-	01
2	Senior Data Scientist	02	01	01	-	-	-	-	01
3	Principal Data Scientist	03	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;

Associate Data Scientist

A.	Name of the Post	Associate Data Scientist
B.	Post Code	01
C.	Type of the Post	Contractual on <u>full time basis</u>
D.	No. of Vacancy	1 (One)
E.	Place of Posting	The Associate Data Scientist will be posted at Mumbai . However, the Bank reserves the right to post the incumbent at other Centres as the Bank may decide from time to time.
F.	Period of Contract	The term of the contract with the Associate Data Scientist would be for a period of three years. The contract shall be extendable, at sole discretion of the Bank, for a further period of up to two years. Annual reviews of the performance of the Associate Data Scientist would be undertaken. The contract can be terminated at 1 (One) month's notice on either side or salary and allowances (if any) in lieu thereof.
G.	Scope of Work	In this role, s/he should be highly analytical with a knack for analysis, math, and statistics. Critical thinking and problem-solving skills are essential for interpreting data. S/he should have a passion for machine-learning and research. Major Roles & Responsibilities are: i. Identify valuable data sources and automate collection processes. ii. Undertake to preprocess of structured and unstructured data. iii. Analyze large amounts of information to discover trends and patterns. iv. Build predictive models and machine-learning algorithms. v. Combine models through ensemble modelling. vi. Present information using data visualization techniques. vii. Propose solutions and strategies to business challenges. viii. Collaborate with engineering and product development teams.
H.	Eligibility Criteria	
a	Age limit	The candidate should not be less than 22 years old and not more than 35 years old as on November 30, 2024 .
b	Educational Qualification	<u>Essential Qualifications:</u> Graduate or Post Graduate degree in Computer science, Data Management, Information Systems, Engineering, Mathematics, Statistics, Economics, Econometrics, or a related field from a recognized Indian/Foreign University/Institute.
c	Experience	(As on November 30, 2024) Essential:

			At least 2 years of experience as a data scientist or data analyst, preferably in Bank/ Financial Institution/ BFSI / Fintech. Desirable: i. Experience in data mining. ii. Knowledge of R, SQL and Python; familiarity with Java or Scala is an asset. iii. Hands-on experience in working with Dplyr, Lubridate, RMarkdown libraries. iv. Excellent understanding of machine learning techniques and algorithms, such as k-NN, Naive Bayes, SVM, Decision Forests, etc. v. Experience with data visualization tools, such as D3.js, GGplot, Shiny, etc. vi. Good applied statistics skills, such as distributions, statistical testing, regression, etc. vii. Experience using business intelligence tools (e.g. Tableau) and data frameworks (e.g. Hadoop). viii. Strong math skills (e.g. statistics, algebra). Note: Applications without relevant experience certificate would be rejected.
		Skills/ Competencies	i. Knowledge of banking products and processes. ii. Strong understanding of data management practices, data architecture, data quality, and data governance frameworks. iii. Proficiency in data analytics tools, data visualization tools, and data integration technologies.
I.	Remuneration		The remuneration would be market linked. The same shall not be a limiting factor for the right candidate. Apart from initial remuneration 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. The salary would also have a suitable variable component.

Senior Data Scientist

A.	Name of the Post	Senior Data Scientist
B.	Post Code	02
C.	Type of the Post	Contractual on <u>full time basis</u>
D.	No. of Vacancy	1 (One)
E.	Place of Posting	The Senior Data Scientist will be posted at Mumbai . However, the Bank reserves the right to post the incumbent at other Centres as the Bank may decide from time to time.
F.	Period of Contract	The term of the contract with the Senior Data Scientist would be for a period of three years. The contract shall be extendable, at sole discretion of the Bank, for a further period of up to two years. Annual reviews of the performance of the Senior Data Scientist would be undertaken. The contract can be terminated at 1 (One) month's notice on either side or salary and allowances (if any) in lieu thereof.
G.	Scope of Work	The ideal candidate will have a strong background in data science, with proven experience in machine learning, statistical analysis, and big data technologies. S/He will lead projects from conception to deployment, mentor junior data scientists, and collaborate with cross-functional teams to drive innovation and improve our data-driven decision-making processes. Major Roles & Responsibilities of Senior Data Scientist are: i. Lead the data-driven decision-making process, from data collection and analysis to implementation and monitoring of solutions. ii. Manage data science projects, ensuring they meet business requirements and are delivered on time. iii. Develop and implement statistical and machine learning models to solve complex problems. iv. Mentor junior data scientists, providing guidance and support in their professional development. v. Collaborate with cross-functional teams to understand business challenges and objectives, translating complex data into actionable insights. vi. Stay abreast of industry trends and advancements in data science and machine learning, continuously improving our methodologies and technologies
H.	Eligibility Criteria	
	a Age limit	The candidate should not be less than 25 years old and not more than 40 years old as on November 30, 2024 .
	b Educational Qualification	<u>Essential Qualifications:</u>

			Graduate or Post Graduate degree in Computer science, Data Management, Information Systems, Engineering, Mathematics, Statistics, Economics, Econometrics, or a related field from a recognized Indian/Foreign University/Institute.
c	Experience		(As on November 30, 2024) Essential: ➤ At least 5 years of experience as data scientist or data analyst, preferably in Bank/s (India/ Abroad)/ Financial Institution/ BFSI / Fintech. Desirable: i. Experience working with RESTful API and general SOA Architecture. ii. Functional knowledge in ML techniques and tools like tensorflow, keras, Apache MxNet would be useful. iii. Structured Thinking. iv. Strong Problem-Solving Skills. v. Interpersonal and Leadership Skills and strong business acumen. vi. Financial Domain knowledge is another advantage. vii. Open-source AI/ML tools like Llama, Langchain, Huggingface etc. viii. Strong communication skills and the ability to work collaboratively across teams. Note: Applications without relevant experience certificate would be rejected.
	Skills/ Competencies		i. Knowledge of banking products, processes, and regulatory requirements. ii. Strong understanding of data management practices, data architecture, data quality, and data governance frameworks. iii. Proficiency in data analytics tools, data visualization tools, and data integration technologies. iv. Solid and demonstrable knowledge of machine learning techniques and algorithms. v. Excellent programming skills in languages such as Java or Python/R. vi. Experience with big data technologies and data analysis software like R or MATLAB. vii. Exposure to natural language processing, image processing techniques, and big data stacks like Hadoop or Apache Spark, SAS, BigML is highly desirable. viii. Familiarity with NoSQL databases, enterprise search technologies, and recommendation systems. ix. Good experience in Data Mining techniques and tools like Apache Mahout, H2O, Oracle Data Mining, Relational Databases like Oracle, PostgreSQL and non-relational databases like MongoDB. x. Familiarity with GoI and RBI guidelines on handling of data. xi. Excellent leadership and communication skills to collaborate with cross-functional teams and senior management

I.	Remuneration	The remuneration would be market linked. The same shall not be a limiting factor for the right candidate. Apart from initial remuneration 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. The salary would also have a suitable variable component.
----	---------------------	--

Principal Data Scientist

A.	Name of the Post	Principal Data Scientist
B.	Post Code	03
C.	Type of the Post	Contractual on <u>full time basis</u>
D.	No. of Vacancy	1 (One)
E.	Place of Posting	The Principal Data Scientist will be posted at Mumbai . However, the Bank reserves the right to post the incumbent at other Centres as the Bank may decide from time to time.
F.	Period of Contract	The term of the contract with the Principal Data Scientist would be for a period of three years. The contract shall be extendable, at sole discretion of the Bank, for a further period of up to two years. Annual reviews of the performance of the Principal Data Scientist would be undertaken. The contract can be terminated at 1 (One) month's notice on either side or salary and allowances (if any) in lieu thereof.
G.	Scope of Work	The Principal Data Scientist is responsible for establishing and implementing, driving data-driven decision making and fostering a data-driven culture within the bank. He / She will be the head of Data Analytics with SIDBI. This role plays a crucial part in harnessing the power of data to unlock new opportunities and enhance the bank's competitiveness in the evolving digital landscape. Major Roles & Responsibilities of Principal Data Scientist are: i. Develop and implement a comprehensive data strategy aligned with the bank's overall objectives. ii. Collaborate with stakeholders to identify strategic opportunities for data utilization and cross-sell. iii. Oversee the design and implementation of data management systems and structures, ensuring efficiency and scalability. iv. Define and maintain data architecture principles, standards, and models. v. Coordinate data integration initiatives, data sourcing, and data consolidation efforts. vi. Foster a data-driven culture by promoting data-driven decision-making across the organization. vii. Lead efforts to develop and implement advanced analytics capabilities, including predictive modelling and data visualization.

		viii. Collaborate with business units to identify and prioritize data-driven insights and initiatives to enhance customer experience, risk management and revenue generation. ix. Collaborate closely with relevant verticals of designated officers responsible for compliance with relevant data protection, privacy, and security regulations, including the Reserve Bank of India (RBI) guidelines. x. Drive awareness and understanding of the value and importance of data across the organization. xi. Advocate for the effective use of data and analytics to improve business processes and decision making. xii. Establish data literacy programs and training to build data competency within the Bank. xiii. Drive change management initiatives to ensure successful adoption of data-driven practices and technologies.
H. Eligibility Criteria		
a	Age limit	The candidate should not be less than 30 years old and not more than 45 years old as on November 30, 2024 .
b	Educational Qualification	<u>Essential Qualifications:</u> Graduate or Post Graduate degree in Computer science, Data Management, Information Systems, Engineering, Mathematics, Statistics, Economics, Econometrics, or a related field from a recognized Indian/Foreign University/Institute.
c	Experience	(As on November 30, 2024) Essential: At least 10 years of experience in data management, including roles in data governance, data architecture, or data analytics preferably in Bank/s (India/ Abroad)/ Financial Institution/ BFSI / Fintech of which at least 3 years should be in a middle level position. Desirable: - Machine Learning/Natural Language Processing/Generative AI/ Chatbots, etc. - Latest Analytical & Data Visualisation Tools like Apache Superset, Tableau, R, Power BI, Python, etc. - Relational Databases like Oracle, PostgreSQL and non-relational databases like MongoDB. - Open-source AI/ML tools like Llama, Langchain, Huggingface etc. - Experience working with RESTful API and general SOA Architecture - Functional knowledge in ML techniques and tools like tensorflow, keras, Apache MxNet would be useful. Note: Applications without relevant experience certificate would be rejected.
	Skills/ Competencies	- Proficiency of ML Algorithms like Linear Regression, Logistic Regression, Decision Tree etc. - Proficiency in Statistical Skills including knowledge of statistical tests, data distributions etc. - Good experience on working in Big Data Sets with tools like Apache Spark, SAS, BigML.

			iv. Good experience in Data Mining techniques and tools like Apache Mahout, H2O, Oracle Data Mining. v. Good implementation knowledge of Data Modelling and Optimization techniques. vi. Good experience in Data frameworks like Hadoop, Database query languages like SQL, Hive and Data wrangling tools like Talend. vii. Knowledge of banking products and processes. viii. Strong understanding of data management practices, data architecture, data quality, and data governance frameworks. ix. Proficiency in data analytics tools, data visualization tools, and data integration technologies. x. Familiarity with GoI and RBI guidelines and international standards on handling of data. xi. Excellent leadership and communication skills to collaborate with cross-functional teams and senior management
I.	Remuneration		The remuneration would be market linked. The same shall not be a limiting factor for the right candidate. Apart from initial remuneration 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. The salary would also have a suitable variable component.

Other Conditions (Applicable for the all the posts):

1.	Reservation	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. ii. The eligible candidate should produce a certificate issued by a competent authority as per the Government of India Guidelines. ii Vacancy for Person with Disability (PwBD) is horizontal within the overall vacancies for the post. iii 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. 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.
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, 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 qualifying marks in Interview/selection procedure will be decided by the Bank. • A candidate should qualify in all the processes of selection i.e. PI and/or other selection method (as the case may be) and should be sufficiently high in the merit to be shortlisted for subsequent process. • The decision of the bank to call the candidates for the interview shall be final. No correspondence will be entertained in this regard. The Bank reserves the right to modify the selection procedure, if deemed fit. Merit List: Merit list for selection will be prepared in descending order on the basis of scores obtained in interview only. Wait List: SIDBI reserves the right to draw wait list of candidates and consider such wait listed candidate(s) for meeting actual requirement.

		In case more than one candidate score equal marks, such candidates will be ranked according to their age in descending order, both in the select list as well as in the wait list.
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 <u>only through email at recruitment@sidbi.in</u> on or before <u>December 31, 2024</u>. 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, PwBD Certificate etc, 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.

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 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 WILL BE SENT. 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.
----	---------------	--

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