

E. Specific information/ instructions

(i) **Career Prospects and Emoluments**

- a) After joining the Bank's services as Assistant Manager (Grade 'A'), the extant Basic Pay currently applicable is ₹48,480/- per month in the pay scale of ₹48480-2000(7)-62480-2340(2)-67160-2680(7)-85920(17 years). Candidates should note that the pay scales, allowances, reimbursements, perquisites and other terms subsisting at the time of joining and as may be modified / amended / revised from time to time would be applicable as per rules in force from time to time.
- b) **The appointee would be covered under the IDBI Bank Ltd. New Pension Scheme (IBLNPS)** rules, 2011, as amended / modified from time to time.

(ii) **Terms of Appointment and Posting:**

a) The Initial appointment for the Grade 'A' officer will be on probation for a period of one year from the date of joining and will be ordinarily confirmed w.e.f. the succeeding quarter on completion of the first year of appointment. Confirmation would be subject to the extant policies of the Bank as amended from time to time.

b) Candidates will be posted at Bank's discretion, to any offices of the Bank or the departments / offices / business units / the Bank's associate institutions. The candidates will also be liable to be transferred to any place in / outside India, as the Bank may decide from time to time in terms of the Bank's prevailing rules/policies and exigent requirement.

F. Selection process

i) The selection process shall comprise of Online Test (OT), Document Verification (DV), Personal Interview (PI) and Pre Recruitment Medical Test (PRMT). Fitness of the candidates after PRMT would be based on the prevailing guidelines of the Bank.

ii) **The structure of Online Test will be as under:**

S. No	Name of the Test	No. of Questions	Maximum Marks	Time allotted for each test (in minutes)
1	Logical Reasoning, Data Analysis & Interpretation	60	60	40
2.	English Language	40	40	20
3.	Quantitative Aptitude	40	40	35
4	General/Economy/Banking Awareness/ Computer/IT	60	60	25
	Total	200	200	120

The above tests except the tests of English Language will be available bilingually, i.e. English and Hindi.

- iii) The minimum qualifying marks (sectional/aggregate) will be as decided by the Bank based on the available vacancies. Each candidate will be required to obtain a minimum score in each section of the OT and also secure a minimum total score to be considered to be shortlisted for interview. Depending on the number of vacancies available, minimum cut-offs will be decided by the Bank and candidates shortlisted for interview. There shall be sectional timings, within the overall 120 minutes.
- iv) The above mentioned selection process is indicative and Bank is at liberty to alter/ amend/ modify the same at any time without assigning any reason whatsoever.
- v) **There will be no penalty for wrong answers.**
- vi) Candidates securing the minimum cut-off marks (overall/ each section), as declared by the Bank, in OT will form the pool of shortlisted candidates and will be eligible for further selection process. Such candidates will be called on the basis of higher order of marks/age within their respective category, subject to availability of vacancies in the respective category and /or at the discretion of the Bank.
- vii) Each candidate will be required to obtain a minimum score in each test of the OT for further selection process. The minimum score may remain same or vary across each category of the applicant and would be at the sole discretion of the Bank vis-à-vis the number of vacancies.
- viii) **Personal Interview (PI):**
- a) Basis the number of vacancies, cut-offs will be decided and candidates will be shortlisted for PI. During the PI process the requisite qualification/s and number years in the preferred notified experience shall be considered.
- b) Candidates appearing for the PI should bring along detailed experience certificate (**as per format placed at Appendix**) including complete details of all their current/ previous employers' viz., name, complete address and telephone numbers, experience with dates, designations, nature of duties / Job Profile, number of persons / team handled, any additional and productive task carried beyond normal range of duties etc. The said certificate should be legibly signed by the HR department of the organization, should be on the letterhead of the organization, and should have clear identifiable contact details (Name/Phone Number/Email Id) of the issuing HR authority. The above

should be in original and candidates who do not bring along the above indicated certificate shall not be allowed to appear in the PI. In case the required details are provided in any other format, the acceptance of the same at the time of the PI will be purely at Bank's discretion.

c) Acceptance of Offer / Appointment Letters, Salary Certificates, pay slip etc. in lieu of Work Experience Certificate in the desired format shall purely be at the Bank's discretion. In case, candidate is not currently working, as on cut-off date, he/she must provide experience certificate and relieving letter (both), in original, if called for the PI.

d) Until the completion of the interview process and drawing of the final Merit List the score obtained in the OT will not be shared with any candidates, including those who are shortlisted for the PI.

e) The maximum number of candidates to be called for PI, in each category, shall be decided by the Bank at its sole discretion, vis- a vis the vacancies. During PI, the candidates will have the option to answer the questions in Hindi or English. Candidates qualifying the PI shall be considered for final shortlisting.

f) The personal interviews shall be of 100 marks and candidates need to score the minimum qualifying marks in interview which shall not be less than 50% (45% for SC/ST/OBC/PWD candidates). The combined final score of candidates shall be arrived at on the basis of scores obtained by the candidates in the OT and Interview. While appearing for the Interview, candidate should produce valid prescribed documents as indicated in the relevant sections of this advertisement. In the absence of any/all required documents, Bank shall have the discretion of cancelling candidature of such candidates. IDBI Bank takes no responsibility to receive/ collect any certificate/ document sent separately. A candidate should qualify both in the OT and PI and rank sufficiently high in the combined marks merit list to be shortlisted for selection in order to be in reckoning for inclusion the final select list. The final selection would be made based on formula Final Score = 3/4 of OT Score +1/4 of PI Score.

ix) **Medical Fitness:**

a) The final offer of employment would be issued to candidates who are found to be medically fit as per Bank's Medical Fitness Standards and/or by the Bank's Consultant Physician at Corporate Center, Mumbai or any other akin medical professional /agency assigned by

the Bank, as deemed fit, at its own discretion, subject to fulfillment of all other eligibility criteria with regard to age, qualification, work experience etc. as stipulated in the advertisement.

- b) The medical fitness shall be as per the Bank's extant Medical Fitness Standards (MFS) and the final decision in an event of any anomaly / deviation from the current MFS shall rest with the Bank's Medical officer at Corporate Centre, Mumbai or any other akin officer if appointed by the Bank, at its sole discretion.
- c) The Medical reports of the finally shortlisted candidates (post culmination of the PI process) shall be strictly confidential and will not be shared in any manner whatsoever with the prospective candidate.

G. Eligibility Criteria:

1. Nationality / Citizenship

Candidates must be either (a) a citizen of India, or (b) a subject of Nepal, or (c) a subject of Bhutan, or (d) a Tibetan refugee (who came over to India before 1st January 1962) with the intention of permanently settling in India or (e) a person of Indian origin, who have migrated from Pakistan, Myanmar (formally 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 (b), (c), (d) or (e) above shall be a person in whose favour a certificate of eligibility has been issued by Government of India. The candidate, in whose case a certificate of eligibility is necessary, may be admitted to the selection process conducted by the Bank, but on final selection, the offer of appointment may be given only after the necessary eligibility certificate have been issued to him/ her by the Government of India.

A candidate in whose case a certificate of eligibility is necessary may be admitted to the online test/ Personal Interview conducted by the Bank, but on final selection, the offer of appointment will be given only after the necessary eligibility certificate issued to him by Government of India, is submitted to the Bank.