



Recruitment Cell, Human Resources Wing
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RP /1/2022

ENGAGEMENT OF GROUP CHIEF RISK OFFICER ON CONTRACT BASIS

CANARA BANK, a leading Public Sector Bank with Head Office at Bengaluru and global presence with over 9700 branches invites applications from eligible Indian citizens for the post of **Group Chief Risk Officer (GCRO) on contract basis**.

Eligible candidates are requested to apply in the prescribed application form available in our Bank's website www.canarabank.com. Application duly completed in all respects should be sent along with scanned copies of the documents (self-attested) to our e-mail id: horecruitment@canarabank.com. No other means / mode of Application will be accepted.

Please read this advertisement carefully and ensure your eligibility before submitting application.

Important Dates	
Event	Date
Opening date for receipt of application	19.09.2022
Closing date for receipt of application	07.10.2022

1. DETAILS OF POST:

Name of the Post	Group Chief Risk Officer
Nature of engagement	On contract basis
Number of Posts	01 (One)

2. ELIGIBILITY CRITERIA & OTHER DETAILS:

Eligibility [age, qualification, experience, etc] shall be computed as on 31.07.2022 (inclusive).

Job Location	Canara Bank, Head Office, Bengaluru The candidate may be deputed to work with the team(s) in the organization/parent organization/any subsidiary/Associates of the parent organization, as deemed necessary.
Age	Less than 57 years as on 31.07.2022
Educational qualifications	<p><u>Mandatory:</u> Graduation/Post Graduation in any discipline from a recognized University (recognized / approved by Govt., Govt. bodies / AICTE) with</p> <p>(a) Professional Certification in Financial Risk Management from Global Association of Risk Professionals (GARP), OR (b) Professional Risk Management Certification from PRMIA Institute, OR (c) Candidate should have been a Chief Risk Officer /Head of Risk Management Department of the Bank/Financial Institution for at least 2 years</p> <p><u>Desirable:</u> a) Holder of Chartered Financial Analyst charter awarded by CFA Institute, OR b) Designated as Chartered Accountant by the Institute of Chartered Accountants of India, or equivalent abroad, OR c) Designated as a Cost and Management Accountant by the Institute of Cost Accountants of India, or equivalent abroad.</p>
Work Experience	<p><u>Mandatory experience:</u> Minimum 20 years of experience in Banking/Financial Sector of which at least Five years' experience in corporate credit and risk management (of which minimum experience of one year in corporate credit and one year in risk management) at the level of Assistant General Manager or above in one or more Public Sector Banks or Vice President and above in Private Sector Banks / Foreign Banks, or having similar roles and responsibilities in one or more regulated lending entity.</p>

	<p><u>Desirable experience:</u> Treasury Operations experience with good understanding of market risk and/or liquidity management and/or General Banking with operational risk management experience, with exposure to analytics and/or exposure to large corporate credit including Policy formulation.</p> <p>Dealing with international regulators.</p>
Tenure of Engagement	The period of engagement shall be for a fixed contractual term of three years, extendable by one year at a time, at the sole discretion of the Bank, subject to a maximum term of five years.
Termination of Contract	<p>The Bank will be entitled to terminate the contract at any time without assigning any reason whatsoever, by giving 30 days' notice or on payment of one month's fixed component of the compensation in lieu of such notice.</p> <p>In case the appointee desires to terminate the contract before the expiry of the contractual period of three years, he / she will have to give to the Bank clear one month's notice or make payment of one month's fixed component of the compensation in lieu of such notice.</p>
Reporting Relationship	The Group Chief Risk Officer shall report directly to the Managing Director & CEO / Risk Management Committee (RMC) of the Board.
	<p><u>Roles and Responsibilities:</u></p> <ol style="list-style-type: none"> 1. The Group Chief Risk Officer shall <ul style="list-style-type: none"> • be responsible for the effectiveness of overall risk management throughout the Bank and its group entities. • establish and maintain group-wide risk management frameworks, policies and exposure limits that are approved by the Board & Risk Management Committee of the Board. • supervise the activities, review and approve the recommendations of Risk Management departments before submitting to respective Risk Management Committees. • measure, control and manage various risks on a group-wide basis within the limits set by the Board. • ensure compliance with the risk parameters and prudential limits fixed by the Board of Directors. • create awareness on risks and related risk management activities. • facilitate the analysis of group risk and inter-relationship of risks across Parent Bank and group entities. 2. Primary responsibility for overseeing the development and implementation of the Bank's Risk Management function. This includes the ongoing strengthening of staff skills and

<p>Roles & Responsibilities</p>	<p>enhancements to risk management systems, policies, processes, quantitative models and reports as necessary to ensure that the Bank's Risk Management capabilities are sufficiently robust and effective to fully support its strategic objectives and all of its risk-taking activities.</p> <ol style="list-style-type: none"> 3. To develop risk culture and risk framework based on risk appetite for the Bank 4. Ensure regulatory compliant risk governance including effectiveness and compliance with the Bank's policies and evaluate the effectiveness of controls designed to address risks. 5. Ensuring a system-wide view and understanding of the combined risks of the business and their inter-relationships (Credit, market, interest rate, liquidity, operational, reputational, regulatory and emerging risks) 6. Establishing an early warning or trigger system for breaches of the Bank's risk appetite or limits; influencing and, when necessary, challenging material risk decisions. 7. To guide and address the credit risk management by ensuring consistent and uniform credit rating analysis in rating credit appraisals. 8. To execute and ensure effective operational risk management by adhering to compliance with BASEL norms and regulatory reporting; guiding the team for computation of CRAR and regulatory capital requirement management of ICAAP. 9. To guide and direct the market risk management team on monitoring of entire market portfolio, interest rate risk, equity price risk, risk capital analysis, monitoring derivatives in respect of foreign currencies, country wise limits, counterparty Bank limits, stress testing, etc. 10. Managing and overseeing of IT security risk in the Bank by monitoring and reporting of events analysis, advise / take steps to mitigate the risk and strengthen the IT infrastructure of the Bank. 11. Managing the Group Risk activities of the Bank which include to assess, identify and monitor risks pertaining to the intra-group operations and functioning of various Subsidiaries/ Joint Ventures (both domestic and overseas), Associates and the Regional Rural Banks sponsored by the Bank.
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	<p>12. To oversee and constantly review Business Continuity Management System as also Disaster Management Plans for the Bank, in line with the best practices.</p> <p>13. Responsible for compiling, assessing and reporting accurate information to the top management and the Board.</p> <p>14. To be associated with credit sanction process as one of the decision makers.</p> <p>15. Responsible for supporting the Board in its engagement with and oversight of the development of the Bank’s risk appetite and Risk Appetite Statement (RAS) and for translating the risk appetite into risk limits structure.</p> <p>16. The GCRO, together with Management, should be actively engaged in monitoring performance, relative to risk-taking and risk limit adherence.</p> <p>17. Managing and participating in key decision-making processes (eg., strategic planning, capital and liquidity planning, new products and services, compensation design and operations).</p> <p>18. Should have the ability to interpret and articulate risk in a clear and understandable manner and to effectively engage the Board and Management in constructive dialogue on key risk issues. Interaction between the GCRO and the Board and/or Risk Committee should occur regularly, and the GCRO should have the ability to meet with the Board or Risk Management Committee without Executive Directors being present.</p> <p>19. Any other work entrusted from time to time by the Bank.</p>
<p>Compensation/ Perquisites</p>	<p>Remuneration / Pay Compensation will be market linked and will not be a limiting factor for a suitable candidate and can be negotiated (Applicable taxes will be deducted at source as per IT Rules).</p> <p>He / She shall not be eligible for any other perks / benefits / enhancements. He / She shall be eligible for actual TA/HA expenses for outstation visits as eligible to Chief General Manager.</p>
<p>Working hours</p>	<p>The working hours of the Bank shall be the usual hours as applicable on all days except 2nd / 4th Saturdays, Sundays and holidays declared under NI Act.</p>

Leave	<p>One leave per month will be available with an accumulation up to a maximum of 12 leaves, out of which not more than 04 days can be availed at a stretch. However, if his/her absence exceeds eligible leave, proportionate amount shall be deducted for each day of his/her absence over and above the one day permissible leave from the consolidated payment. Balance of the leave shall not be allowed to be carried over to next year. The accumulated leave will not be encashable.</p>
Terms and conditions	<p>The terms & conditions of engagement is whole and simple, governed by the provisions of the contract and the engagement shall not be construed as an employment in the Bank and the provisions of PF / Gratuity / Pension, etc. shall not apply in this case.</p> <p>His / Her engagement on contract is for a specific period as stated above, and as such should not be construed as an offer of employment or a regular employment in the Bank.</p> <p>On completion of the contract period, his / her engagement shall automatically come to an end. There will not be a need for issuance of communication by the Bank for termination of the contract after the above said period.</p> <p>He/She will have to execute an undertaking stating that there will be no conflict of interest of any kind from their side with the Bank.</p> <p>He / she shall be required to execute the Fidelity & Secrecy Bond under which he / she shall agree not to disclose any information/data which he/she is privy to while in the contract engagement and shall take reasonable security measures to prevent accidental disclosure even after the period of contractual engagement with the Bank.</p> <p>Engagement will be full time in nature i.e. once engaged the appointee cannot involve in any other kind of employment for any other employer/take up any other assignment during the period of engagement with the Bank.</p>
Residual matters	<p>As may be decided by the Bank from time to time.</p>

3. SELECTION PROCEDURE:

The selection will be undertaken on the basis of shortlisting and interview/ interaction. Mere fulfilling minimum qualifications and experience will not vest any right in the candidate for being called for interview.

The applications received will be shortlisted based on the details provided by the candidates in the application and the documents / certificates / testimonials etc. submitted by the candidates to substantiate his/her qualification/post qualification experience declared in the application. Bank reserves the right to shortlist requisite number of candidates and only those shortlisted candidates will be called for interview/interaction as decided by the Bank. No correspondence will be entertained in this regard.

The Bank would be free to reject the candidature of any candidate at any stage of the recruitment process, if he / she is found to be ineligible and / or furnished incorrect or false information / certificates / documents or has suppressed any material facts. No correspondence will be entertained in this regard. If any of the above shortcoming(s) is/are detected even after appointment, his/her contract is liable to be terminated without any notice.

Final selection will be on the basis of qualifying marks secured by the candidate in the interview/ interaction.

Engagement of selected candidate is subject to his / her being declared medically fit as per the requirement of the Bank.

Decision of Bank in all matters regarding eligibility, selection etc. would be final and binding on the candidates. No representation or correspondence whatsoever will be entertained by the Bank in this regard.

The venue, date & time for interview/interaction, will be informed to the shortlisted candidates in the call letter and candidates have to attend the interview/interaction at their own cost. **The call letter will be sent by email only.** The details of shortlisted candidates for Interview/ Interaction or any other process will be uploaded in our website. Request for change of Centre will not be entertained.

However, the Bank reserves its right to change / add / cancel the selection process & schedule at its discretion, under unforeseen circumstances, if any. Changes, if any, will be announced in our website / by email. Bank will not be responsible for late receipt / non receipt of any communication from the Bank. Hence, candidates are requested to check their email and Bank's website regularly, to keep track of the process.

4. HOW TO APPLY:

- Candidates should have a valid personal e-mail id. This e-mail id should be kept functional till completion of this selection process. All the communication will be sent to the candidates to the same e-mail id only.
- Candidates are required to visit the Bank's website www.canarabank.com -> Careers -> Recruitment and click on the link "Recruitment Project -1/2022- Group Chief Risk Officer on contract basis" and download the application.
- Candidates should fill the required details in the Application Form. A recent Passport size color photograph should be firmly affixed on the application and should be signed across by the candidate. Enclose self-attested photocopies of documents to the application, to prove the eligibility to the post.
- The details of the candidate should be spelt as it appears in the certificates / mark sheets. Any change / alteration found may be subject to disqualification of candidature.
- In case the candidate has changed his/her name, the changed name should be as per the Gazette Notification / Marriage Certificate.
- Candidates should take utmost care to furnish the details while filling in application.

Application duly completed in all respects should be sent along with scanned copies of the following documents (self-attested) to our e-mail id: horecruitment@canarabank.com

- Copy of the Date of Birth Certificate / SSC / SSLC certificate with DOB.
- Copies of the marksheet & certificates SSC/SSLC/X Standard/XII Standard.
- Copies of the marksheet & certificates of Graduation.
- Copies of the marksheet & certificates of other qualifications, if any.
- Copy of Professional Certification in Financial Risk Management from Global Association of Risk Professionals **OR** Professional Risk Management Certification from PRMIA Institute,
- Copies of experience certificates specifying designation / job profile, period of service (with specific dates) from previous, present employers. **Please note that work experience certificate should contain the designation, period of service and detailed job profile.**
- Candidates who are currently serving in any organisation, should submit the 'No Objection Certificate' from the respective competent authority.

- Copy of the Photo identity proof
- Any other relevant documents deemed fit or called for by the Bank.

When called for Interview, candidates have to produce originals of the documents for verification. Candidates will not be allowed to appear for Interview/Interaction without production of the original documents.

5. The duly completed applications should reach us latest by **07.10.2022**. No application shall be entertained beyond the stipulated date.

6. CALL LETTERS:

The shortlisted candidates only will be called for the Interview and their details and schedule for Interview will be made available in Bank's website www.canarabank.com -> Careers -> Recruitment -> Recruitment Project -1/2022- Group Chief Risk Officer on contract basis. All the communications viz., call letters for Interview etc., will be sent **only to the e-mail id** provided by the candidate in the application.

Bank will not be responsible for late receipt / non-receipt of call letter / any communication due to technical reasons. Hence candidates are requested to keep track of their application status by visiting Bank's website as well as checking their e-mail account from time to time during the selection process. For any queries regarding the application status, the candidate may reach us on 080 2211 6922 from 1000 hr to 1700 hr on all working days.

7. GENERAL INSTRUCTIONS:

- a) Candidates have to apply in the prescribed application form provided in the Bank's website.
- b) Before submitting the application form, the candidates must ensure that they fulfil all the eligibility criteria with respect to age, educational qualification, experience, etc.
- c) Bank reserves right to reject ineligible candidate's applications at any stage of the selection process.
- d) Applications which are incomplete in any respect will be rejected. No further communication will be made in this regard. Incomplete applications / applications without supporting documents will be rejected outright. Bank takes no responsibility to receive/ collect any certificate/ document sent separately.
- e) A candidate should ensure that the signatures appended by him/her in all the places viz. in his/her call letter, attendance sheet etc. and in all correspondence with the Bank in future should be identical and there should be no variation of any kind.

- f) A recent, passport size photograph should be affixed by the candidate in the application form and the candidate should ensure that copies of the same are retained for use at various stages of the process.
- g) Candidates will have to appear for the Interview/ Interaction at their own expenses.
- h) Decision of the Bank in all matters regarding eligibility of the candidate, the stages at which such scrutiny of eligibility is to be undertaken, the documents to be produced for the purpose of the conduct of Interview, selection and any other matter relating to selection process will be final and binding on the candidate. Bank reserves the right to modify/ amend/ cancel any of the eligibility criteria and/or any other terms and conditions spelt out in this Notification. Further, the Bank reserves right to stall / cancel the selection process partially / fully at any stage at its discretion, which will be final and binding on the candidate.
- i) Bank may, at its discretion, hold re-interview wherever necessary.
- j) Candidates serving in Government /Quasi Government offices, PSUs including Nationalised Banks/ Financial Institutions should produce “No Objection Certificate” from their employer at the time of Interview/ Interaction, in the absence of which their candidature shall not be considered.
- k) The shortlisted candidates are required to produce original documents pertaining to Age, Qualification, Experience, etc for verification at the time of Interview. If any candidate is found ineligible while verifying the documents, he / she shall not be allowed to take up Interview/ Interaction.
- l) Mere submission of application and apparently fulfilling the criteria as prescribed in the advertisement do not entitle a candidate to be called for interview.
- m) By applying for the post, candidates give their consent for making use of the information furnished in the application for Bank’s internal use including shortlisting for Interview.
- n) In case of selection, candidates will be required to produce proper unconditional discharge certificate/relieving letter from the employer at the time of taking up the appointment.
- o) Any resultant dispute arising out of this advertisement shall be subject to the sole jurisdiction of the Courts situated in Bengaluru only.
- p) Canvassing in any form for candidature /post will be treated as disqualification.

- q) The Bank shall not be responsible for an application being rejected which is based on wrong information provided in any advertisement issued by an unauthorized person / institution / web site / job portal / social media. Candidates are advised not to share/ mention their application details with / to anyone.
- r) In case any dispute arises on account of interpretation in versions other than English, English version will prevail.

Candidates in their own interest are advised to submit their applications well in time before the last date for submission and Bank does not take any responsibility for the candidates not being able to submit their applications within the last date on account of the reasons beyond the control of the Bank.

Date: 19.09.2022

Place: Bengaluru

CHIEF GENERAL MANAGER