



Advertisement No.01/ 2018-19

**ADVERTISEMENT FOR ENGAGEMENT OF EXPERT/ PROFESSIONAL  
(HEAD – DATA ANALYTICS) ON CONTRACT BASIS**

**Important: Last Date of Receipt of Applications: September 10, 2018**

**Company Profile**

IDBI Bank Ltd., owned by Government of India and engaged in providing complete range of retail and corporate banking services to its clients, proposes to engage the services of an Expert/ Professional for the post of Head - Data Analytics. The engagement would be on contract basis. The selected person would be placed in the role of Chief General Manager for the Bank.

IDBI Bank invites applications for the above post from eligible and suitable candidates fulfilling the requirement mentioned in the job description. Applicants are advised to submit the application form hosted on the Bank's website at [www.idbi.com](http://www.idbi.com) on the dates mentioned below after carefully going through all the instructions contained in the Application Form and the instructions given in the advertisement. **No other means/ mode of application form/ printout would be accepted.**

**Job Description (in brief)**

- CGM - Head of Data Analytics will be responsible for setting up the Analytics capability and work closely with IT teams to ensure seamless integration of the Data Analytics solutions into the system. He/ she will lead and grow the analytics team at IDBI Bank - Use analytical tools and techniques to help exceed business goals. Manage a team of data analysts & data sciences to deploy analytical solutions for the bank. Use cutting edge data science-related methods and tools to derive insights - Coach, mentor, motivate and supervise the team. As the Head of Data Analytics, gather, analyze, identify and lead actionable data insights to solve real complex challenges,
- Setting up a strong data analytics practice and responsible for resource management and delivery execution. Ensuring efficient day-to-day running and operations of the team. Developing systems, procedures and processes to ensure that the team is well integrated with other Departments/ Verticals of the Bank.

## **Functional Skills**

- ✓ Should have hands on experience in analytics delivery, through the entire life cycle of an analytics engagement – insight generation using data, business team communication & follow up, process refinement to increase business value generation.
- ✓ Team management – Business idea generation, process set-up for capturing idea value, mentoring and guiding direct reports to drive business generation through analytics, process streamlining to improve efficiency
- ✓ Business planning and result orientation

## **Technical Skills**

- Experience with multiple analytics methods (one or more required)
- Data management skills (e.g. data modeling, data integrity QA/QC)
- Predictive modeling (logistic regression, linear regression, etc.)
- Customer segmentation and targeting, promotion effectiveness and churn prevention
- Familiarity with analytics tools (one or more required)
  - Advanced Excel
  - SAS (preferable), SPSS, R
  - Alteryx
  - SQL, including geospatial types and functions
  - Tableau, SSRS a plus
  - Programming and/or scripting experience preferred, e.g. VBA

## **Key Competencies**

- ✓ Solid analytical skills
- ✓ Strong work ethic and business/ value oriented mentality
- ✓ Target/ result orientation, driven by business achievement
- ✓ Banking industry understanding for business levers and market competition
- ✓ Ability to provide analytical advice
- ✓ Effective written and verbal communication
- ✓ Strong interpersonal skills, credibility
- ✓ Collaborative, team player

1 **Eligibility Criteria** [ Cut-off date : September 1, 2018 ]

(i)	Age	Not more than 57 years as on the cut-off date
(ii)	Experience	Minimum 8-10 years of relevant analytics work experience providing advanced analytics solutions in a commercial set-up at a senior level.
(iii)	Essential profile	The experts to be from Private Sector Organizations/ PSBs/ Fintech Companies who are having relevant and adequate experience in data analytics at a senior level of which preferably minimum of 5-8 years relevant experience in BFSI sector.

Applicants selected for the assignment should obtain clearance from the previous employer, if required (i.e. if retired from the previous employer and has not completed one year post retirement) for taking up the assignment with IDBI Bank.

Depending upon the requirement, Bank reserves the right to cancel or restrict or curtail or enlarge any or all of the provisions of the selection process, if need so arises, without any further notice and without assigning any reason thereof.

2. **Terms and conditions of engagement:**

(i)	Period	Contract for a period of three years (extendable up to five years) to be reviewed on yearly basis.
(ii)	Type of engagement	Contractual engagement.
(iii)	Remuneration	Remuneration based on experience, Seniority level etc.
(iv)	Leave	20 days of leave for a period of one year. If contractual period exceeds one year or is under one year, proportionate leave shall be granted.
(v)	Perquisites/ Benefits	Any other perquisites and benefits would be advised in the offer letter of engagement.
(vi)	Termination of contract	The contract may be terminated by giving to other 30 days notice or pay in lieu thereof. Further, absence beyond 15 days would result in termination of contract, unless approved by the competent authority.
(vii)	Superannuation benefits	No superannuation benefits shall be applicable.
(viii)	Service rules	During the contractual period, shall be governed by the IDBI Bank Ltd Officers' Conduct and Discipline & Appeal Rules, 2006, as amended from time to time.
(ix)	Residual matters	As may be decided by the IDBI Bank Ltd.

3. **Reservation:** The position is unreserved.

4. **How to apply:**

4.1 The applicants are advised to fill their applications strictly as per the format provided by Bank on its websites ([www.idbi.com](http://www.idbi.com)). The application form should be typed or neatly handwritten in English on a good quality "White A- 4 size" paper. The application must have the latest passport size photograph affixed and duly signed across. Application must be complete in all respects. Incomplete and illegible applications will be rejected.

4.2 Application should be accompanied by attested copies of relevant certificate(s)/ documents, in support of proof of age, category, educational qualification, work experience, etc. as mentioned in the application form.

4.3 The application form along with attested copies of relevant certificate/s may be sent **by ordinary post only**. The application form complete in all respects and duly signed should be sent in a cover super scribed as ***“Application for engagement as Expert/ Professional (Head – Data Analytics) on contract basis - 2018”*** and addressed to The General Manager, Human Resources Department, IDBI Bank Ltd., IDBI Tower, 21st floor, WTC Complex, Cuffe Parade, Mumbai – 400 005.

4.4 The duly filled application form can also be deposited in box specially kept for the purpose at the Reception counter of IDBI Bank Ltd. IDBI Tower, Ground Floor, WTC Complex, Cuffe Parade, Mumbai – 400 005.

4.5 Applications complete in all respects alongwith attested copies of the required documents should reach the Bank on or before **September 10, 2018**. Applications received after **September 10, 2018** will not be entertained.

5. **Selection Process:**

5.1 Selection process will consist of Personal Interaction (PI) before the selection committee. The Bank will undertake a preliminary screening of the application for preparing, if necessary, a shortlist of eligible applicants to be called for PI and decision of the Bank in this regard shall be final. Thus, merely fulfilling the requirement laid down in the advertisement would not automatically entitle any candidate to be called for PI.

5.2 The details regarding the time, date and address of the venue for the PI will be intimated to the shortlisted eligible applicants.

**6. General Instructions**

6.1 In case, it is detected at any stage that the applicants do not fulfill the eligibility criteria and/ or have furnished incorrect information or suppressed any material information, their candidature will be cancelled and if appointed, their services may be summarily terminated without any compensation thereof.

6.2 In all matters regarding eligibility, minimum qualifying standards in PI, assessment thereof and communication of result, the Bank's decision shall be final and binding on the applicants and no correspondence shall be entertained in this regard.

6.3 Canvassing in any form will be treated as a disqualification.

6.4 The Bank reserves the right to reject any or all applications without assigning any reason/s thereto.

6.5 The Bank reserves the right to modify/ amend/ reverse/ cancel any or all of the provisions of the selection process if need so arises, without any further notice and without assigning any reason thereof.

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