



Advertisement No.13/ 2024-25

Engagement of Chief Information Security Officer (CISO) on Contractual Basis (Full Time) -2024-25

March 20, 2025

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	Chief Information Security Officer	01	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.

Chief Information Security Officer (CISO)

S.No.	Particulars	Details
A.	Name of the Post	Chief Information Security Officer (CISO)
B.	Post Code	01
C.	Type of the Post	Contractual on <u>full time basis</u> .
D.	No. of Posts	1 (One)
E.	Place of Posting / Transfer	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 Contract	The term of the contract with the CISO 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 CISO would be undertaken. The contract can be terminated at three months' notice on either side or salary and allowances (if any) in lieu thereof.
G.	Scope of Work	The CISO of the Bank will be responsible for the following: i. Define Information Security Roadmap for the organization with a futuristic vision. ii. Lead, Implement and Review Hardware, Network and Software Security Standards and Security Controls within the Organization, to protect systems, data and assets from both internal and external threats and prevent information and data loss/frauds. iii. Identify and Implement Security Assessment and Testing Processes across the organization, including but not limited to iv. Penetration Testing, Secure Software Development, Vulnerability Management etc. v. Identify Best Security Products/Tools for various purposes and implementation of same. vi. Lead Security Automation efforts for the organization. vii. Proactively Monitor and identify Security Issues and potential threats, new vulnerabilities/threats and continuously improve security standards within the organization.

		<ul style="list-style-type: none"> viii. Managing the daily operation of CSOC and implementation of the IT security strategy. ix. Implement and lead Security Assessment practices including Security Audits, Information Security Reviews etc. x. Review and updation of Risk Management Framework for IT Outsourcing and implementation thereof. xi. Liaison with RBI/CSITE, CERT-IN and other regulatory authorities. xii. Convening the meeting of ISC and BCMSC. xiii. Review and updation of ITSP, CySP, BCMP as per regulatory guidelines and best industry practices. xiv. VAPT, Red Team, Table top exercise; exception approval and monitoring. xv. Incidence reporting. xvi. Reporting/ inputs to top management. xvii. Compliance of observation of RBI, IT Security/Cyber Security/Information security. xviii. Provide strategic risk guidance and consultation for IT Projects, including security risk assessment of Implementation Architecture, technical standards, and protocols. xix. Real-time analysis, investigations, and forensics, if a need arises and ensure to avoid and strengthen security measures. xx. Developing strategies to handle security incidents and trigger investigation. xxi. Regular Stakeholder communication on Information and Data Security Practices and Activities. xxii. Develop a strong security team and enable employees be security aware with continuous training on Security Awareness. xxiii. Creating and implementing a strategy for the deployment of information security technologies and solutions to minimize the risk of cyber-attacks. xxiv. Conducting a continuous assessment of current IT security practices and systems and identifying areas for improvement.
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H.	Eligibility Criteria	
	a	Age Limit
	b	Educational Qualification
		<p>The candidate should not be less than 35 years old and not more than 55 years old as on February 28, 2025.</p> <p>Mandatory educational qualification (As on February 28, 2025):</p> <p>Engineering Graduate/ Post-Graduate in related field such as Computer Science, IT, Electronics and Communications or a Cyber Security related field</p> <p style="text-align: center;">OR</p> <p>MCA or equivalent qualification from recognized University.</p> <p>Note: Candidate should have at least one of the following professional certifications/ qualifications :</p> <p>Certified Information Systems Security Professional (CISSP) /Certified Information Security Manager (CISM)/ Certified Chief Information Security Officer (CCISO) / Certified Information Systems Auditor (CISA).</p> <p>Cloud security certifications i.e. AWS certified security speciality, Certificate cloud security professionals (CCSP) are highly desirable.</p>
	c	Experience (As on February 28, 2025)
		<p>i. 15+ years of overseeing financial operations, preferably financial information security matters in Banks/ Large Corporates/ PSUs/ FIs/ Financial Services Organizations.</p> <p>ii. At least 7 years of most recent experience in governing/managing Information and Data Security for a reputed Organization.</p> <p>iii. At least 8 years of most recent experience in Banking and Finance domain.</p> <p>iv. 5 years should be at Senior Management Level.</p>

			<p>Desirable Experience:</p> <ul style="list-style-type: none"> • ISO certification projects implementation experience • Experience in conducting information security audit for technology • Implementation of information security related technical tools • Experience in Banks or Financial Institutions (preferable but not necessary) <p>Note: Applications without relevant experience certificate from the employer would be rejected.</p>
	d	Skill Requirement	<ul style="list-style-type: none"> ✓ Experience in Information Security Risk Management and Cybersecurity Technologies and strategy. ✓ Knowledge of SIEM, PIM and NAC Solutions etc. Should have practical experience in implementing these solutions. ✓ Deep understanding and Knowledge of EDR, MDR, WAF solutions. ✓ Expertise in Cloud based Security Solutions. ✓ Expertise in FIM, DAM, IAM, Access control Solutions. ✓ Expertise in Linux, Virtualization, Networking Concepts & OS, Data, Application Security Concepts and Tools. ✓ Familiarity with Industry Security Standards and Protocols, Information and Data Privacy Regulations. ✓ Good Understanding of DevSecOps, Secure SDLC, Security Automation, Security Testing Concepts, DR & BCP Concepts. ✓ Strong in leadership skills and Excellent interpersonal communications skills, stakeholder and vendor management. ✓ Capable to understand and articulate impact of InfoSec Operations to the leadership.
G.		Remuneration	<p>Based on candidate's qualification, experience and overall suitability for the post, Cost to Company (CTC) / remuneration payable will be ₹ 70.00 lakh per annum.</p> <p>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.</p>

Other Conditions (Applicable for all the posts):

1. Reservation	<p>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.</p> <p>ii Vacancy for Person with Disability (PwBD) is horizontal within the overall vacancies for the post.</p> <p>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.</p> <p>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.</p>
2. Right to raise / modify the eligibility criteria	<p>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.</p>
3. Selection Procedure	<ul style="list-style-type: none">• 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. <p>Merit List: Merit list for selection will be prepared in descending order on the basis of scores obtained in interview only.</p> <p>Wait List: SIDBI reserves the right to draw wait list of candidates and consider such wait listed candidate(s) for meeting actual requirement.</p>

		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	<p>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>April 09, 2025.</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>>."</p> <p>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.</p> <p>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.</p> <p>IV. Handwritten Applications/ or Curriculum Vitae shall be summarily rejected.</p>

5.	Others	<p>i. The relevant experience certificate from employer must contain specifically that the candidate had experience in that related field as required.</p> <p>ii. The candidate must be a citizen of India.</p> <p>iii. The number of vacancies mentioned above are provisional and may vary.</p> <p>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.</p> <p>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.</p> <p>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.</p>
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| | <p>vii. The Interview shall take place online. Candidates should ensure availability of necessary infrastructure as specified in call letter in this regard.</p> <p>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.</p> <p>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.</p> <p>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.</p> <p>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.</p> <p>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.</p> <p>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.</p> <p>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.</p> |
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