पंजाब एण्ड सिंध बैंक
(भारत सरकार का उपक्रम)
प्रधान कार्यालय : **मा.सं.विभाग**,
एनबीसीसी भवन ब्लॉक 3, **किडवई नगर**,
नई दिल्ली –110023
Email: ho.hrd@psb.bank.in

ਪੰਜਾਬ ਐਂਡ ਸਿੰਧ ਬੈਂਕ
(ਭਾਰਤ ਸਰਕਾਰ ਦਾ ਉਪਕ੍ਰਮ)
ਜਹਾਂ ਸੇਵਾ ਹੀ ਜੀਵਨ - ਧਯੇਯ ਹੈ

Punjab & Sind Bank
(A Govt. Of India Undertaking)
H.O. HRD Dept.,
NBCC Building Block 3, Kidwai Nagar,
New Delhi - 110023
Email: ho.hrd@psb.bank.in

ENGAGEMENT OF CHIEF RISK OFFICER (CRO) IN THE BANK ON CONTRACT BASIS FOR PROFESSIONAL SERVICES.

Bank invites applications from Indian Citizens for the aforesaid posts.

IMPORTANT DATES:

Submission of On-line application commencing from	**07.11.2026**
Last date for submission of On-line application	**17.11.2026**

1. ELIGIBILITY CRITERIA:

A. Nationality / Citizenship:

A candidate must be either (i) a Citizen of India or (ii) a subject of Nepal or (iii) a subject of Bhutan or (iv) a Tibetan Refugee who came over to India before 1st Jan. 1962 with the intention of permanently settling in India or (v) a person of Indian origin who has migrated from Pakistan, Burma, Sri Lanka, East African countries of Kenya, Uganda, the United Republic of Tanzania (formerly Tanganyika and Zanzibar), Zambia, Malawi, Zaire, Ethiopia and Vietnam with the intention of permanently settling in India, provided that a candidate belonging to categories (ii), (iii), (iv) & (v) above shall be a person in whose favour a certificate of eligibility has been issued by the Govt. of India.

B. Educational Qualification & Post Qualification Experience (as on 17.11.2026)

CHIEF RISK OFFICER				
S No.	**Number of Posts**	**Age**	**Qualifications**	**Experience**
1	**01**	Minimum **40 years** of age; And Less than **55 years** of age, (As on 01.11.2026)	**Mandatory educational qualifications:** The candidate should possess a **Graduate Degree** from a university/institution recognized by the Government of India or its	**Mandatory experience:** The candidate should possess at least five years' experience in Corporate Credit and Risk Management at the level of Assistant General Manager or above in one or more Public Sector

			regulatory bodies, along with any one of the following: **a.** Professional certification in financial risk management from the Global Association of Risk Professionals; or **b.** Professional Risk Management Certification from the **PRMIA Institute**; or At least two years' experience as Chief Risk Officer in a regulated lending entity in respect of which there is a regulatory requirement for appointment of the CRO with the approval of its Board. **Desirable educational qualifications:** Preference may be given to candidates possessing one or more of the following qualifications: a. Chartered Financial Analyst charter awarded by the CFA Institute; b. Chartered Accountant qualification awarded by the Institute of Chartered Accountants of India or an equivalent	Banks; or In an equivalent senior position, involving similar roles and responsibilities, in one or more regulated lending entities, as may be determined by the Bank and the CRO Selection Committee with minimum experience of one year in Corporate Credit and one year in Risk Management. **Desirable experience:** Good understanding of market risk and/or liquidity management and/or operational risk, with exposure to analytics being an added desirable experience.

			qualification obtained abroad; c. Cost and Management Accountant qualification awarded by the Institute of Cost Accountants of India or an equivalent qualification obtained abroad; d. Postgraduate degree in Finance, Economics, Banking, Risk Management, Business Administration or a related field; e. Certification or specialised qualification in treasury risk, credit risk, operational risk, cyber risk, climate risk, data analytics or model-risk management.	

2. **JOB DESCRIPTION:** The Chief Risk Officer shall oversee the entire process of Risk Management in the bank, including at the group level i.e. covering Domestic Operations, Domestic Subsidiaries and Branches. He/she will be responsible for review of the Risk Models, developing policies, procedures and pricing models, etc. of the Bank.

The Role of Chief Risk Officer, will be broadly classified under the following area of operations,

a) Credit Risk Management.

b) Market Risk Management.

c) Operational Risk Management.

d) Liquidity and Interest rate Risk Management.

The detailed list enumerating the roles and responsibilities of CRO is enclosed as Annexure-I.

In addition to the above, the job role of Chief Risk officer includes the guidelines issued as per the RBI guidelines applicable from time to time.

3. TENURE: The Chief Risk Officer may initially be engaged for a fixed contractual tenure of three years, extendable by one year at a time, subject to a maximum term of five years and subject to annual performance review by the Board/Risk Management Committee of the Board.

The engagement shall be purely contractual and shall not confer any right upon the selected candidate to claim regular employment or absorption in the services of the Bank.

4. REMUNERATION

The compensation and terms & conditions will be negotiated/ finalized depending upon the suitability of the candidate.

5. WORKING HOURS

The working hours and weekly off/holidays for the CRO shall be as applicable to the serving employees of the bank.

6. LEAVE

30 days' paid leaves per calendar year, out of which not more than 05 days' leave can be taken at a time. However, if his/her absence exceeds 30 days in a contract year, proportionate amount will be deducted for each day of his/her absence over and above the permissible leave from the consolidated payment. Un-availed leaves for each contract year shall lapse at the end of the contract year.

7. OTHER TERMS AND CONDITIONS

i. The terms & conditions of engagement are 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.
ii. No other allowance / payment / benefit / facility from the Bank other than what has been mentioned above, shall be payable.

8. LOCATION

The selected applicant shall be preferably placed at Head Office/Corporate Office of the Bank. However bank reserves the right to post the candidate to any office in India depending on the administrative requirements.

9. APPLICATION FEES (NON-REFUNDABLE)

Application Fee	Total Fee for New Delhi	Total fee for out of New Delhi
Rs. 1000/- + Plus GST as applicable	**Rs.1180/-(including CGST and SGST)**	**Rs.1180/-(including IGST)**

- Candidates have the option of making the payment of requisite fees/ intimation charges through the ONLINE mode only.
- Bank Transaction charges for online payment of application fee /intimation fee will have to be borne by the candidate.
- **Cash, Demand Drafts, Cheques, Money Orders, Postal Stamps etc. will NOT BE ACCEPTED.**
- Payment of fees/ intimation charges through ONLINE MODE and no other mode of payment is acceptable.
- Application once made will not be allowed to be withdrawn and the Fees once paid will NOT be refunded on any account nor can it be held in reserve for any other examination or selection. Candidates should ensure that he/she fulfils the eligibility and other norms mentioned in this advertisement before applying.

10. SELECTION PROCEDURE

The selection process may broadly comprise:

- Preliminary scrutiny of applications with reference to age, qualifications, experience and other eligibility conditions;
- Shortlisting of candidates on the basis of relevant experience, seniority, professional credentials and suitability;
- Personal interaction/interview before the duly constituted Selection Committee;
- Assessment of the candidate's knowledge of credit, market, operational, liquidity, technology, cyber, climate and other material risks;
- Assessment of leadership ability, independence of judgement, regulatory awareness and ability to interact with the Board and senior management;
- Verification of credentials, vigilance status, integrity, reputation and antecedents
- Final selection will be made on the basis of marks obtained by the candidates in the Interview process and will be according to the merit ranking.
- Bank reserves the right to shortlist requisite number of candidates based on the academic track record of the candidate, experience and suitability of the candidates. Only those shortlisted candidates will be called for Interview as decided by the Bank.
- 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 and the fees paid by the ineligible candidates shall be forfeited.

Note:

i. When called for Interview, candidates have to produce original of documents for verifications. Candidates will not be allowed to participate in interview without production of the original documents.
ii. The interview venue, time & date for Interview will be informed to the shortlisted candidates in the Interview call letter and candidates have to attend the same at their own cost.
iii. The call letter will be sent **by email only** as per the information provided by them in the application.

11. HOW TO APPLY

Eligible candidate has to apply online through the Bank's website (https://punjabandsind.bank.in/) only. No other means/ mode of application are acceptable.

IMPORTANT POINTS TO BE NOTED BEFORE REGISTRATION

Before applying online, candidates should:

i) Scan their photograph and signature ensuring that both the photograph and signature adhere to the required specifications as given under Guidelines for photograph & signature scan and upload in the advertisement.
ii) Scan their Thumb impression, Hand written declaration, education, experience, reservation certificates, DOB proof etc. as per the eligibility criteria.
iii) The text for the hand written declaration is as follows – "I, _____ (Name of the candidate), hereby declare that all the information submitted by me in the application form is correct, true and valid. I will present the supporting documents as and when required."
iv) Have a valid personal e-mail ID and mobile no., which should be kept active till the completion of this Appointment Process. Bank may send call letters for the Interview etc. through the registered e-mail ID. In case a candidate does not have a valid personal e-mail ID, he/she should create his/her new e-mail ID before applying online and must maintain that e-mail account and mobile number.
v) Image File format should be .png, .jpg, .jpeg, .bmp, .gif.
vi) Documents scanned must be in PDF format only.
vii) The Name of the candidate or his /her Father/ Husband etc. should be spelt correctly in the application as it appears in the Certificates/ Mark sheets/Identity proof. Any change/alteration found may disqualify the candidature.
viii) No application shall be entertained beyond the stipulated date & incomplete applications will be rejected.
ix) In case of multiple applications, only the last valid (complete) application will be retained. Multiple appearance by a candidate for a single post in interview will be summarily rejected/candidature cancelled.
x) Candidates should ensure that he/she fulfils the eligibility and other norms mentioned in this advertisement before applying.

APPLICATION PROCEDURE

a) For registration log on to the Bank's website https://punjabandsind.bank.in/ and on the Home Page under the link "Recruitment" click the relevant Notification.

PAYMENT OF FEES

a) Candidates have the option of making the payment of requisite fees through the ONLINE mode only.
b) Cash, Cheques, Money Orders, Postal Stamps etc. will NOT BE ACCEPTED.
c) Application once made will not be allowed to be withdrawn and the Fees once paid will NOT be refunded on any account nor can it be held in reserve for any other examination or selection.

12. GENERAL INSTRUCTIONS AND CONDITIONS:

i) 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 and the fees paid by the ineligible candidates shall be forfeited.

ii) The number of vacancies advertised are provisional and may vary according to actual requirement of the Bank, subject to availability of suitable candidates.

iii) The selected candidate may be posted anywhere in India, depending on the requirement of the Bank.

iv) Bank will consider the eligibility of candidates based on their suitability and experience in the respective field.

v) Merely fulfilling minimum qualification and experience will not vest any right in candidate for being called for interview. The shortlisting 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. The decision of the bank to call the candidates for the interview shall be final. No correspondence will be entertained in this regard.

vi) Any request for change of date, time and venue for online examination and interview will not be entertained.

vii) 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.

viii) Bank reserves its right to change / add / cancel the selection process & re-schedule at its discretion, under unforeseen circumstances, if any. Change, if any, will be announced on Bank’s website or by email. Bank also reserves the right to cancel the entire process without giving any reason/issuing prior notice/refund of application fee and such decision of the Bank will be announced on Bank’s website or by email.

ix) Any notice/communication meant for the candidates displayed on the Bank’s Website or sent by Registered/Speed Posts or conveyed to the email id mentioned in the application at the time of registration with the Bank, shall be

deemed to be sufficient service of communication upon the candidate, for all purposes. The Bank takes no responsibility for any delay in receipt or non-receipt of any application or communication. Hence, candidates are requested to check their email and Bank's website regularly, to keep track of the process. The Bank is not responsible for any postal delay or technical reasons.

x) Before applying for the post, the candidate should ensure that he /she fulfils the eligibility criteria and other norms specified in this advertisement. It is for the candidate to ensure that he / she has met with the eligibility criteria and complied with the requirements and adhered to the instructions contained in this advertisement as well as the application form. Candidates are therefore urged to carefully read the advertisement and complete the application form and submit the same as per instructions given in this regard. Their candidature at all the stages of recruitment process will be purely provisional subject to satisfying prescribed eligibility criteria mentioned in this advertisement.

xi) Decision of 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 recruitment will be final and binding on the candidate. The Bank in this regard shall entertain no correspondence or personal enquiries.

xii) In case it is detected at any stage of recruitment that a candidate does not fulfill the eligibility norms and/or that he/she has furnished any incorrect/false information or has suppressed any material fact(s), his/her candidature will stand cancelled. If any of these shortcomings is/are detected even after appointment, his/her services are liable to be terminated.

xiii) Candidates will have to produce original of all Educational Qualification Certificates and Mark Sheets, Experience Certificate(s) etc, at the time of document verification, failing which his/her candidature may be cancelled. Candidates will not be allowed to participate in Interview without production of the original documents.

xiv) Date of birth as per Secondary School Certificate (SSC)/School leaving certificate must confirm age eligibility.

xv) An application form which is not accompanied by self-attested photocopies of relevant certificates or the requisite fee not being paid or uploaded documents not self-attested by the candidate or not bearing the candidate's photograph displayed at the specified place or incomplete in any respect, will not be entertained.

xvi) One recent, recognizable colored Passport size photograph should be firmly pasted/ uploaded on the application at the appropriate place and should be signed across by the candidate after pasting/ on printing. Requisite copies of the same photograph should be brought by the candidate for use at the time of interview.

xvii) Only candidates willing to serve anywhere in India should apply unless location for Post advertised is specified.

xviii) No request for change of address/ email id/ phone number will be entertained.

xix) Any resultant dispute arising out of this advertisement shall be subject to the sole jurisdiction of the Courts situated at Delhi.

xx) The Bank takes no responsibility for any certificate/remittance sent separately.

xxi) In case any dispute arises on account of interpretation in version other than English, the English version will prevail.

xxii) Only those candidates who are short-listed for appearing for the further process will be intimated through e-mail and the said list will be hosted on the Bank's Website, https://punjabandsind.bank.in/.

xxiii) The list of candidates who will be finally shortlisted for appointment in the Bank will also be intimated at the communication address furnished by them in the Application Form and the said list will be hosted on the Bank's Website, https://punjabandsind.bank.in/.

xxiv) Appointment of shortlisted candidates shall be subject to Medical fitness, fulfilment of the educational and professional qualifications and experience, and receipt of all requisite clearances, verifications, and background checks, wherever applicable, to the satisfaction of the Bank.

xxv) Selected candidate will be required to produce a valid discharge certificate/ relieving letter from their present employer before joining the service. Candidates serving in Government/ Public Sector Undertakings including Banks are required to produce a "No Objection Certificate" from their employer at the time of interview, failing which their candidature shall not be considered.

xxvi) CANVASSING IN ANY FORM WILL BE A DISQUALIFICATION.

xxvii) Action against Candidates Found Guilty of Misconduct:

Candidates are advised in their own interest that they should not furnish any particulars that are false, tampered, fabricated and should not suppress any material information while submitting application. If a candidate is (or has been) found guilty of –

a. using unfair means during the Interview or subsequent selection procedure or

b. impersonating or procuring impersonation by any person or resorting to any irregular or improper means in connection with his/ her candidature for selection or

c. obtaining support for his/ her candidature by unfair means, such a candidate may, in addition to rendering himself/ herself liable to criminal prosecution, be liable:

To be disqualified from the Interview for which he/ she is a candidate.

- To be debarred either permanently or for a specified period from any examination or recruitment conducted by Punjab and Sind Bank.
- For termination of service, if he/ she has already joined the Bank.

NEW DELHI
Date: 06.11.2026

CHIEF GENERAL MANAGER
Human Resource Development Deptt.

ANNEXURE I

ROLES AND RESPONSIBILITY OF CRO

The expectation from the position of the CRO is to be a risk assessor for the Bank. He would be overall in charge of the Risk Management function of the Bank. It is expected that he will be driving the Risk Function from Regulatory/ Monitoring role to an Agile and Insight driven Risk Management Function and to play the role of an advisor to the top Management in the area of Risk Management for the Bank, apart from continuous Risk Monitoring.

He shall be responsible for Implementing and maintaining a sound enterprise wide integrated Risk Management and governance framework encompassing credit, investment, operational, market and compliance risk including measuring and providing quantitative & analytical support to the Business as well as development of a robust Risk Culture in the Bank.

He shall be leading the facilitation, implementation and monitoring of effective risk management practices and ensure operating policies and procedures are complied throughout the Bank. He shall be advocating and supporting the culture of informed risk-taking, heighten awareness and use of advanced risk management practices through training and coaching. Effectively lead & manage the Bank's team of dedicated risk professionals. He shall arrange for periodic review and reporting of risk profile of the Bank to Risk Committees/ Top Management/ Board and implementation of BASEL guidelines as per RBI directives from time to time.

He shall be responsible for strategic risk initiatives as assigned, overseeing the Fraud Risk Management Dept.(FRMD), Strengthen frameworks, including EIRMS, policy and cyber risk governance.

In addition to the above the Job role of a CRO can be classified in following line of operations of the Bank.

Credit Risk Management:-

1) Responsible for bank wide effective credit risk management and its implementation.

2) Ensure that there are adequate resources with required skills, experience and qualification.

3) Review and approval of results of credit risk management processes before its reporting to Board.

4) Ensure that all the reporting is done in a timely and accurate manner.

5) Ensure co-ordination between CRM Cell and various other functions / departments in the bank.

6) Ensure adequate training to bank employees on areas of credit risk management through workshop, e-learning materials, induction and other ongoing training programs.

7) Responsible for keeping risk limits, industry/ product/segment/ single loan wise by setting risk appetite. Be responsible for setting of loss limits for portfolios and allocation of capital based on risk return equations.

8) Responsible for stress testing of the portfolio in compliance with regulatory requirements for adjusting capital allocations by taking in account various commodity cycles and regional downturns and ensuring that stress testing and capital utilization is embedded in the decision making process.

9) Arrange for preparation of Annual Internal capital adequacy Assessment Process (ICAAP) document for the Bank and its continuous refinement.

10) Monitor large individual/ group exposures and industry wise / facility wise/ CRA rating wise exposures- with reference to RBI prudential norms and in-house substantial limits.

11) To arrange for development and periodic validation/ review of Credit Risk Assessment (CRA)/ Scoring models.

Market Risk Management:-

1) Translate Market Risk Management framework established by the Board of Directors into specific policies, processes and procedures that can be implemented and verified within the different business units.

2) Clearly assign authority, responsibility and reporting relationships to encourage and maintain accountability and ensure that the necessary resources are available to manage market risk effectively.

3) Assess the appropriateness of the management oversight process in light of the risks inherent in a business unit's policy.

4) Ensure day-to-day activities are conducted by qualified staff with the necessary expertise, technical capabilities and access to resources and that staff responsible for monitoring and enforcing compliance are independent from the units they oversee.

5) Ensure that market risk management policy has been clearly communicated to staff at all levels that deals with market risk.

6) Give particular attention to the quality of documentation controls and transaction-handling practices.

7) Guide and direct the market risk management team on monitoring of the 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 and stress testing.

Operational Risk Management:-

1) Supervise the activities of ORM CELL for the continual implementation of effective operational risk management framework and all its components.

2) Review and approval of operational risk related policies and procedures for internal and domestic subsidiaries.

3) Review and approve the recommendations of the ORM CELL before submission to the Operational Risk Management Committee.

4) Assess interrelationships between Operational and other risk types. To facilitate the analysis of risks and interrelationships of risks across market, credit and operational risks.

5) Assure that line and executive management maintain an ongoing understanding of operational risks and participate in related risk management activities.

6) Ensure that operational risk management cell is appropriately staffed with requisite level of qualification, experience and skills.

7) To conduct meeting of Product and Process Approval Committee (PPAC) for approval of new / modification in product, process and systems and place the agenda before the respective committee as under for confirmation of the approval by Product and Process Approval Committee.

8) To conduct Credit Policy Committee (CPC) for credit risk related products.

9) To conduct Asset Liability Management Committee (ALCO) – Market risk related issues including issues related to balance sheet management.

10) Operational Risk Management Committee (ORMC) – For operational risk related issues and where issues other than credit risk and market risk are involved.

11) Facilitate the maintenance if risk corporate policies including credit and counterparty risk, market risk, operational risk compliance, security and portfolio valuation, acceptable use, information security, physical security, business continuity planning, and limit breaches and escalation.

12) Standardize risk vocabulary to identify common risk, implement process to identify new risk and simulate crisis scenarios for testing BCP for IT etc.

13) Engage market research firms for testing market feasibility of new products, and undertaking rigorous testing before signoff on implementation of a system.

14) Oversee and manage Anti- Money laundering/ Counter Terrorist Financing control activity in all relevant business areas for the purpose of establishing a reasonable threshold level of control consistency.

15) Manage and oversee the IT security Risk in the Bank by monitoring and reporting of events, conduct analysis, advise and take steps to mitigate the risk and strengthen the IT infrastructure of the Bank.

16) Ensuring that RMC meetings of the Board are organized as per the scheduled periodicity.

Liquidity & Interest Rate Risk Management:

1) CRO would oversee the liquidity position of all PSB Zones and departments.

2) Supervise the activities of ALM Cell for the continual implementation of the effective liquidity risk management framework and all of its components.

3) Review and approval of Asset Liability Management Policy

4) Review and approval of the recommendations of the ALM Cell before submission to ALCO.

5) Assess interrelationships between market risk and other risk types. To facilitate the analysis of risks and interrelationships of risks across market, credit and operational risks.

6) Ensure that line and executive management maintain an ongoing understanding of liquidity and interest rate risks and participate in related risk management activities.

7) Ensure that ALM Cell is appropriately staffed with requisite level of qualification, experience and skills.

Any other roles and responsibilities that may be assigned by the authorities/Bank.