



HUMAN RESOURCES DIVISION, HEAD OFFICE
मानव संसाधन प्रभाग, प्रधान कार्यालय
PLOT NO. 4, SECTOR 10, DWARKA, NEW DELHI - 110075
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Opening Date for On-line Registration	08.08.2023
Closing Date for On-line Registration	27.08.2023

ENGAGEMENT OF SPECIALIZED EXECUTIVES ON CONTRACTUAL BASIS – CHIEF RISK OFFICER (CRO) AND CHIEF DIGITAL OFFICER (CDO)

Punjab National Bank, a leading Public Sector Bank with Head Office at Delhi and having global presence invites applications from eligible Indian Citizens for the posts of Chief Risk Officer (CRO) and Chief Digital Officer (CDO) on contractual basis.

Eligible candidates are requested to apply Online through the link provided on Bank's website www.pnbindia.in under Recruitments tab.

1. ELIGIBILITY CRITERIA

	CHIEF RISK OFFICER	CHIEF DIGITAL OFFICER
Post Code	CRO	CDO
Vacancies	1	1
Age as on 01/07/2023	Min.: 35 Years Max.: Less than 55 years	Min.: 35 Years Max.: 50 Years
Educational Qualification (as on the date of submission of application)	<p><u>MANDATORY:</u></p> <p>Graduate degree with-</p> <p>(1) Professional certification in Financial Risk Manager from Global Association of Risk Professionals, Or</p> <p>(2) Professional Risk Manager Certification from PRMIA Institute; Or</p> <p>(3) Two years' experience as CRO in such regulated lender(s) in respect of which there is regulatory requirement of appointing CRO with Board approval.</p> <p><u>DESIRABLE:</u></p> <p>(1) Holder of Chartered Financial Analyst charter awarded by CFA Institute, Or</p> <p>(2) Designated as Chartered Accountant by the Institute of</p>	<p><u>MANDATORY:</u></p> <p>(1) Bachelor's/ Master's Degree in a relevant field such as Finance, Business Administration, Computer Science, Information Technology. Or</p> <p>(2) B. Tech Degree from a top tiered Institution.</p> <p><u>DESIRABLE:</u></p> <p>Advanced degrees or certifications in areas such as Digital Banking, Fintech, or Digital Transformation are preferred.</p>

	CHIEF RISK OFFICER	CHIEF DIGITAL OFFICER
	Chartered Accountants of India, or equivalent abroad, Or (3) Designated as a Cost and Management Accountant by the Institute of Cost Accountants of India, or equivalent abroad.	
Work Experience (as on the date of submission of application)	<p><u>MANDATORY:</u></p> <p>05 years' experience in Corporate Credit and Risk Management at the level of Assistant General Manager or above in one or more PSBs 'or' having similar roles and responsibilities in one or more regulated lending entity (in the opinion of the CRO recruiting PSB and its CRO Selection Committee), with minimum experience of one year in Corporate Credit and one year in Risk Management.</p> <p><u>DESIRABLE:</u></p> <p>Good understanding of market risk and/ or liquidity management and/ or operational risk, with exposure to analytics being an added desirable experience.</p> <p>Experience with a Bank (India/ Abroad) / Financial Institution with substantial exposure to Credit Risk, Market Risk, Operational Risk, Liquidity Risk, Interest Rate Risk, other Pillar II risks and risks emanating at and from overseas operations and group entities and Exposure to Analytics will be an added advantage.</p>	<p><u>MANDATORY:</u></p> <p>Prior experience of minimum 15 years is required, of which at least 7 years of experience should be in Digital Banking or Fintech.</p> <p><u>DESIRABLE:</u></p> <p>(1) Candidates with existing CXO-level mandate in their institutions are strongly preferred. Track record and successful ability to engage the Board of Directors is strongly preferred.</p> <p>(2) Experience in Banking: Extensive experience in the digital banking or Fintech industry is crucial. The CDO should have a deep understanding of Digital Banking operations, products, services, and regulatory requirements. Prior experience in Digital Banking, online banking, or financial technology (Fintech) is highly valued.</p> <p>(3) Digital Strategy and Transformation: The CDO should have a proven track record in driving digital transformation initiatives within the banking industry. They should possess expertise in developing and implementing digital strategies that enhance customer experience, improve operational efficiency, and drive innovation at scale.</p> <p>(4) Innovation: A strong background in innovation is essential. Candidates should be well-versed in digital</p>

	CHIEF RISK OFFICER	CHIEF DIGITAL OFFICER
		<p>banking technologies, emerging trends, and the Fintech landscape. Familiarity with technologies such as mobile banking, online platforms, data analytics, and digital lending, artificial intelligence, and cyber security is important.</p> <p>(5) Leadership and Collaboration: The CDO should possess strong leadership skills and the ability to collaborate effectively with stakeholders at all levels of the organization. They should be capable of driving change, managing cross-functional teams, and aligning digital initiatives with the Bank's overall Business strategy.</p> <p>(6) Regulatory and Compliance Knowledge: Given the heavily regulated nature of the banking industry, a CDO should have a solid understanding of regulatory compliance requirements related to digital banking. The CDO should have experience of dealing with Regulator/Government. They should ensure that digital initiatives adhere to applicable laws, regulations, and security standards.</p> <p>(7) Customer-Centric Focus: The CDO should have a customer-centric mindset and a deep understanding of customer needs, preferences, and behaviors in the digital technologies to enhance the customer experience, deliver personalized services, and drive customer engagement.</p> <p>(8) Risk Management: As digital banking involves various risks, including cyber security threats and data privacy concerns, a CDO should possess knowledge of risk</p>

	CHIEF RISK OFFICER	CHIEF DIGITAL OFFICER
		<p>management practices and ensure that appropriate controls are in place to mitigate risks.</p> <p>(9) Communication and Influencing Skills: Excellent communication, presentation, and influencing skills are essential for a CDO to effectively communicate the digital vision, gain buy-in from stakeholders, and foster a culture of digital innovation and collaboration within the Bank.</p>

2. ROLES AND RESPONSIBILITIES

CHIEF RISK OFFICER (CRO)	CHIEF DIGITAL OFFICER (CDO)
<ul style="list-style-type: none"> • Responsible for Enterprise wide Risk Management as per regulatory prescriptions. • Identification and Management of Credit Risk. • Identification, assessment and management of Operational Risk. • Management of Market, Liquidity and Interest rate risk. • Management and Monitoring of fraud risk. • Management and monitoring of AML Cell and Reporting of AML related Information. 	<ul style="list-style-type: none"> • In-charge for development/ procurement of innovative digital products/services based on customer needs and market trends. • Implementation and promotion of the digital products/ services and monitoring its performance on continuous basis. • Overseeing the preparation, review and implementation of policies/ guidelines for all kind of digital products/ services of the Bank. • Development of Short, Mid and Long-term clearly defined and compelling Digital Strategy of the Bank for digital transformation from traditional banking to digital banking. • Implementation of the Digital Strategy of the Bank under collaboration with different verticals of the Bank involving all key stakeholders. • Identifying emerging technologies (IOT, Block-chain, Robotics etc.) that can support, enhance and re-define Bank's products, processes, digital assets and platforms. • Provide inputs and reports to the Top Management of the Bank including MD&CEO/Executive Directors on the industry trends. • Managing ROIs on Digital Projects. • Develop and implement comprehensive digital framework and

CHIEF RISK OFFICER (CRO)	CHIEF DIGITAL OFFICER (CDO)
	<p>infrastructure for Bank and development/ procurement of innovative digital products/services to meet the growing needs of customer.</p> <ul style="list-style-type: none"> • Responsible for dispute resolution and grievance redressals of all type of digital products and services. • Develop relationships with various stakeholders including RBI, NPCI, payment aggregators, vendor etc. for improving digital footprint of Bank. • Monitoring of marketing, promotion and publicity of digital products/service. • Responsible for undertaking constant improvements to the policies and processes of the division basis the current best practices in the market and among industry peers. • Implementing best industry practices on Risk Management and Fraud Mitigation. • Ensuring Regulatory Compliance and embedding Govt. agenda like EASE in all systems, processes and products.

3. TERMS OF ENGAGEMENT

3.1 Period of Contract

CRO/CDO will be engaged on contractual basis for a period of three years initially, subject to annual review by the Board of Bank. Further, the term of engagement can be extended by the Bank's Board for one year at a time subject to maximum tenure of five years.

3.2 Compensation Package

- The compensation shall be market driven and negotiable and will depend upon the experience and qualification of the Executive.
- No other allowance such as dearness allowance, monthly house rent allowance etc. shall be paid to the Executive.
- Engaged executive will not be eligible for any kind of Medical aid/ benefits, superannuation benefits, traveling concessions, Leave Encashment, entertainment, newspaper, cleaning expenses, Insurance and any other staff benefit scheme while working on contractual basis.
- Taxes including TDS, as applicable, shall be deducted as per Rules in this regard.
- CRO will be treated at par with TEG Scale VIII (CGM) and CDO will be treated at par with TEG Scale VII (GM) and shall avail travel, halting & lodging facilities accordingly.
- The Executive shall make own arrangements for his/her stay and it shall not be incumbent on the Bank to provide any residential accommodation.

3.3 Terms & Conditions

- Engaged Executive should be free from vigilance angle and should not be under investigation or any judicial enquiry at the time of engagement.
- This engagement shall be purely contractual in nature with either party has the right to terminate the contract with prior notice of 90 days. Prior Intimation, if required, shall be given to DFS/RBI in case of any premature withdrawal/ removal from the post.
- The Executive shall be eligible to avail leave for one day every month.
- The Executive shall be posted at Punjab National Bank, Corporate Office, Dwarka, New Delhi. However, the Bank reserves the rights to post the executive at any of the offices of the Bank or to any place as per requirement of the Bank.
- The Executive shall execute a non-disclosure/ confidentiality agreement.
- The Executive will have to sign a legal undertaking stating that there will be no conflict of interest of any kind from their side with the bank.
- The Executive will undertake that he/ she will not sub-contract/ sub-assign the assignment.
- In case the applicant is working in any organization, he/ she will have to produce letter of No Objection from his/ her current organization at the time of Interview and will have to resign/ get relieved from the services of current organization if he/ she gets selected.
- Engagement will be of full time nature i.e. once engaged the executive cannot involve in any other kind of employment by any other employer.
- The Executive once selected have to produce a report of medical fitness from a medical practitioner (MBBS Doctor) to the Bank.

These are broad indicative Terms & Conditions of service of contractually engaged Executive and the Bank reserves the right to add/modify/amend/delete any service condition in this regard.

4. HOW TO APPLY

Candidates can apply online from 08.08.2023 to 27.08.2023 through the link provided on Bank's website www.pnbindia.in under Recruitments tab. No other mode of application will be accepted.

4.1 Pre-Requisites for Applying Online

Before applying online, candidates should keep ready a scanned copy of each of their photograph, signature, thumb impression, Proof of age, Qualification Certificates and Work Experience Certificates keeping in view the guidelines contained in para 4.3 below.

4.2 Procedure for Applying Online

- Candidates are required to apply online through website www.pnbindia.in. No other means/ mode of application will be accepted.
- Candidates are required to have a valid personal Email ID and Mobile Number. It should be kept active till completion of this engagement process. In case, a candidate does not have a valid personal email ID, he/ she should create his/ her new email ID before applying Online. Under no circumstances, he/ she should share/ mention email ID to/ or of any other person.

- Candidates will have to click on “CLICK HERE FOR REGISTRATION”, under Recruitments → ‘Engagement of Chief Risk Officer and Chief Digital Officer on Contractual Basis’ tab at our website www.pnbindia.in to register their application by entering the basic information in the online application form. After that a Provisional Registration Number and Password will be generated by the system and displayed on the screen. Candidate should note down the Provisional Registration Number and Password. An Email & SMS indicating the Provisional Registration Number and Password will also be sent. They can reopen the saved data using Provisional Registration Number and Password and edit the particulars, if needed.
- Candidates are advised to carefully fill in the online application themselves as no change in any of the data filled in the online application will be possible/ entertained. Prior to submission of the online application, candidates are advised to use the ‘SAVE AND NEXT’ facility to verify the details in the online application form and modify the same if required. No change is permitted after clicking on COMPLETE REGISTRATION button.
- Use of special characters while filling the form will not be allowed. In case the candidate is unable to fill in the application form in one go, he/ she can save the data already entered. They can reopen the saved data using Provisional Registration Number and Password and edit the particulars, if needed. Once the application is filled in completely, candidate should submit the data.
- There is a provision to modify the online application prior to final submission only. Candidates are requested to make use of this facility to correct the details in online application, if any.
- The name of the candidate and his/ her father/ husband etc. should be spelt correctly in the application as it appears in the certificates/ mark sheets/ photo identity proofs etc. Any change/ alteration found may disqualify the candidature.
- An email/ SMS intimation with the Registration Number and Password generated on successful registration of the application will be sent to the candidate’s Email ID/ Mobile Number specified in the online application form as a system generated acknowledgement. If candidates do not receive the email and SMS intimations at the email ID/ Mobile number specified by them, they may consider that their online application has not been successfully registered.
- An online application which is incomplete in any respect such as without proper passport size photograph, Signature, Left Thumb Impression, Proof of age, Qualification Certificates and Work Experience Certificates uploaded in the online application form will not be considered as valid.
- Any information submitted by the applicant in his/ her application shall be binding on the candidate personally and he/she shall be liable for prosecution/ civil consequences in case the information/ details furnished by him/ her are found to be false at a later stage.

Please note that all the particulars mentioned in the online application including Name of the Candidate, Category, Date of Birth, Post Applied for, Address, Mobile Number, Email ID, etc. will be considered as final and no change/ modifications will be allowed after submission of the online application form. Candidates are hence requested to fill in the online application form with utmost care as no correspondence regarding change of details will be entertained. Bank will not be responsible for any consequences arising out of furnishing of incorrect and incomplete details in the application or omission to provide the required details in the application form.

4.3 Guidelines for Scanning and Upload of Documents

Before applying online, a candidate will be required to have a scanned (digital) image of his/ her photograph, signature, left thumb impression, proof of age, Qualification Certificates and Work Experience Certificates as per the specifications given below.

i) Photograph Image: (4.5cm × 3.5cm)

- Photograph must be a recent passport style colour picture.
- File type: jpg / jpeg
- Make sure that the picture is in colour, taken against a light-coloured, preferably white, background.
- Look straight at the camera with a relaxed face
- If the picture is taken on a sunny day, have the sun behind you, or place yourself in the shade, so that you are not squinting and there are no harsh shadows
- If you have to use flash, ensure there's no "red-eye"
- If you wear glasses make sure that there are no reflections and your eyes can be clearly seen.
- Caps, hats and dark glasses are not acceptable. Religious headwear is allowed but it must not cover your face.
- Dimensions 200 x 230 pixels (preferred)
- Size of file should be between 20kb–50kb
- Ensure that the size of the scanned image is not more than 50kb. If the size of the file is more than 50 kb, then adjust the settings of the scanner such as the DPI resolution, no. of colours etc., during the process of scanning.

ii) Signature:

- The applicant has to sign on white paper with Black Ink pen.
- File type: jpg/ jpeg
- Dimensions 140 x 60 pixels (preferred)
- Size of file should be between 10kb – 20kb
- Ensure that the size of the scanned image is not more than 20kb

iii) Left thumb impression:

- The applicant has to put his left thumb impression on a white paper with black or blue ink.
- File type: jpg / jpeg
- Dimensions: 240 x 240 pixels in 200 DPI (Preferred for required quality) i.e. 3 cm * 3 cm (Width * Height)
- File Size: 20 KB – 50 KB

iv) Proof of age:

- PAN Card/ Birth Certificate/ SSLC/ Std. X certificate can be submitted as proof of age.
- File type: PDF
- File Size: not exceeding 500KB

v) Qualification Certificates:

- Individual Semester-wise/ Year-wise Marksheets & certificates for educational qualifications including the final degree/ diploma/ result declaration certificate have to be submitted.
- File type: PDF
- File Size: not exceeding 500KB

vi) Work Experience Certificates:

- All eligible work experience related documents have to be submitted.
- File type: PDF
- File Size: not exceeding 500KB

Note:

- The signature and left thumb impression should be of the applicant and not by any other person.
- If the applicant's signature on the attendance sheet or Call letter, signed at the time of the Interview, does not match the signature uploaded, the applicant will be disqualified.
- Signature in CAPITAL LETTERS shall NOT be accepted.
- It is to be ensured that Photo, Signature, Thumb impression, Proof of age, Qualification Certificates and Work Experience Certificates are uploaded at the specified spaces only in the online application form.

vii) Procedure for scanning the documents:

- Set the scanner resolution to a minimum of 200 dpi (dots per inch)
- Set Colour to True Colour
- File Size as specified above
- Crop the image in the scanner to the edge of the photograph/ signature/ left thumb impression/ proof of age/ Qualification Certificates/ Work Experience Certificates, then use the upload editor to crop the image to the final size (as specified above).
- The image file should be JPG or JPEG format. An example file name is: image01.jpg or image01.jpeg. Image dimensions can be checked by listing the folder files or moving the mouse over the file image icon.
- Candidates using MS Windows/MS Office can easily obtain documents in .jpeg format by using MS Paint or MS Office Picture Manager. Scanned documents in any format can be saved in .jpg / .jpeg format by using 'Save As' option in the File menu. Size can be adjusted by using crop and then resize option.
- In case of document being scanned, please ensure it is saved as PDF and size is not more than 500 KB. If the size of the file is more than 500 KB, then adjust the setting of the scanner such as the DPI resolution, no. of colors etc., during the process of scanning. Please ensure that documents uploaded are clear and readable.

viii) Procedure for uploading the documents:

- While filling in the Online Application Form the candidate will be provided with separate links for uploading Photograph, signature, left thumb impression, Proof of age, Qualification Certificates and Work Experience Certificates.
- Click on the respective link “Upload Photograph/ signature/ Upload left thumb impression/ Proof of age/ Qualification Certificates/ Work Experience Certificates”.
- Browse and Select the location where the Scanned Photograph/ signature/ left thumb impression/ Proof of age, Qualification Certificates and Work Experience Certificates file has been saved.
- Select the file by clicking on it
- Click the ‘Open/ Upload’
- If the file size and format are not as prescribed, an error message will be displayed.
- Preview of the uploaded file will help to see its quality. In case the uploaded file is unclear/ smudged, the same may be re-uploaded to the expected clarity/ quality.

Online Application will not be registered unless the candidate has uploaded the Photograph, signature, left thumb impression, Proof of age, Qualification Certificates and Work Experience Certificates as specified.

Note:

- In case the face in the photograph or signature or left thumb impression or the Proof of age or Qualification Certificates or Work Experience Certificates is unclear/ smudged, the candidate’s application may be rejected.
- After uploading the Photograph/ signature/ left thumb impression/ Proof of age/ Qualification Certificates/ Work Experience Certificates in the online application form, candidates should check that the images are clear and have been uploaded correctly. In case the photograph or signature or left thumb impression or the Proof of age or Qualification Certificates or Work Experience Certificates is not prominently visible, the candidate may edit his/ her application and re-upload his/ her photograph or signature or left thumb impression or the Proof of age or Qualification Certificates or Work Experience Certificates, prior to submitting the online application form.
- Candidate should also ensure that photo is uploaded at the place of photo and signature at the place of signature. If photo in place of photo and signature in place of signature is not uploaded properly, candidate will not be allowed to appear for the Interview.
- Candidate must ensure that Photo to be uploaded is of required size and the face should be clearly visible.
- Candidates should ensure that the signature uploaded is clearly visible.
- After registering online, candidates are advised to take a printout of their system generated online application form and also preserve a soft copy of it for future reference.

5. SELECTION PROCEDURE

- Preliminary screening and shortlisting will be done based upon the eligibility criteria, Educational Qualification, suitability/ experience etc. Names of the shortlisted candidates shall be placed on the Bank's website www.pnbindia.in.
- The candidature, after preliminary screening and without verification of documents, will be provisional and will be subject to verification of all details/ documents with the originals when the candidate reports for Interview (if called).
- Only such shortlisted candidates who qualify in Interview and are sufficiently high in the merit list will be shortlisted for further selection.
- Selection will be on the basis of marks secured by the candidate in Interview. Bank may change the mode of selection depending upon the number of suitable candidates. The final selection of candidate is subject to qualification in Interview, being sufficiently high in the merit list, declared medically fit as per the Bank's standards of fitness and fulfilling the stipulated eligibility criteria as on the cut-off date.
- In case, more than one candidate scores the same marks; such candidates will be ranked according to their age in descending order.

5.1 List of Documents to be produced before Interview

The following documents in original together with a self-attested photocopy in support of the candidate's eligibility and identity are to be invariably submitted at the time of Interview or as and when required by the Bank, failing which the candidate may not be permitted to appear for the Interview. Non submission of requisite documents by the candidate will debar his candidature from further participation in the engagement process.

- Valid system generated printout of the online application form
- Printout of the valid Interview Call Letter
- Proof of Date of Birth (Birth Certificate issued by the Competent Municipal Authority or SSLC/ Std. X Certificate with DOB)
- Photo Identify Proof and Address Proof (Officially valid documents)
- Relevant documents in support of Educational qualification: Individual Semester-wise/ Year-wise Marksheets & certificates for educational qualifications including the final degree/ diploma/ result declaration certificate. Proper document from Board/ University/ Institution for having declared the result on or before the date of submission of application has to be submitted.
- All relevant documents in support of Work Experience are required to be submitted.
- Income and Asset Certificate issued by competent authority, strictly in the prescribed format as stipulated by Government of India, in case of EWSs (Economically Weaker Sections) category candidates.
- Caste Certificate issued by competent authority, strictly in the prescribed format as stipulated by Government of India, in case of SC/ ST/ OBC category candidates.
- In case of candidates belonging to OBC category, the caste certificate should specifically contain a clause that the candidate does not belong to creamy layer section excluded from the benefits of reservation for Other Backward Classes in Civil post & services under Government of India. OBC caste certificate containing the Non-creamy layer clause should be valid as on the date of interview if called for (issued within one year as on the date of advertisement). Caste Name mentioned in certificate should tally letter by letter with Central Government list / notification.

- Disability certificate in prescribed format issued by the District Medical Board in case of Persons with Benchmark Disability category.
- Candidates serving in Government / quasi govt offices/ Public Sector Undertakings (including Nationalised Banks and Financial Institutions) are required to produce a “No Objection Certificate” from their employer at the time of Interview, in the absence of which their candidature will not be considered and travelling expenses, if any, otherwise admissible, will not be paid.
- Relevant documents in support of specialized qualification, work experience (including appointment letter, salary slip, relieving letter, etc.), awards and recognition during professional career.
- Any other relevant documents in support of eligibility.

Note:

- Candidates will not be allowed to appear for the Interview if he/ she fails to produce the relevant eligibility documents as mentioned above. Non production of relevant eligibility documents as and when demanded by the Bank shall make the candidate ineligible for further process of engagement.
- The prescribed format for the certificate to be produced by the candidates belonging to the reserved category (SC/ST/OBC/EWS/PwBD) is available at www.pnbindia.in under Recruitments → Joining Formalities tab.

6. CALL LETTERS FOR INTERVIEW

The centre & address of the venue, time and date of interview will be informed to the shortlisted candidates through call letter and candidates have to attend the same at their own cost. Request for change of centre/date/time will not be entertained. However, the Bank reserves its right to change/ add/ cancel the date, time, centre, venue for the Interview or hold supplementary selection process on particular date/ session/ venue/ centre for set of candidates at its discretion, under unforeseen circumstances, if any. The changes, if any, shall be intimated to the candidates through Bank's website and/or candidate's registered email id in advance.

6.1 Procedure for obtaining Call Letters for Attending Interview

All eligible candidates will be required to download their call letter for Interview from the Bank's website www.pnbindia.in - (under Recruitments tab). Date of commencement of downloading Interview call letters for all the posts will be intimated by way of separate notice on Bank's website. Hence, the candidates are advised to visit the Bank's website frequently for the date of commencement of downloading of Interview call letters. Candidates should note that the call letters will not be sent through any other mode.

7. APPLICATION FEE

No application fee will be charged from the candidates applying for the post of CHIEF RISK OFFICER (CRO) AND CHIEF DIGITAL OFFICER (CDO).

8. GENERAL INSTRUCTIONS

- While applying for the post, the applicant should ensure that he/ she fulfils the eligibility and other norms mentioned above as on the specified date and that the particulars furnished by him/ her are correct in all respects. In case it is detected at

any stage of engagement 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)/information, his / her candidature will automatically stand cancelled. If any of the above shortcoming(s) is / are detected even after appointment, his / her appointment is liable to be terminated without any notice. In such an eventuality, the candidate may also render himself/herself liable to criminal prosecution.

- ii. Mere submission of application against the advertisement and apparently fulfilling the eligibility criteria as prescribed in the advertisement would not confer on him/her any right to be called for Interview. Only shortlisted candidates will be called for Interview.
- iii. The Bank reserves the right to accept or reject any application without assigning any reason whatsoever.
- iv. Bank may cancel/change engagement process for the posts notified in this advertisement, at any stage, depending upon exigencies or otherwise. Decision of the Bank in respect of all matters pertaining to this engagement would be final and binding on all candidates.
- v. 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 online application form at the time of registration, shall be deemed to be sufficient service of communication upon the candidate, for all purposes.
- vi. Any legal proceedings in respect of any matter of claim or dispute arising out of the advertisement and/ or an application in response thereto can be instituted only at Delhi and courts/ tribunals/ forums at Delhi only shall have sole & exclusive jurisdiction to try any case/ dispute.
- vii. The decision of the Bank regarding eligibility of the candidates, the stage at which scrutiny of eligibility is to be undertaken, qualifications and other eligibility norms, the documents to be produced etc. and any other matter relating to engagement will be final and binding on the candidate. No correspondence or personal enquiries shall be entertained by the Bank in this regard.
- viii. A recent, recognizable colour passport size photograph, which should be the same as the one uploaded in the on-line application form, should be firmly pasted on the call letter for Interview and duly signed across by the candidate. Candidates are advised not to change their appearance till the engagement process is complete. Failure to produce the same photograph at the time of the Interview may lead to disqualification. A candidate should ensure that the signatures appended by him/her in all the places viz. online application form, call letter, attendance sheet etc. and in all correspondences with the Bank in future should be identical and there should be no variation of any kind.
- ix. It is only a contractual engagement for a specific period and the Executive so assigned the work would not be entitled to claim any regular employment or any other benefit from the Bank in future.

- x. Candidates are advised to check the Bank's website www.pnbindia.in for details and updates including list of shortlisted/ qualified candidates/Call letter and wherever required, the same shall be intimated through email as well.
- xi. **In case any dispute arises on account of interpretation of version other than English, English version will prevail.**

For queries, kindly mail to recruitment@pnb.co.in

Dated: 25.07.2023

GENERAL MANAGER (HRD)