



HUMAN CAPITAL MANAGEMENT- RECRUITMENT AND PROMOTION

ENGAGEMENT OF CHIEF INFORMATION SECURITY OFFICER (CISO) ON CONTRACTUAL BASIS

About the Bank

Central Bank of India, a leading Public Sector Bank, with Pan India Branch Network of nearly 4500 plus branches, with total business of more than Rs. 6,40,000/- Crores and driven by talented work force of 33000 plus employees, invites application from experienced/eligible professionals for the appointment of Chief Information Security Officer (CISO) on contractual basis to be engaged in Central Bank of India for a fixed term of 3 years.

Important dates for the applications are as under:

Opening Date of Applications	16.12.2024
Last Date of Receipt of Applications	29.12.2024
Tentative Date of Interview	Will be announced later

The Position

Position Title	Chief Information Security Officer CISO (on Contract basis)
Location	MUMBAI/NAVI MUMBAI, India (Applicant may have to travel vigorously at various stations as and when required.)
No. of Vacancy	01 (No reservation) Candidate belonging to reserved category (including PWD) are free to apply for provided they fulfil all the eligibility criteria applicable to unreserved category.
Nature of Engagement	Contractual. The Assignment shall be for the period of 3 years, while the role is initially planned for this duration, the Bank may consider extending or renewing the contract at its discretion, based on the candidate's performance and organizational needs. This provides a unique opportunity to contribute strategically to the Central Bank of India's information security framework during a critical period.
Eligibility criteria	<ul style="list-style-type: none">• Minimum & Maximum age should be 40 years & 50 years respectively as on 30.11.2024 (date inclusive)• Minimum qualification - Mandatory- Full-time Master's degree in engineering disciplines preferably Computer Science / Information Technology / Electronics & Telecommunications / Electronics & Electrical / Electronics & Communication or Master's in Computer Application from a

	<p>University/ Institute recognized by Government of India or its Regulatory bodies.</p> <ul style="list-style-type: none"> • Mandatory: - Applicants should possess Security Certifications like CISSP (Certified information Systems Security Professional / CISM (Certified Information Security Manager) / CISA (Certified information Systems Auditor). • Minimum Experience: The applicant must have at least 15 years post qualification experience in Information Technology/Information Security of which at least 2 years should be in the domain area Information Security in senior/top management cadre (DGM/AGM or equivalent) in Banks/BFSI/Fintech. Candidates who have worked as CISO would be preferred. • The cut-off date for ascertaining eligibility regarding age, educational qualification and work experience is 30.11.2024.
Remuneration	Shall be negotiable with the Selected Candidate.
Specific Skills	<ul style="list-style-type: none"> • Thorough knowledge of the policies that govern technology in Indian banking space including IT Systems, IT Governance, IT Compliance, IT Risk & Security Standards, New Technologies & threats. • In-depth understanding of business processes/banking operations, control objectives and components of information security. • Excellent analytical skills of risk assessment regarding threats and vulnerabilities to the Bank's information and information resources. • Strong information security risk centric mindset with ability to utilize sound business judgment and tailored approach to drive optimal business outcomes. • Comprehensive knowledge of IT governance, compliance, and security standards. • Proven leadership in cyber-security projects. • Proficiency in Security Certifications (CISSP, CISM, CISA). • Experience managing SOCs and cyber security incident responses. • Expertise in regulatory compliance and information asset protection. • Strategic decision-making skills. • Effective communication and stakeholder management. • Ability to develop cyber security KRIs and KPIs for the Bank.
Position Summary	<ul style="list-style-type: none"> • The CISO shall be responsible for driving cyber security strategy and ensuring compliance to the extant regulatory/ statutory instructions on information/ cyber security. • The CISO shall be responsible for enforcing the policies that a RE uses to protect its information assets apart from coordinating information/ cyber security related issues within the RE as well as with relevant external agencies. • Will be responsible for bringing to the notice of the Board/IT sub-committee of the board about the vulnerabilities and cyber security risk the bank is exposed on quarterly basis. • CISO by virtue of his role as member secretary of information security and/or related committee(s), if any, may ensure inter alia, current /emerging cyber

threats to banking (including payment systems) sector and the bank's preparedness in these aspects are invariably discussed in such committee(s).

- CISO's office shall manage and monitor SOC and drive cyber security related projects. It can have dotted relation with CIO/CTO for driving such projects.
- The CISO's office shall ensure effective functioning of the security solutions deployed.
- Should co-ordinate the activities pertaining to Cyber Security Incident Response Teams (CSIRT) within the Bank.
- Shall develop cyber security KRIs and KPIs and get an independent assessment of the same including its coverage at least on a quarterly basis.
- The CISO shall directly report to the Executive Director or equivalent executive overseeing the risk management function.
- Shall have a robust working relationship with CRO to enable holistic risk management approach. CISO may be a member of (or invited to) committees on operational risk where IT/IS risk is also discussed.
- CISO's office shall be adequately staffed with technically competent people, if necessary through recruitment of specialist officers, commensurate with the business volume, extent of technology adoption and complexity.
- Shall be an invitee to the IT strategy committee and IT steering committee.
- Shall not have direct reporting relationship with the CIO/CTO and shall not be given any business targets.

Please note that above roles & responsibilities are indicative not exhaustive.

Cultural Fit

- **Energetic Ambassador:** Empathic, approachable and energetic ambassador who can inspire, persuade and influence internal and external constituents and catalyse action. Leads with a laser focus on service to customers, investors, communities and stakeholders.
- **Keen Business Sense:** Big picture thinker; an informed voice for housing and community development investment. Exhibits a firm commitment to fiscal responsibility. Able to balance multiple priorities.
- **Ethics and Integrity:** Sets a tone at the top for highly effective organizational culture. Operates with highest integrity.

Selection Procedure

- Selection will be through personal interview after shortlisting of applications. Merely satisfying the eligibility norm does not entitle a candidate to be called for Interview. The decision of the Bank in this regard shall be final.

Termination of Contract

The Bank may cancel/terminate the contract of the engagement at any time with assigning/without assigning any reason whatsoever with an option of 90 days' notice period or payment of remuneration in lieu thereof.

The indicative but not exhaustive list for reasons of termination of contract is as below:

- The selected candidate is unable to address the assigned works;
- Quality of the assigned work is not to the satisfaction of the Bank;
- The selected candidate fails in timely achievement of the target as decided by the Bank/Bank;

- The selected candidate is found lacking in honesty and integrity;
- The termination will be without prejudice to either party's rights accrued before termination.
- If any declaration/information furnished by the selected candidate is found false or found to be wilfully suppressed any material fact(s), he/she will be liable for termination of contract including any administrative and/or legal action as the Bank may deem fit.
- The Engaged Officers needs to give a 90 days' notice in case of pre-mature termination of contract of engagement.

Execution of Agreement for Contractual Engagement

- Selected Officer shall be required to execute a stamped agreement before taking up the contractual engagement/assignment, containing a clause on confidentiality, ethics and integrity along with other terms of employment/assignment. The format will be provided to the candidates found successful on completion of the engagement process.

General Instructions

- Officer who has been suspended/ dismissed/ terminated from any of previous employment are not eligible for consideration for engagement.
- During the period of contract of engagement with the Bank, the officer shall not take up any assignment with any other organization.
- While applying for the post, the applicant should ensure that he / she fulfils the eligibility and other norms mentioned above and that the particulars furnished are correct in all respects. In case it is detected at any stage of engagement that a candidate does not fulfil 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 automatically stand cancelled. If any of the above shortcoming(s) is / are detected even after engagement, his / her contractual engagement is liable to be terminated without any notice.
- Applications, once submitted, will not be allowed to be withdrawn. The Bank would be free to reject any application, at any stage, if the candidate is found ineligible for the post, for which he/she has applied. 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 will be final and binding on the candidate. No correspondence or personal enquiries shall be entertained by the Bank in this behalf.
- Not more than one application should be submitted by any candidate.
- All candidates will have to produce, if called for interview, originals as well as self-attested photocopies of KYC documents, educational documents and their experience certificates and any other certificate required, in the prescribed proforma in support of their eligibility, failing which their candidature will be cancelled.
- The Officer on contractual engagement will follow the working hours as applicable to Bank's employees. The officer usually has to attend the office on all the working days but if required, he/she can be called for duty on any day such as Sunday, holiday including gazetted Holiday or beyond working hours without any extra remuneration.
- No Travelling Allowance is payable to candidates who are called for the interview.

- The Bank takes no responsibility for any delay /non-receipt or loss of any communication.
- Any resulting dispute arising out of and/or pertaining to the process under this notification shall be subject to the sole jurisdiction of the Courts situated at Mumbai.
- Appointment of selected candidates is subject to their being declared medically fit as per the requirements of the Bank. Such appointment will also be subject to the Service, Conduct Rules & Policies of the Bank.
- A recent, recognizable color passport size photograph should be firmly pasted on the CV by the candidate.
- Agreement of Engagement has to be executed and offer of appointment/assignment has to be acknowledged by the shortlisted candidate before taking assignment.

Submission Of Application

Application and Selection Process for Chief Information Security Officer(CISO) for Central Bank of India via [Hireplusplus.com](https://hireplusplus.com)

Before applying online, candidates should know:

❖ **Central Bank has partnered with Hire++, a leading consulting firm, to facilitate the engagement of CISO position, so candidates are requested to kindly cooperate for the recruitment process with the Hire++ team.**

❖ **Procedure for applying online:**

• Candidates are first required to go to the Bank's website and click the option "CLICK HERE TO APPLY ONLINE" to open the On-Line Application Form. The link for online application is as under:-
https://hireplusplus.com/jobs/viewJob/JD_G41734084971

• This document outlines the comprehensive steps for applying to positions through Hireplusplus.com and the subsequent selection procedures.

Application Process

a. Access the Job Posting: Navigate to the specific job listing using the provided link https://hireplusplus.com/jobs/viewJob/JD_G41734084971

b. Review Job Details: Thoroughly read the job description, responsibilities, qualifications, and specific application instructions to ensure alignment with your expertise.

c. Prepare Application Materials (Résumé/CV): Update your résumé to reflect relevant experience and achievements pertinent to the role.

d. Submit Your Application: Online Form- click on Apply Now Button, fill all the required fields and upload your resume as instructed and submit your application.

e. Post-Submission:

Monitor your email and phone for communications from the recruiter regarding the next steps.

If no response is received within 1-2 weeks, consider a polite follow-up using the contact information provided.

Selection Process

Upon application submission, the following steps constitute the selection process:

a. Curriculum Vitae (CV) Evaluation: Your CV will be assessed and scored against the job description to determine alignment with the required qualifications and experience with the parameters of Skills, Experience, Education and Certifications.

b. Preliminary Screening: A recruiter will contact you via phone to conduct initial checks and a brief screening to discuss your background and suitability for the role.

c. Maya AI Interview Session:

If you pass the preliminary screening, you will receive a link to a Maya AI interview a 20–30-minute session designed to evaluate your competencies relevant to the position.

Maya AI Interview is an AI-driven application that automates candidate screening and interviews based on job descriptions and evaluation criteria. It conducts thorough interviews, records and transcribes them, and generates evaluation reports to assist hiring decisions.

d. Subject Matter Expert (SME) Review:

Upon completing the Maya interview, a Subject Matter Expert will conduct a detailed review through a video or phone call to further assess your expertise.

The video call will be conducted in our platform

e. Final Profile Submission:

Candidates who pass the SME review will have their profiles forwarded to the Central Bank of India for final consideration.

f. In-Person Meeting with Central Bank of India Leadership

Shortlisted candidates will be invited for an in-person meeting with the leadership team of the Central Bank of India.

This meeting will involve final discussions and negotiations regarding the job offer. In-person meeting with the Central Bank of India leadership team and final offer discussions

Additional Tips:

- Ensure all communications are professional and free of errors.
- Use widely accepted formats (e.g., PDF) for your documents to ensure compatibility.
- Provide accurate and up-to-date contact details to facilitate smooth communication.

By meticulously following these steps, you can effectively navigate the application and selection process for senior-level positions via [Hireplusplus](#). Ensure that all information provided is accurate and that you meet the qualifications outlined in the job posting to enhance your chances of success.

Application Fee

Nil

- **Candidates are advised to regularly visit the Bank's website for updates/ notices/ instructions. All announcements/addendum/corrigendum/details pertaining to this process will be only published / provided on authorized Bank's & Hire++'s website www.centralbank.com & Hireplusplus.com from time to time under Career section. No separate communication/intimation will be sent to the candidates who are not selected/ shortlisted in the process. All notification/communication placed on Bank's website shall be treated as intimation to all candidates who have applied for the process.**
- **Merely satisfying the eligibility criteria norm does not entitle the candidate to be called for Interview/Selection process. The Bank reserves the right to call only the requisite number of candidates for Interview/Selection process after preliminary screening/ shortlisting with preference to the candidates' age, qualification, essential requirements, suitability etc.**
- **The Bank reserves the right to reject any application/ candidature at any stage or cancel the conduct of interview or to cancel the engagement process entirely at any stage without assigning any reason.**

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(POPPY SHARMA)

Date: 16th Dec 2024

GENERAL MANAGER-HCM