Advertisement No. 15/ 2025-26

Engagement of Specialist Officers on Contractual Basis (Full-time)– 2025-26

March 18, 2026

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 Access To Capital And Build Capacity Of MSMES For Their Deeper Integration Into Indian And Global Value Chains'. The Bank is working with the Vision 'To emerge as the point of first contact for all stages of MSME life cycle journey'.

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 posts on as detailed below:

Sr No	Post	Post Code	Total Vacancies	Reservations					
				UR	EWS	OBC	SC	ST	PwBD* (VI)
1.	Data Scientist (DS)	01	01	01	-	-	-	-	01
2.	AI Specialists (AIS)	02	02	02	-	-	-	-	01
3.	ML Engineers (MLE)	03	01	01	-	-	-	-	01
4.	Data Engineers (DE)	04	02	02	-	-	-	-	01
5.	Data Protection Officer (DPO)	05	01	01	-	-	-	-	01
6.	Relationship Manager – Corporate Deposit (RM-DC)	06	02	02	-	-	-	-	01
7.	Portfolio Manager – Pre-IPO & Anchor Investments (PM)	07	02	02	-	-	-	-	01
8.	Strategic Partnerships Manager (SPM)	08	02	02	-	-	-	-	01
9.	Cluster Manager (CM)	09	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.

1. Data Scientist (DS)

S.No.	Particulars	Details
A.	**Name of the Post**	Data Scientist (DS)
B.	**Post Code**	01
C.	**Type of the Post**	Contractual on full time basis
D.	**No. of Posts**	01 (one)
E.	**Place of Posting**	**Mumbai** However, the Bank reserves the right to post/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.
F.	**Period of Posting**	The term of the contract of DS would initially be for a period of **three years**, subject to an interim review. The contract shall be extendable, at sole discretion of the Bank, for a further period of up to **two years**. The contract can be terminated at **3 (three) months'** notice on either side or Salary and allowances (if any) in lieu thereof.
G.	**Job Profile**	The Data Scientist will design, develop and operationalise advanced analytics and machine-learning solutions that improve credit decisions, portfolio quality, customer engagement and impact measurement across the Bank's MSME and development-finance programmes. **Key Responsibilities**: • Build, validate and maintain statistical, ML and AI/Gen-AI models (e.g. credit scoring, PD/LGD, early warning, fraud detection, segmentation, pricing, impact/ESG scoring, text analytics) using structured and unstructured data. • Perform exploratory data analysis, feature engineering and variable selection using internal systems (core banking, LOS/LMS, collections, treasury, CRM) and external data sources (bureaus, GST, ITR, alternate/fintech and public data). • Work with Data Engineers and IT teams to productionise models through APIs, batch pipelines or decision engines, ensuring performance, scalability and monitoring. • Design and track model-risk, performance and fairness metrics; set up monitoring dashboards, back-testing and periodic re-calibration/refresh processes. • Any other work assigned by the Bank from time to time.
H.	**Eligibility Criteria**	
	a	Age Limit	The candidate should not be more than **35 years** old as on **February 28, 2026**.
	b	Educational Qualification	**Mandatory educational qualification (As on February 28, 2026)**: **Minimum Qualification:** Master's degree in Statistics, Mathematics, Economics, Computer Science, Data Science, Quantitative Finance or related quantitative discipline from a recognised University/Institute.

			Desirable: - • PhD in a relevant quantitative field. • Certifications in data science / machine learning / AI and exposure to cloud analytics platforms
	c	Experience	**(As on February 28, 2026)** **Minimum 3 years of relevant experience** in data science / advanced analytics / ML modelling roles in Banks, NBFCs, DFIs, Fintechs or other regulated financial institutions / analytics firms supporting such clients Hands-on experience with: • Building and deploying supervised and unsupervised ML models (e.g. regression, classification, clustering, decision trees/ensembles, gradient boosting, time-series, NLP) • Using statistical / ML libraries and tools such as Python (pandas, scikit-learn, statsmodels), R, or similar environments, experience with notebooks and version control • Working with large financial-services datasets, data cleaning, feature engineering, and collaborating with data engineering / IT teams to operationalise solutions **Note: Applications without relevant experience certificate from the employer would be rejected.**
	d	Key Competencies	**Technical skills** • Statistical, ML and GenAI modelling *(Proficient):* Strong grounding in statistics, probability, hypothesis testing, regression, classification, clustering, time-series, basic optimisation and applied GenAI/NLP techniques (LLMs, embeddings, prompt design), with a proven model-building and deployment track record • Programming for data science – Python/R *(Proficient)*: Ability to write clean, modular code for data preparation, model development, evaluation and visualisation using standard ML libraries • Data wrangling and feature engineering *(Proficient)*: Skilled in handling messy, high-volume datasets, creating features from transactional, bureau, behavioural, text and external data • Model deployment and MLOps *(Intermediate)*: Experience working with APIs, containers or model-deployment frameworks, and collaborating with engineering teams to productionise models and set up monitoring. • BI, visualisation and storytelling *(Intermediate)*: Ability to build dashboards (Power BI/Tableau or similar) and present technical insights in business language • Gen-AI / advanced analytics *(Basic to Intermediate):* Exposure to NLP, embeddings, LLM-based applications, or recommendation systems relevant to MSME banking and development programmes **Domain and business skills:** • Banking/DFI and MSME credit knowledge *(Intermediate)*: Understanding of

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			MSME/mid-corporate products, credit lifecycle, collections, risk metrics and impact/ESG indicators
			• Regulatory and risk understanding *(Basic to Intermediate)*: Familiarity with credit-risk concepts (PD/LGD/EAD), provisioning norms, and data/ model expectations from RBI and internal risk governance
			Behavioural competencies:
			• Problem solving and structured thinking *(Proficient)*: Able to frame ambiguous problems, choose appropriate techniques and design scalable analytical solutions
			• Collaboration and agile mindset *(Intermediate)*: Comfortable working in cross-functional squads, iterative development and quick experimentation
I.	**Remuneration**		The remuneration figures are indicative ballpark ranges and shall not be treated as hard filters. A candidate's fit for the role in terms of skills, experience and alignment with the Bank's mandate shall be evaluated first and may not be screened out only on current or expected compensation. Based on the candidate's qualification, experience and overall suitability for the post, Cost to Company (CTC) / remuneration payable will be **around ₹25.00 lakh per annum** plus other facilities viz. Group Insurance etc. Apart from the initial remuneration offered on a CTC basis, there will be provision for an annual increment on the CTC finalised initially, which shall be considered by the Bank based on the performance review from time to time, and the salary will also include a suitable variable component linked to performance.

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2. AI Specialists (AIS)

S.No.	Particulars		Details
A.	Name of the Post		AI Specialists (AIS)
B.	Post Code		02
C.	Type of the Post		Contractual on full time basis.
D.	No. of Posts		02 (Two)
E.	Place of Posting		**Mumbai** However, the Bank reserves the right to post/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.
F.	Period of Posting		The term of the contract of AIS would initially be for a period of **three years**, subject to an interim review. The contract shall be extendable, at sole discretion of the Bank, for a further period of up to **two years**. The contract can be terminated at **3 (three) months'** notice on either side or Salary and allowances (if any) in lieu thereof).
G.	Job Profile		AI Specialist will drive the Bank's AI/ML initiatives by developing, deploying, and scaling AI solutions for MSME credit underwriting, fraud detection, customer segmentation, impact measurement, and operational automation, while ensuring ethical AI practices and regulatory compliance. **Key Responsibilities:** 1. Develop and implement AI/ML models for credit, risk, fraud detection, and process automation. 2. Translate business problems into AI use cases with measurable outcomes. 3. Work with Data Scientists, Data Engineers, and ML Engineers to prepare data, build features, and deploy models. 4. Ensure model explainability, fairness, and compliance with RBI and internal governance norms. 5. Monitor model performance and refine algorithms for accuracy and stability. 6. Explore and evaluate new AI tools, techniques, and technologies relevant to SIDBI. 7. Prepare documentation and support knowledge sharing across verticals. 8. Any other work assigned by the Bank from time to time.
H.	Eligibility Criteria		
	a	Age Limit	The candidate should not be more than **35 years** old as on **February 28, 2026**.
	b	Educational Qualification	**Mandatory educational qualification (As on February 28, 2026):** **Minimum Qualification:** • Graduate degree in Engineering, Computer Science, Mathematics, Statistics, Data Science, or related quantitative/technical discipline from a recognised University/Institute. • Post-graduate degree such as M.Tech, M.Sc. (Data Science/AI/ML), or equivalent in Artificial Intelligence, Machine Learning, or Data Science

			Desirable: - • Certifications in AI/ML/cloud AI (e.g., AWS Certified Machine Learning, Google Professional ML Engineer, Azure AI Engineer)
	c	Experience	**(As on February 28, 2026)** • **Minimum 4 years'** of hands-on experience in AI/ML development, deployment, and MLOps in banking, fintech, or regulated financial services. • Proven track record in building end-to-end AI solutions using supervised/unsupervised learning, NLP, or generative AI for business problems like credit risk modelling, anomaly detection, or recommendation systems. • Experience with cloud AI platforms (AWS SageMaker, Azure ML, GCP Vertex AI) and integrating AI models into production systems (e.g., via APIs, microservices).
	d	Key Competencies	**Technical skills** • AI/ML Frameworks *(Proficient):* Expertise in TensorFlow, PyTorch, Scikit-learn, Hugging Face Transformers for model development and fine-tuning • Data Engineering *(Proficient):* ETL pipelines, feature engineering, handling structured/unstructured data (e.g., Pandas, Spark, SQL). • MLOps & Deployment *(Intermediate to Proficient):* Model versioning (MLflow), containerization (Docker), orchestration (Kubernetes), CI/CD for AI. • Cloud AI Services *(Intermediate):* Leveraging managed AI services for scalable inference and training. • Domain Knowledge *(Intermediate):* Financial services use cases (credit scoring, fraud, customer insights); familiarity with RBI guidelines on AI/ML. **Behavioural competencies:** • Problem-solving & Innovation *(Proficient):* Translates business needs into AI solutions with measurable impact • Collaboration *(Intermediate):* Works with data scientists, engineers, business teams, and compliance to operationalize AI ethically
I.	Remuneration		The remuneration figures are indicative ballpark ranges and shall not be treated as hard filters. A candidate's fit for the role in terms of skills, experience and alignment with the Bank's mandate shall be evaluated first and may not be screened out only on current or expected compensation. Based on candidate's qualification, experience and overall suitability for the post, Cost to Company (CTC) / remuneration payable will be around **₹25.00 Lakh per annum**. Apart from initial remuneration offered on 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 linked to performance.

S.No.	Particulars		Details
A.	Name of the Post		ML Engineer (MLE)
B.	Post Code		03
C.	Type of the Post		Contractual on full time basis.
D.	No. of Posts		01 (One)
E.	Place of Posting		**Mumbai** However, the Bank reserves the right to post/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.
F.	Period of Posting		The term of the contract of MLE would initially be for a period of **three years**, subject to an interim review. The contract shall be extendable, at sole discretion of the Bank, for a further period of up to **two years**. The contract can be terminated at **3 (three) months'** notice on either side or Salary and allowances (if any) in lieu thereof).
G.	Job Profile		The ML Engineer will build, deploy and maintain scalable machine-learning systems and services that support credit, risk, collections, customer and impact-measurement use-cases for the Bank. The role will operationalise models developed by data scientists, engineer real-time/batch inference pipelines, and ensure robust performance, reliability and governance of ML assets in production: **Key Responsibilities:** 1. Design and implement production-grade ML pipelines (training, validation, deployment and monitoring) for models such as credit scoring, early-warning, fraud/risk flags, segmentation and recommendations 2. Convert prototype notebooks and POCs into robust, modular services or APIs integrated with core banking, LOS/LMS, collections systems, digital channels and partner/fintech platforms 3. Set up and manage ML infrastructure components such as feature stores, model registries, experiment tracking, and CI/CD for ML workloads 4. Implement online and batch inference architectures, including scheduling, rollback strategies, A/B testing, canary deployments and performance tuning 5. Establish model monitoring for drift, latency, throughput, failures and key business metrics; work with data scientists and business owners to trigger retraining or model refresh 6. Collaborate with Information Security and IT to ensure ML services meet security, compliance, logging and audit requirements 7. Any other work assigned by the Bank from time to time.
H.	Eligibility Criteria		
	a	Age Limit	The candidate should not be more than **35 years** old as on **February 28, 2026**.

	b	Educational Qualification	**Mandatory educational qualification (As on February 28, 2026)**: **Minimum Qualification:** B.E./B.Tech or equivalent in Computer Science, IT, Electronics, Data Engineering, Artificial Intelligence or related discipline from a recognised University/Institute. **Desirable:** - • Master's degree in computer science / AI / ML / Data Science or related field • Certifications in cloud/ML engineering (e.g. Azure/AWS/GCP ML Engineer, MLOps/DevOps certifications, Kubernetes, or similar)
	c	Experience	**(As on February 28, 2026)** **Minimum 4** years of relevant experience in ML engineering / MLOps / backend engineering with strong exposure to ML systems, preferably in Banks, NBFCs, DFIs, fintechs or analytics/tech firms supporting such clients. Hands-on experience with: • Building and deploying ML models into production (APIs, batch jobs, streaming) using Python/Java/Scala and standard frameworks • Working with cloud platforms, containers (Docker), orchestration (Kubernetes) and CI/CD pipelines • Optimising model inference performance, managing environments, dependencies and monitoring in production **Note:** Applications without relevant experience certificate from the employer would be rejected.
	d	Key Competencies	**Technical skills** • Programming for ML systems – Python/Java/Scala *(Proficient)*: Able to design clean, efficient, testable services and libraries for ML workloads. • ML frameworks and libraries *(Intermediate to Proficient)*: Experience with frameworks such as TensorFlow, PyTorch, XGBoost, LightGBM or similar; comfortable packaging models for inference • Cloud and containerisation *(Intermediate)*: Hands-on with at least one major cloud platform, containers, basic Kubernetes concepts and CI/CD tools for automated deployment. • MLOps / model lifecycle management *(Intermediate)*: Knowledge of model registry, experiment tracking, automated retraining, versioning and rollback strategies **Domain and business skills:** • Banking/DFI data understanding *(Basic to Intermediate)*: Awareness of credit, collections, customer and impact-measurement data, and how ML outputs are used in decisions • Risk and compliance awareness *(Basic)*: Understanding of basic regulatory, privacy and fairness expectations for ML in financial services **Behavioural competencies:**

			• Problem solving and structured thinking *(Proficient)*: Takes end-to-end responsibility for ML systems from design to stable operations • Stakeholder management and communication *(Intermediate)*: Coordinates effectively with data scientists, IT, business, risk and vendors
I.	Remuneration		The remuneration figures are indicative ballpark ranges and shall not be treated as hard filters. A candidate's fit for the role in terms of skills, experience and alignment with the Bank's mandate shall be evaluated first and may not be screened out only on current or expected compensation. Based on candidate's qualification, experience and overall suitability for the post, Cost to Company (CTC) / remuneration payable will be around ₹20.00 Lakh per annum. Apart from initial remuneration offered on 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 linked to performance.

<p style="text-align: center;">4. Data Engineer (DE)</p>

S.No.	Particulars	Details
A.	Name of the Post	Data Engineer (DE)
B.	Post Code	04
C.	Type of the Post	Contractual on full time basis.
D.	No. of Posts	02 (Two)
E.	Place of Posting	**Mumbai** However, the Bank reserves the right to post/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.
F.	Period of Posting	The term of the contract of DE would initially be for a period of **three years**, subject to an interim review. The contract shall be extendable, at sole discretion of the Bank, for a further period of up to **two years**. The contract can be terminated at **3 (three) months'** notice on either side or Salary and allowances (if any) in lieu thereof).
G.	Job Profile	The Data Engineer will design, build and maintain secure, scalable data platforms and pipelines that integrate internal and external data required for credit, risk, operations and impact measurement. **Key Responsibilities:** 1. Design, develop and maintain batch and real-time data pipelines from internal systems and external partners to the central data platform, ensuring reliability, performance and cost-efficiency 2. Build and optimise data models, curated data marts and feature stores that enable business MIS, dashboards, credit/risk models, impact analytics and regulatory submissions 3. Implement and monitor automated data quality checks, reconciliation, lineage tracking and metadata management; coordinate with source-system owners to resolve data issues 4. Enforce data security, privacy and access policies in line with RBI, government and internal information-security guidelines, support audits and compliance reviews 5. Provide technical support to data scientists and application teams by provisioning datasets, optimising queries and contributing to performance tuning 6. Document data architectures, pipelines, data dictionaries and runbooks; contribute to standards, templates and best practices for data engineering 7. Any other work assigned by the Bank from time to time.
H.	Eligibility Criteria	
	a	Age Limit	The candidate should not be more than **40 years** old as on **February 28, 2026**.
	b	Educational Qualification	**Mandatory educational qualification (As on February 28, 2026):**

			Minimum Qualification: B.E./B.Tech or equivalent in Computer Science, IT, Electronics or related discipline from a recognised University/Institute Desirable: - Master's degree in computer science/data engineering/information systems or related field; certifications in cloud/data platforms (e.g. Azure/AWS/GCP data engineer, Snowflake, Databricks) or big-data technologies
	c	Experience	(As on February 28, 2026) Minimum 8 years of relevant experience in data engineering / data platform roles, preferably in Banks, NBFCs, DFIs, fintechs or other regulated financial institutions Hands-on experience with: • Relational databases and SQL; ETL/ELT tools and workflow/orchestration (e.g. Airflow, Data Factory); NoSQL and graph data stores for handling semi-structured, unstructured and relationship-heavy datasets • Big-data / cloud data platforms (e.g. Hadoop, Spark, cloud warehouses/lakes) and API-based integrations • Data quality, MDM, and data governance practices in financial-services environments Note: Applications without relevant experience certificate from the employer would be rejected.
	d	Key Competencies	Technical skills • SQL and relational databases, NoSQL and graph stores *(Proficient)*: Strong SQL, data modelling (OLTP/OLAP, dimensional, star/snowflake), and ETL/ELT development skills, with hands-on experience designing and querying NoSQL and graph data models for appropriate use-cases • Programming for data engineering - Python/Scala/Java *(Proficient)*: Experience with big-data or distributed processing (Spark or equivalent) • Cloud data platform and data modelling *(Proficient)*: Experience with leading cloud data platforms such as AWS, Azure or GCP, including data warehouses/lakes, streaming technologies and API-based data integrations • Data quality, metadata, MDM and governance *(Basic to Intermediate):* Strong foundation in data quality frameworks, data governance, security (encryption, masking, role-based access) and regulatory data requirements in financial services Domain and business skills: • Banking/DFI domain knowledge *(Intermediate)*: Understands key products, life-cycles and data entities; can map business processes (credit, collections, treasury, regulatory, impact) to data flows. • Regulatory and compliance understanding *(Basic to Intermediate)*: Aware of RBI and government reporting/regulatory expectations; designs

			pipelines to meet data retention, security and audit norms **Behavioural competencies:** • Problem solving and structured thinking *(Proficient)*: Breaks complex data problems into clear steps; proposes pragmatic, scalable solutions • Stakeholder management and communication *(Intermediate)*: Engages proactively with risk, business, finance and IT partners
I.	Remuneration		The remuneration figures are indicative ballpark ranges and shall not be treated as hard filters. A candidate's fit for the role in terms of skills, experience and alignment with the Bank's mandate shall be evaluated first and may not be screened out only on current or expected compensation. Based on candidate's qualification, experience and overall suitability for the post, Cost to Company (CTC) / remuneration payable will be around ₹35.00-₹40.00 Lakh **per annum**. Apart from initial remuneration offered on 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 linked to performance.

<p style="text-align: center;">5. Data Protection Officer (DPO)</p>

S.No.	Particulars	Details
A.	Name of the Post	Data Protection Officer (DPO)
B.	Post Code	05
C.	Type of the Post	Contractual on full time basis.
D.	No. of Posts	01 (One)
E.	Place of Posting	**Mumbai** However, the Bank reserves the right to post/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.
F.	Period of Posting	The term of the contract of DPO would initially be for a period of **three years**, subject to an interim review. The contract shall be extendable, at sole discretion of the Bank, for a further period of up to **two years**. The contract can be terminated at **3 (three) months'** notice on either side or Salary and allowances (if any) in lieu thereof).
G.	Job Profile	The Data Protection Officer (DPO) will serve as the Bank's designated officer for compliance with the Digital Personal Data Protection (DPDP) Act, 2023 and other applicable Indian data-protection regulations, acting as the primary point of contact for data principals, the Data Protection Board, and sectoral regulators (RBI, SEBI, sectoral bodies) on all personal-data and privacy matters. **Key Responsibilities:** 1. Design and implement the Bank's DPDP compliance framework and data-subject rights processes, aligned to DFI regulations and sectoral guidance 2. Develop and manage the Bank's data-protection strategy, covering governance policies, processing standards, controls for data ownership, quality, privacy, security and ethical use of AI/automation, and communication plans to ensure organisation-wide understanding and adoption 3. Ensure compliance with DPDP Act and other Indian data-protection laws; act as liaison with regulators, the Data Protection Board and law enforcement as needed 4. Conduct periodic data-protection audits and reviews against DPDP requirements and internal controls 5. Lead and oversee Data Protection Impact Assessments (DPIAs) for high-risk or novel processing activities (e.g. new analytics, AI models, profiling, cross-border transfers, large-scale third-party data sharing, technology changes); review and update DPIAs periodically 6. Oversee data-breach detection, investigation and response, including timely notification to the Data Protection Board, RBI, CERT In and affected data principals where required; maintain incident logs and post-incident reviews 7. Drive DPDP awareness, training and culture-building across the organisation covering staff,

			contractors, vendors and partners with tailored modules for high-risk functions
			8. Any other work assigned by the Bank from time to time.
H.		Eligibility Criteria	
	a	Age Limit	The candidate should not be more than **45 years** old as on **February 28, 2026**.
	b	Educational Qualification	**Mandatory educational qualification (As on February 28, 2026)**: **Minimum Qualification:** Bachelor's degree (graduation or equivalent) in any discipline from a recognised University/Institute **Desirable: -** Post-graduate qualification (Master's degree) in Law (LLM), Technology Law, Business Administration (MBA), Computer Science, Information Security, or related field Candidates possessing any of the following are preferred: Certified Information Privacy Professional (CIPP: Europe / CIPP: Asia); Certified Information Privacy Manager (CIPM); Fellow of Information Privacy (FIP); Certified Information Privacy Technologist (CIPT); Certified Data Privacy Solutions Engineer (CDPSE); PECB Certified Data Protection Officer (CDPO); Certified in Data Protection (CDP); ISO 27001 Lead Auditor / NIST 800-53 / CISM / CISA
	c	Experience	**(As on February 28, 2026)** **15 years** of relevant experience in managerial or professional roles, preferably in IT, compliance, legal, risk, information security or finance. **Minimum 4 years (within the 15 years above)** of direct hands-on experience in data protection, privacy regulation, data governance, information security or related compliance roles. **Preferred**: Previous experience in the BFSI sector (Banks, NBFCs, insurance, payments, fintech), Scheduled Commercial Banks or other regulated financial institutions **Note: Applications without relevant experience certificate from the employer would be rejected.**
	d	Key Competencies	**Technical skills** • DPDP and Data Privacy Law *(Proficient)*: Expert-level understanding of DPDP Act, Rules 2025, Data Fiduciary obligations, Significant Data Fiduciary (SDF) thresholds, consent models, data-subject rights, breach reporting, and Data Protection Board processes specific to banking/DFI context • Regulatory & RBI Integration *(Proficient)*: Ability to interpret and integrate RBI cybersecurity guidelines, data-governance requirements, outsourcing norms, sectoral regulations and map to DPDP obligations • Data Security & Information Lifecycle *(Intermediate-Proficient)*: Understanding of data encryption, access controls, data loss prevention

			(DLP), secure deletion, backup/recovery, encryption key management and secure-by-design principles • Privacy-by-Design & Technology Guidance (*Intermediate-Proficient*): Advise product, IT and business teams on embedding privacy and consent mechanisms into systems, processes, contracts and new initiatives from inception **Behavioural competencies:** • Independence & Integrity *(Proficient)*: High ethical standards; operates impartially even when advising on sensitive, high-stakes decisions; escalates conflicts appropriately; maintains confidentiality • Cross-functional Collaboration *(Intermediate-Proficient)*: Works effectively with Legal, IT, Risk, Business, HR, Compliance; builds consensus and enables coordinated action on privacy governance
I.	Remuneration		The remuneration figures are indicative ballpark ranges and shall not be treated as hard filters. A candidate's fit for the role in terms of skills, experience and alignment with the Bank's mandate shall be evaluated first and may not be screened out only on current or expected compensation. Based on candidate's qualification, experience and overall suitability for the post, Cost to Company (CTC) / remuneration payable will be around ₹50.00-₹55.00 Lakh **per annum**. Apart from initial remuneration offered on 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 linked to performance.

6. Relationship Manager – Corporate Deposits (RM-CD)

S.No.	Particulars		Details
A.	Name of the Post		Relationship Manager – Corporate Deposits (RM-CD)
B.	Post Code		06
C.	Type of the Post		Contractual on **full time basis.**
D.	No. of Posts		2 (Two)
E.	Place of Posting		**Mumbai** However, the Bank reserves the right to post/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.
F.	Period of Posting		The term of the contract of RM-DC would initially be for a period of **three years**, subject to an interim review. The contract shall be extendable, at sole discretion of the Bank, for a further period of up to **two years**. The contract can be terminated at **3 (three) months'** notice on either side or Salary and allowances (if any) in lieu thereof.
G.	Job Profile		Relationship Manager – Corporate Deposits is responsible for acquisition and relationship management of large and mid-corporate / institutional clients to mobilise Treasury deposits (Fixed Deposits). **Key Responsibilities:** • Execute acquisition for the assigned location/cluster for mobilising corporate / institutional deposits (Fixed Deposits) • Build and manage a pipeline of large and mid-corporate and institutional clients; drive direct-to-customer engagement and relationship deepening • Target relationship build-up with relationship size potential as per segment norms • Deliver goals through the institutional segment and promoters; identify key decision-makers and influencers and maintain engagement cadence • Analyse business needs and competition data to identify trends, whitespace and new opportunities for deposit acquisition and retention • Coordinate end-to-end execution: rate/tenor discussions as per policy, documentation, KYC, onboarding, renewals and maturity servicing • Any other work assigned by the Bank from time to time.
H.	Eligibility Criteria		
	a	Age Limit	The candidate should not be more than **35 years** old as on **February 28, 2026**
	b	Educational Qualification	**Mandatory educational qualification (As on February 28, 2026** **Minimum Qualification:** Graduate in any discipline from a recognised University/Institute; MBA/ PGDM (Finance) / CA / CFA or equivalent
	c	Experience	(As on February 28, 2026)

			Minimum 6 years of total experience, in Banks/NBFCs with ~4 years of relevant experience in deposit mobilisation / institutional liabilities (Fixed Deposits) / treasury sales preferred Note: Applications without relevant experience certificate from the employer would be rejected.
	d	Key Competencies	**Technical skills** • Corporate/Institutional relationship management *(Proficient):* Ability to build and sustain senior stakeholder relationships in corporates and promoter groups • Deposit product understanding *(Intermediate):* Familiarity with Fixed Deposits, pricing/rate constructs (as per policy), renewal dynamics and documentation • Sales execution & pipeline management *(Proficient):* Strong cadence on prospecting, funnel conversion and closure • Market and competition insight *(Intermediate):* Ability to analyse competition data and identify opportunities **Behavioural competencies:** • Communication & influence *(Proficient):* Excellent interpersonal skills; ability to present propositions clearly and negotiate within policy boundaries • Ownership & outcome orientation *(Proficient):* Consistent delivery of targets with high integrity
I.	Remuneration		The remuneration figures are indicative ballpark ranges and shall not be treated as hard filters. A candidate's fit for the role in terms of skills, experience and alignment with the Bank's mandate shall be evaluated first and may not be screened out only on current or expected compensation. Based on the candidate's qualification, experience and overall suitability for the post, maximum Cost to Company (CTC) / remuneration payable will be between ₹20-25 lakh per annum plus other facilities viz. Group Insurance etc. Apart from the initial remuneration offered on a CTC basis, there will be provision for an annual increment on the CTC finalised initially, which shall be considered by the Bank based on the performance review from time to time, and the salary will also include a suitable variable component.

S.No.	Particulars		Details
A.	Name of the Post		Portfolio Manager – Pre-IPO & Anchor Investments (PM)
B.	Post Code		07
C.	Type of the Post		Contractual on **full time basis.**
D.	No. of Posts		2 (Two)
E.	Place of Posting		**Mumbai** However, the Bank reserves the right to post/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.
F.	Period of Posting		The term of the contract of PM would initially be for a period of **three years**, subject to an interim review. The contract shall be extendable, at sole discretion of the Bank, for a further period of up to **two years**. The contract can be terminated at **3 (three) months'** notice on either side or Salary and allowances (if any) in lieu thereof.
G.	Job Profile		Portfolio Manager will serve as a senior execution and governance layer for SIDBI's Pre-IPO and Anchor investment activities. The incumbent will lead end-to-end portfolio execution across screening, diligence oversight, valuation review, investment committee readiness, allocation/execution coordination, post-investment monitoring, and exits. **Key Responsibilities:** • Translate SIDBI's investment objectives and policy guidelines into portfolio strategy: sector themes, sizing, risk limits, liquidity/lock-in planning, and expected return profile • Maintain an investible pipeline view for Pre-IPO and upcoming IPO/anchor opportunities with clear prioritisation • Lead opportunity framing and diligence planning; define diligence scope, information requirements, and key decision questions • Review outputs from internal analysts and external advisors: business assessment, financial diligence, governance checks, and key risk flags • Own end-to-end management of intermediaries and service providers: brokers, merchant bankers, research providers, valuers, legal/compliance advisors, due diligence partners, custodians, and other empanelled entities • Provide periodic portfolio reviews to senior management/committees with clear insights on performance, risk and actions • Any other work assigned by the Bank from time to time
H.	Eligibility Criteria		
	a	Age Limit	The candidate should not be more than **40 years** old as on **February 28, 2026.**

	b	Educational Qualification	**Mandatory educational qualification (As on February 28, 2026)**: **Minimum Qualification:** Graduate in any discipline from a recognised University/Institute; MBA/PGDM (Finance) / CA / CFA or equivalent; Strong exposure to capital markets / ECM / portfolio management.
	c	Experience	**(As on February 28, 2026)** **Minimum 10 years** of Relevant experience in one or more of the following: • Portfolio management / investments (listed equities, anchor, late stage/Pre-IPO) • ECM / IPO / capital markets roles with anchor/institutional participation exposure • Merchant banking / investment banking / equity investments / institutional equities • AMC / PMS / AIF / DFI / bank treasury investment roles with execution accountability **Strong preference** for candidates with demonstrated exposure to intermediary/vendor management and end-to-end transaction execution. **Note: Applications without relevant experience certificate from the employer would be rejected.**
	d	Key Competencies	**Technical skills** • Portfolio construction & risk management *(Proficient):* Concentration, liquidity/lock-in, drawdowns, sector/factor exposures • Valuation & diligence review *(Proficient):* ability to challenge assumptions and triangulate value • Execution management *(Proficient):* driving timelines, dependencies, and closure • Governance & compliance orientation *(Proficient)*: information barriers, conflicts, documentation discipline • Vendor / intermediary management *(Proficient)*: SLAs, quality control, performance tracking **Behavioural competencies:** • Customer sensitivity and conduct *(Proficient):* Maintains professionalism and adheres to fair-collection practices even in difficult situations • Result orientation and ownership *(Proficient):* Strong drive to meet recovery targets while maintaining portfolio health and compliance • Resilience *(Intermediate):* Comfortable with handling challenging conversations and negotiation
I.	Remuneration		The remuneration figures are indicative ballpark ranges and shall not be treated as hard filters. A candidate's fit for the role in terms of skills, experience and alignment with the Bank's mandate shall be evaluated first and may not be screened out only on current or expected compensation. Based on the candidate's qualification, experience and overall suitability for the post, maximum Cost to Company (CTC) / remuneration payable will be between

		₹45-55 lakh per annum plus other facilities viz. Group Insurance etc. Apart from the initial remuneration offered on a CTC basis, there will be provision for an annual increment on the CTC finalised initially, which shall be considered by the Bank based on the performance review from time to time, and the salary will also include a suitable variable component linked to performance.

8. Strategic Partnerships Manager (SPM)

S.No.	Particulars		Details
A.	Name of the Post		Strategic Partnerships Manager (SPM)
B.	Post Code		08
C.	Type of the Post		Contractual on **full time basis.**
D.	No. of Posts		2
E.	Place of Posting		Mumbai However, the Bank reserves the right to post/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.
F.	Period of Posting		The term of the contract of SPM would initially be for a period of **three years**, subject to an interim review. The contract shall be extendable, at sole discretion of the Bank, for a further period of up to **two years**. The contract can be terminated at **3 (three) months'** notice on either side or Salary and allowances (if any) in lieu thereof.
G.	Job Profile		Strategic Partnerships Manager will build and manage strategic ecosystem relationships (incubators, accelerators, angel/VC networks, startup support organizations, merchant banking intermediaries, industry bodies, and institutional partners) to enable high-quality sourcing and pipeline development for SIDBI's MSME Equity initiatives. **Key Responsibilities:** • Identify, onboard, and deepen partnerships with incubators/accelerators, startup ecosystems, merchant banking advisors, industry associations, and relevant institutions to create a scalable sourcing engine • Own relationship governance: partner segmentation, engagement plans, periodic reviews, partner scorecards, and renewal/expansion roadmaps. • Develop partner-facing collaterals (program notes, one-pagers, FAQs), coordinate roadshows/webinars, and represent SIDBI in ecosystem forums/events • Build and manage communication cadence with partners (updates, impact stories, pipeline feedback loops) to strengthen SIDBI's positioning
H.	Eligibility Criteria		
	a	Age Limit	The candidate should not be more than **35 years** old as on **February 28, 2026**
	b	Educational Qualification	**Mandatory educational qualification (As on February 28, 2026):** **Minimum Qualification:** MBA/PGDM or Master's degree (Finance/ Strategy/ Marketing/ Entrepreneurship/ Economics or related) from a recognised University/Institute
	c	Experience	**(As on February 28, 2026)** **Minimum 8 years** of Relevant experience in one or more of the following:

			• Strategic partnerships / ecosystem relationships in incubators, accelerators, VC/angel platforms, startup programs • Merchant banking / investment banking / transaction advisory with sourcing orientation • DFI/NBFC/bank roles involving partnership-led sourcing, client acquisition, alliances, or program outreach **Note: Applications without relevant experience certificate from the employer would be rejected.**
	d	Key Competencies	**Technical skills** • Partnership & relationship skills *(Proficient):* ability to build trust-based institutional relationships, negotiate mutually beneficial constructs, and manage multi-stakeholder engagements • Ecosystem sourcing & program thinking *(Proficient):* ability to design scalable referral/sourcing mechanisms with partners; understanding of funnel metrics and quality gates. • MSME/Startup finance orientation *(Intermediate):* comfort with investment readiness, basic financial analysis, and equity/structured finance concepts (without being the primary evaluator **Behavioural competencies:** • Execution & cross-functional collaboration *(Proficient):* strong coordination with internal investment, legal, risk, and operations teams; ability to drive outcomes with timelines • Stakeholder management & professionalism *(Proficient):* representing SIDBI credibly in external forums and managing sensitive discussions
I.	Remuneration		The remuneration figures are indicative ballpark ranges and shall not be treated as hard filters. A candidate's fit for the role in terms of skills, experience and alignment with the Bank's mandate shall be evaluated first and may not be screened out only on current or expected compensation. Based on the candidate's qualification, experience and overall suitability for the post, maximum Cost to Company (CTC) / remuneration payable will be between ₹25-30 lakh per annum plus other facilities viz. Group Insurance etc. Apart from the initial remuneration offered on a CTC basis, there will be provision for an annual increment on the CTC finalised initially, which shall be considered by the Bank based on the performance review from time to time, and the salary will also include a suitable variable component linked to performance.

S.No.	Particulars		Details
A.	Name of the Post		Cluster Manager (CM)
B.	Post Code		09
C.	Type of the Post		Contractual on full time basis.
D.	No. of Posts		01 (One)
E.	Place of Posting		Thanjavur/ Trichy/ Madurai
F.	Period of Posting		The term of the contract of CM would initially be for a period of **three years**, subject to an interim review. The contract shall be extendable, at sole discretion of the Bank, for a further period of up to **two years**. The contract can be terminated at **3 (three) months'** notice on either side or Salary and allowances (if any) in lieu thereof).
G.	Job Profile		Cluster Manager shall work under the overall supervision of the Senior Cluster Manager and shall handle the following: • Execute and Monitor implementation of SIDBI Cluster Development Fund and Promotional and Developmental Projects. • Prepare business Plans for supported Common Facility Centres/ FPOs, Monitoring performance of CFCs/ FPOs. • Create Marketing Linkages, Sourcing of raw materials, ensuing quality parameters, etc. • Maintain rapport With State Government departments for smooth execution of above activities. • Link Industry Association members, MSMEs with developmental scheme of Government of India, State Government of Tamil Nadu and similar developmental Institutions to strengthening the cluster eco-system. • Provide handholding support to MSMEs & Industry Association members to access credit from SIDBI branches through various SIDBI Schemes and financial intermediaries. • Prepare action plan for any assignment given by SIDBI from time to time. • Any other work assigned by the Bank from time to time.
H.	Eligibility Criteria		
	a	Age Limit	The candidate should not be more than **40 years** old as on **February 28, 2026**.
	b	Educational Qualification	Bachelor's degree in Agri Business/ Rural Management/Business Administration, Finance, Commerce, or a related field. An MBA or PGDM or Equivalent in Agri Business/ Rural Management/ Sales/ Marketing will be an advantage
	c	Experience	(As on **February 28, 2026**) **Minimum 3 years** of post-qualification with experience in cluster & PDI activities/business development in the

				banking or financial services sector or working with MSMEs. Candidates must have experience in promotion and cluster development activities. SME loan sales or working with NBFCs/microfinance institutions Experience in setting up FPOs, community & resource mobilization, creating linkages of FPOs, overall finance and systems.
		d	Key Competencies	• Good knowledge of Computer applications, MS-Office including Excel along with strong communication, writing, analytical and presentations skills • Excellent analytical and report writing skills, with the ability to present complex information in a clear and concise manner • Strong interpersonal and communication skills, with the ability to work effectively with diverse stakeholders • Managing large volumes of work, multi-tasking and multi-skilling
I.	Remuneration			The remuneration figures are indicative ballpark ranges and shall not be treated as hard filters. A candidate's fit for the role in terms of skills, experience and alignment with the Bank's mandate shall be evaluated first and may not be screened out only on current or expected compensation. Based on the candidate's qualification, experience and overall suitability for the post, maximum Cost to Company (CTC) / remuneration payable will be between ₹12.00 lakh per annum plus other facilities viz. Group Insurance etc. Apart from initial remuneration offered on 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 linked to performance.

Other Conditions:

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	Only one Post to be applied by each candidate	One candidate can apply for only one post under this advertisement. Multiple candidatures, involving one post or several posts shall result in rejection of all applications from the candidate.
3	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 post(s).
4	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.
5	HOW TO APPLY	i Duly filled in application (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.in **on or** before **April 07, 2026.** 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, 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.**
6	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.