

**Human Resource Department, Manpower Planning and Recruitment Division,
Central Office, Mumbai, Phone No.022-22896240**

**Recruitment of Chief Compliance Officer, Chief Financial Officer and Chief Economic Advisor
on Contractual Basis**

Application dates: From 09/08/2023 to 11/09/2023

Union Bank of India, a leading Public Sector Bank, with Pan India Branch Network and Central Office in Mumbai, invites application from Indian citizen for recruitment of Chief Compliance Officer, Chief Financial Officer and Chief Economic Advisor on Contractual Basis

1. Candidates are requested to submit their applications/CVs through the email addresses provided
2. Before applying the candidates should ensure that they fulfill the eligibility criteria for the post as on the date of eligibility. In case a candidate is called for interview and is found to be not satisfying the eligibility criteria (Age, Educational Qualification and Experience etc.) he/ she will not be allowed to appear for the interview.
3. Short Listing will be provisional without verification of documents, candidature will be subject to verification of details/documents with the original when a candidate reports for interview. (If called).
4. Candidates are advised to check Bank's website 'www.unionbankofindia.co.in' under "Recruitments" > "Careers Overview" link regularly for details and updates (including the list of shortlisted/ selected candidates). The Call (letter/ advice), where required, will be sent by e-mail only (no hard copy will be sent).
5. All correspondence will be made only on the email ID mentioned by the candidate in their online application form and the same has to be kept active for receiving communication viz., call letters/Interview Dates/advice etc.

1. Details of Posts/ Vacancy/ Place of posting:

SN	Post	Vacancy	Place of Posting	Age as on 01/08/2023		Email address for receiving application	Selection Process
				Min	Max		
1	Chief Compliance Officer	1	Mumbai	35	55	UBICCO@egonzehnder.com	Shortlisting & Interview
2	Chief Financial Officer	1	Mumbai	35	55	UBICFO@egonzehnder.com	
3	Chief Economic Advisor	1	Mumbai	35	55	UBICEA@egonzehnder.com	

2. Details of Educational qualification/ specific skills/experience required (As on 11/09/2023):

Post	Education Qualification	Experience
<p>Chief Compliance Officer</p>	<p>Mandatory educational qualification: Graduate Degree in any discipline from a recognized university/institution.</p> <p>Desirable Additional Qualification: Post Graduate degree or Professional certification in Finance / Risk management /Legal etc.</p> <p>The ideal candidate should be well qualified (CA/ICWA/ CS/CFA/ MBA/ LLB or equivalent) from recognized university/institution.</p>	<p>S/he shall have overall experience of at least 15 years in the Banking or Financial Services, out of which minimum 5 years shall be in Audit/ Finance/Compliance/Legal/Risk Management functions.</p>
<p>Chief Financial Officer</p>	<p>Mandatory educational qualification: Chartered Accountant by the Institute of Chartered Accountants of India</p> <p>Desirable Additional Qualification: Additional Degrees viz. MBA (Finance)/ CFA / Certificate in Financial Risk Management from internationally acclaimed University / Associations like GARP.</p>	<p>S/he shall have 15 years of experience in Overseeing Financial Operation, preferably Accounting and Taxation matters, in Banks/Large Corporate/ PSUs/ FIs/ Financial Services Organizations, of which 10 years should be in Banks/FIs (of which Five years should be at Senior Management Level).</p>
<p>Chief Economic Advisor</p>	<p>Mandatory educational qualification:</p> <p>Masters of Economics preferably with specialization in Monetary /Financial Economics OR Econometrics from a recognized Indian/Foreign University/ Institute.</p> <p>Doctorate Degree in areas of Money /Banking/ International Finance from a recognized university will be an added qualification.</p>	<ol style="list-style-type: none"> 1. Minimum 10 years work experience as an <ul style="list-style-type: none"> ➤ Economist in a commercial Bank/Financial Institution or other reputed Corporate Organization OR ➤ Teaching experience as Lecturer/Professor in Economics in a College / University OR ➤ Combined experience as an Economist and in teaching. 2. Should possess excellent communication skills supported by participation in various economic forums. 3. Contribution to leading publications will be an added advantage.

3. Roles and responsibilities:

Post	Job Profile
Chief Compliance Officer	<p>The CCO shall be a Senior Executive on contractual basis, equivalent to the Rank of a Chief General Manager. CCO will report to the MD & CEO and/or Board/Audit Committee of the Board (ACB) of the Bank.</p> <ul style="list-style-type: none"> ➤ The Roles and responsibilities of CCO will be governed by the Compliance Policy of the Bank and the guidelines issued by the RBI from time to time and any other work entrusted by the Bank from time to time. ➤ The CCO shall have good understanding of financial services / banking Industry and Risk Management, Knowledge of Regulations, Legal Framework. ➤ Shall have the ability to independently exercise judgment. S/he should have the Stature and gravitas to interact with regulators/supervisors directly and ensure compliance.
Chief Financial Officer	<p>The CFO shall be a Senior Executive on contractual basis, equivalent to the Rank of a Chief General Manager.</p> <p>As the custodian of the financial health of the Bank, the CFO will act as a strategic business partner to the senior leaders and ensure that the finance function effectively facilitates long-term, profitable growth for the banking business in various segments.</p> <p>The CFO will be responsible for the following:</p> <ul style="list-style-type: none"> ➤ Achievement of cost and revenue synergies vs. targets through design and execution of initiatives across the bank ➤ Planning and management of P&L and Balance Sheet, including profitability and tax ➤ Timely closure and quality of responses for relevant audit observations raised by internal and 3rd party stakeholders ➤ Timely presentation and reporting quality of financial statements / regulatory return filing. ➤ Shift in product profitability index, by driving product and process improvements including automation and digitization ➤ Designing, establishing and maintaining internal control systems & supervision mechanism, while ensuring they are functioning effectively within the organization. ➤ Any other work entrusted by the Bank from time to time.
Chief Economic Advisor	<p>The CEA shall be a Senior Executive on contractual basis equivalent to the Rank of a General Manager.</p> <ul style="list-style-type: none"> ➤ The Chief Economic Advisor will be responsible for leading a team at Economic Research Department. He / she must train and guide junior researchers in report writing skills, data analysis and enhance functional knowledge of team members.

Post	Job Profile
	<ul style="list-style-type: none"> ➤ The Official will be the key resource person providing strategic inputs on various National and Global economic developments to the Top Management of the Bank and will also be required to contribute to formulation of strategy and policy. ➤ The person needs to be conversant with Banking/Financial scenario. He / she should play important role in enhancing the Bank's brand image through publication of high-quality research, communication of research/analysis to stakeholders, media & public. ➤ Research on economic conditions in the country with respect to core sectors of economy and different industries. Analyse and assess the business performance and credit quality across sectors/portfolio to advice on risk and opportunities therein. ➤ Any other assignment as may be assigned by the Bank from time to time.

4. How to apply?

Interested candidates for respective positions may please send their CVs via email to the following email addresses:

SN	Name of the Post		email address
1	Chief Compliance Officer	:	UBICCO@egonzehnder.com
2	Chief Financial Officer	:	UBICFO@egonzehnder.com
3	Chief Economic Advisor	:	UBICEA@egonzehnder.com

The application will be held in strict confidence and should be received by 11th September 2023, 24.00 HRS.

- The Call (letter/ advice) will be sent by e-mail only (no hard copy will be sent).
- All revisions/ corrigendum (if any) will be hosted on the bank's website only.

Help Facility:

In case of any problems, queries and clarification emails can be sent to the same addresses for respective openings i.e. UBICFO@egonzehnder.com; UBICCO@egonzehnder.com; UBICEA@egonzehnder.com

5. Remuneration:

The remuneration will be offered based on candidate's qualifications, experience and overall suitability for the respective posts based on the negotiations and shall not be a limiting factor for suitable candidate. The compensation will be on CTC basis.

The contract employee will be liable for tax liabilities as per Income Tax Act & Rules in force and the tax will be deducted at source. The amount of compensation being cost to the Bank will be inclusive of any statutory payments that Bank may be required to pay on behalf of the contract appointee.

6. Nature of Employment:

Nature of employment will be contractual. Initially, the Contractual Engagement will be for the period of 3 years, with periodic performance review. The term of engagement may be extended at the sole discretion of the Bank for a period of one year at a time subject maximum five years.

The contract employee shall have no right or claim for regular employment in the organization.

7. Selection Procedure:

- i. The selection will be based on shortlisting-cum-interaction/interview. Merely fulfilling minimum qualification and experience will not vest any right in candidate for being called for interview.
- ii. The Screening Committee constituted by the Bank will decide the shortlisting parameters and thereafter, adequate number of candidates, as decided by the Bank will be shortlisted and called for interview.
- iii. The decision of the Bank to call the candidates for the interview shall be final. No correspondence will be entertained in this regard.
- iv. Intimation/ call letter for interview will be sent by email or will be uploaded on Bank's website. **NO HARD COPY WILL BE SENT.**
- v. The final appointment will be based on the decision of the Selection Committee constituted for the purpose on the basis of Personal Interview/interaction subject to fulfilling minimum qualification and experience.
- vi. A Personal Interview shall be conducted to assess the academic & job knowledge, power of expression, clarity of thoughts, qualities of leadership, extracurricular activities, hobbies, general demeanor, behavior, communication skills, suitability for the post, etc.
- vii. Decision of the Bank in all matters regarding eligibility of the applicant, the stages at which such scrutiny of eligibility is to be undertaken, documents to be produced, Personal Interview, selection and any other matter relating to recruitment will be final and binding on the applicant.

8. General Instructions:

- i. Engagement of selected candidate is subject to his / her being declared medically fit as per the requirement of the Bank. Such engagement will also be subject to the service and conduct rules of the Bank for such post in the Bank, in force at the time of joining the Bank.
- ii. Candidates are advised to keep their e-mail ID / Mobile phone number alive / active for receiving communication viz. call letters / Interview date advises etc.
- iii. Candidates will have to appear for the Selection Process at their own expense.
- iv. The Bank takes no responsibility for any delay in receipt or loss of any communication.
- v. Candidates belonging to reserved category including, for whom no reservation has been mentioned, are free to apply for vacancies announced for unreserved category provided they fulfill all the eligibility conditions applicable to unreserved category.

- vi. 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.
- vii. In case of selection, candidates will be required to produce proper discharge certificate from the employer at the time of taking up engagement.
- viii. 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.
- ix. Decision of the Bank in all matters regarding eligibility of the applicant, the stages at which such scrutiny of eligibility is to be undertaken, documents to be produced, Personal Interview, Selection and any other matter relating to recruitment will be final and binding on the applicant. While applying for the post, the applicant should ensure that he / she fulfills the eligibility and other criteria mentioned above and that the particulars furnished are correct in all respects. In case it is detected at any stage of recruitment that applicant does not fulfill the eligibility norms and / or that he / she has furnished any incorrect / false information/document or has suppressed any material fact(s), his / her candidature will automatically stand cancelled. If any of the above shortcoming(s) is / are detected even after recruitment, his/her contract is liable to be terminated without any notice.
- x. Candidates are advised, in their own interest, to apply online well before the closing date and not to wait till the last date. Union Bank of India does not assume any responsibility for the candidates not being able to submit their applications within the last date on account of aforesaid reasons or for any other reason beyond the control of Union Bank of India.
- xi. The staff on contract shall not be entitled to any superannuation benefits viz., Provident Fund, Pension, Gratuity, etc.
- xii. Merely satisfying the eligibility norms does not entitle a candidate to be called for interview. Bank reserves the right to call only the requisite number of candidates for the interview after preliminary screening / short-listing with reference to candidate's qualification, suitability, experience etc.
- xiii. At the time of interview, the candidate will be required to provide details regarding criminal case(s) pending against him /her, if any. The Bank may also conduct independent verification, inter alia including verification of police records etc. The Bank reserves right to deny the engagement depending upon such disclosures and/or independent verification.
- xiv. Intimations, wherever required will be sent by email and SMS only to the email ID and mobile number registered in the online application form. Bank shall not be responsible if the information/ intimations do not reach candidates in case of change in the mobile number, email address, technical fault or otherwise, beyond the control of Bank. Candidates are advised to keep a close watch on the authorized Bank's website www.unionbankofindia.co.in for latest updates.
- xv. **All further announcements/Addendum or Corrigendum (if any)/details pertaining to this process will only be published/ provided on authorized Bank's website www.unionbankofindia.co.in from time to time under "Recruitments" > "Careers Overview" link.** No separate communication/intimation will be sent to the candidates who are not shortlisted/not selected in the process. All notification/communication placed on the Banks' website shall be treated as intimation to all the candidates who have applied for the said project.

- xvi. The Bank reserves the right to alter, modify or change the eligibility criteria and / or any of the other terms and conditions spelt out in this Notification.
- xvii. Any legal proceedings in respect of any matter of claim or dispute arising out of this advertisement and / or an application in response thereto can be instituted only in Mumbai and Courts / Tribunals / Forums at Mumbai only shall have sole and exclusive jurisdiction to try any case / dispute.
- xviii. BANK RESERVES THE RIGHT TO CANCEL THE RECRUITMENT PROCESS ENTIRELY AT ANY STAGE WITHOUT ASSIGNING ANY REASON THEREOF.

****Bank is not responsible for printing errors if any****

Mumbai
Date: 09.08.2023

SD/-
CHIEF GENERAL MANAGER (HR)