

RECRUITMENT OF SPECIALIST OFFICERS ON REGULAR BASIS FOR FINANCE FUNCTION

NOTIFICATION

This has reference to the advertisement dated 29.06.2022 in leading newspaper and detailed advertisement & notification 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 modify the eligibility criteria as under:-

S. No.	Designation	Grade/ Scale	Revised eligibility criteria		
			Education - Mandatory	Age in years (Min & Max)	Work Experience
1	Senior Manager-Business Finance	MMG/S-III	Chartered Accountant OR Post-Graduation Degree/ Diploma in Finance	No change	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
2	Chief Manager-Business Finance	SMG/S-IV			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
3	Senior Manager-Internal Controls	MMG/S-III	Graduation (in any discipline) & Chartered Accountants by qualification		Minimum 6 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.
4	Chief Manager-Internal Controls	SMG/S-IV	Preference would be given to candidates with DISA/CISA certification		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.

All other eligibility criteria as prescribed in the detailed advertisement & notification dated 29.06.2022 will remain the same. Detailed advertisement & notification for the same has been appended below for ready reference.

In view of the above modification in eligibility criteria, it has been decided to re-open the application window **from 21.09.2022 up to 23:59 hours on 11.10.2022.**

Bank invites applications from qualified and experienced professionals for the aforesaid position. Candidates who have applied earlier for the said position, need not apply again.

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

Position	Senior Manager- Business Finance	Chief Manager- Business Finance	Senior Manager- Internal Controls	Chief Manager- Internal Controls
Grade/ Scale	MMG/S-III	SMG/S-IV	MMG/S-III	SMG/S-IV
Age	28 yrs. to 38 yrs.	28 yrs. to 40 yrs.	28 yrs. to 38 yrs.	28 yrs. to 40 yrs.
Educational Qualification	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 & Strategic Planning and Analysis/ Business Planning	Minimum 6 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.	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	
CTC offered	Remuneration will be offered based on candidate's qualifications, experience and overall suitability for the post, and shall not be a limiting factor for suitable candidates.	
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 11.10.2022 (23:59 hours) .	
Eligibility Criteria to be met as on	01.06.2022	
All other Terms & Conditions as per Advertisement dated 29.06.2022 shall remain unchanged		