Advertisement No. 02/ 2022-23

Engagement of SIDBI Development Executives (SDEs) (Full Time) -2022-23

June 04, 2022

Small Industries Development Bank of India (SIDBI) Act clearly defines it 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.

The differentiator role as Development Financial Institution we play is primarily because of Credit + services (Non-Financial services) we are able to offer to our primary stakeholders i.e MSMEs and Entrepreneurs.

In its strategic move SIDBI aims to further accelerate this effort by transforming its current role to that of an All-India Financial Institution that can create an integrated credit and development support ecosystem for Indian MSMEs, thus promoting their inclusive growth.

The strategic initiatives and unprecedented steps dedicated to meet both, credit and non-credit needs of MSMEs, enabling them to be globally competitive and play crucial role in Atmanirbharat Bharat. The initiatives are designed to bring about sustainable development of MSME sector in India, based on the Triple Ps front, namely – Profit (economic), People (Social) & Planet (Environment).

SIDBI Mission Swavalamban impacts are visible now and to further strengthen and position ourselves as thought leader in MSME space we should re-emphasize the role of development banker and at field level we need to have dedicated human resource who are handhold through institutional mechanism for playing the role of catalyst for MSMEs and broaden the horizon by connecting the dots with different stakeholders and create an enabling ecosystem at regional and state level.

The idea of SIDBI Development Executives (SDEs) envisaged as dedicated human resource for promotional and development activities at State / Regional level to have feet on the ground and accelerate the national level programmes / initiatives with handholding to make lasting impact at the ground. SIDBI has created and fostered deeper ties with pool of partners-cum-implementing agencies for Swavalamban Sila Schools, Swavalamban Connect Kendra (SCK), EU-Switch Asia project for Bamboo Enterprises, State Rural Livelihood Missions and many other national level Institutions. SDAs would play a critical role to leverage the partnerships and converge with developmental stakeholders to have synergy in the interventions.

SDEs would facilitate the conducive environment and ecosystem for promotion of new MSMEs& strengthening of existing MSEs

SIDBI invites application from interested candidates for the following post on Contractual basis as detailed below:

SIDBI Development Executives

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<tr><th>S.No.</th><th>Particulars</th><th>Details</th></tr>
<tr><td>A.</td><td>Name of the Post</td><td>SIDBI Development Executives</td></tr>
<tr><td>B.</td><td>Type of the Post</td><td>Contractual on full time basis.</td></tr>
<tr><td>C.</td><td>No. of Posts</td><td>25 (Twenty Five)</td></tr>
<tr><td>D.</td><td colspan="2">Place of Posting
<table>
<tr><th>Sr No</th><th>State</th><th>Positions</th></tr>
<tr><td>1</td><td>Uttar Pradesh</td><td>2</td></tr>
<tr><td>2</td><td>Bihar</td><td>1</td></tr>
<tr><td>3</td><td>Jharkhand</td><td>1</td></tr>
<tr><td>4</td><td>Odisha</td><td>1</td></tr>
<tr><td>5</td><td>Telangana</td><td>1</td></tr>
<tr><td>6</td><td>MP</td><td>1</td></tr>
<tr><td>7</td><td>Chhattisgarh</td><td>1</td></tr>
<tr><td>8</td><td>West Bengal</td><td>2</td></tr>
<tr><td>9</td><td>Tamil Nadu</td><td>1</td></tr>
<tr><td>10</td><td>Uttara Khand</td><td>1</td></tr>
<tr><td>11</td><td>Rajasthan</td><td>1</td></tr>
<tr><td>12</td><td>Andhra Pradesh</td><td>1</td></tr>
<tr><td>13</td><td>Assam including NER</td><td>3</td></tr>
<tr><td>14</td><td>J&K</td><td>2</td></tr>
<tr><td>15</td><td>Laddakh</td><td>1</td></tr>
<tr><td>16</td><td>Himachal Pradesh</td><td>1</td></tr>
<tr><td>17</td><td>A&N</td><td>1</td></tr>
<tr><td>18</td><td>Maharashtra</td><td>2</td></tr>
<tr><td>19</td><td>Punjab</td><td>1</td></tr>
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<tr><td>E.</td><td>Scope of Work</td><td>The SDE will be responsible for the following:
i. Initiating steps to strengthen MSE eco-system in the state/region i.e credit plus engagements like cluster specific activities, development of artisan's cluster if any, association of entrepreneurs, District Chapter / Industry association etc.
ii. Organizing MSE specific events in the cluster i.e skill upgradation training, research on improving specific cluster-based products, exposure visit of MSEs to medium enterprise, workshops and seminars, policy round tables in coordination with stakeholders/partners.
iii. Creating data base of MSMEs in the cluster / district, potential opportunities and threats for MSEs initiating steps to</td></tr>
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			overcome the potential risk i.e energy saving products, renewable sources of energy. iv. Tracking the growth of MSMEs in the cluster and assessing challenges if any hampering the growth of MSEs in the cluster. v. Capacity Building of other stakeholders i.e. Industry associations, CCCs and other agencies working for MSMEs through training & exposure. vi. Coordination with Head office and Regional Offices providing critical inputs to build the MSME ecosystem in the state/region
F.	**Eligibility Criteria**		
	a	**Age Limit**	Age is not a criteria, but the candidate should have orientation towards developmental engagements
	b	**Educational Qualification**	Development Professionals with entrepreneurial mindset and having PG in Development Management / Rural Management / Social Work from reputed institutes i.e. IRMA, XIMB, TISS, IIFM, DMI, ISDM, APU or similar other national level institutes
	c	**Experience**	▪ Minimum 2 years of experience in micro Enterprise promotion, Micro-finance, Rural Livelihoods, Social Research, Rural Marketing, Monitoring & Evaluation etc
	d	**Skill Requirement**	▪ preferable knowledge of local language and experience of working in that state) to enable to depute people who are familiar with local language and micro-enterprise ecosystem of the state
G.	**Remuneration**		The renumeration would be at market linked compensation. The same shall not be a limiting factor for the right candidate and will be mutually decided on case to case basis.

General Conditions:

A	**Period of Contract**	The term of the contract would initially be for a period of **three years,** extendable, at sole discretion of the Bank, for a further period of up to **two years**. The contract can be terminated at **one months' notice** on either side or salary and allowances (if any) in lieu thereof.
B	**CTC and Increment**	The CTC offered is negotiable. Annual CTC will depend upon Experience & Emoluments of candidates in the present employment and place of posting. Salary shall not be a constraint for the right candidate. Annual increment on CTC finalized initially, shall also be considered by the Bank based on the performance review.

Other Conditions:

1.	**Only one Post to be applied by each candidate**	One candidate can apply for only one post under this advertisement. Multiple candidatures, involving one post or several posts shall result in rejection of all applications from the candidate.
2.	**Right to raise/modify the**	**Important:** The Bank reserves the right to raise/modify the eligibility criteria including educational qualification and minimum work experience in order to

	eligibility criteria	restrict the number of candidates to be called for Interview, commensurate with the number of posts.
3.	**Selection Procedure**	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 for preparing, 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 decision of the bank to call the candidates for the interview shall be final. No correspondence will be entertained in this regard. Merit List: Merit list for selection will be prepared in descending order on the basis of scores obtained in interview only. In case more than one candidate score the cut-off marks (common marks at cut-off point), such candidates will be ranked according to their age in descending order, in the merit. Wait List: SIDBI reserves the right to draw wait lists of candidates in different Grades and consider such wait listed candidate(s) for meeting actual requirement.
4.	**HOW TO APPLY**	**i.** Duly filled in application (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 **only through email at** recruitment@sidbi.in on or before **June 17,2022**. 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>>."** **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, as mentioned in the application form. **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. **iv. Handwritten Applications/ or Curriculum Vitae shall be summarily rejected.** **v. The candidates who had already applied / shortlisted / selected / waitlisted need not to apply again.**
5.	**Others**	**i.** The relevant experience certificate from employer must contain specifically that the candidate had experience in that related field as required. **ii.** The candidate must be a citizen of India. **iii.** The number of vacancies mentioned above are provisional and may vary. **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. **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. **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. **vii.** The Interview shall take place online. Candidates should ensure availability of necessary infrastructure as specified in call letter in this regard. **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. **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. **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. **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. **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. **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. **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.

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