State Bank of India

Central Recruitment & Promotion Department
Corporate Centre, Mumbai
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STATE BANK OF INDIA RECOGNISED AS "WORLD'S BEST CONSUMER BANK 2026" BY GLOBAL FINANCE, NEW YORK

ENGAGEMENT OF SPECIALIST CADRE OFFICERS ON CONTRACT BASIS
(ADVERTISEMENT NO: CRPD/SCO/2026-27/20)
ONLINE REGISTRATION OF APPLICATION & PAYMENT OF FEES: FROM 16.09.2026 TO 06.10.2026

State Bank of India invites online applications from eligible Indian citizens for engagement to the Specialist Cadre Officers Posts on Contract Basis. Candidates are requested to apply online through the link given on Bank's official website https://sbi.bank.in/web/careers/current-openings . The candidates, who intend to apply for the Post(s) are advised to apply only after carefully reading and understanding the undernoted contents of this notification.

BRIEF SUMMARY OF THE ENGAGEMENT: POST: MUTIPLE POSTS (CUT-OFF DATE: 31.08.2026)

Posts	Age (in Years)	Basic Educational Qualification	Experience (Post Basic Educational Qualification)
Dean **State Bank Institute of Leadership (SBIL), Kolkata**	**Min- 40** **Max-55**	MBA / Executive MBA / PGDM / PGDBA or equivalent in any discipline with Minimum percentage of 55% marks. OR Ph. D. / M.Phil. from Indian university or Indian/ International 'B' school. Preference will be given to those having MBA / Ph.D./ M.Phil. in the discipline of Banking & Finance and / or with teaching experience in Executive Education.	Total post qualification experience of 15 years is required, including a minimum of 03 years in the position of Dean / Deputy Dean / Principal / Director / Deputy Director / Joint Director / Head / Centre Head / Chief Learning Officer / Senior Vice President / Vice President or equivalent position in Bank's Training Institute / Universities / Business Schools / Corporate Learning Academies / Public Sector Training Institutions / Other Educational Institutions. Preference will be given to those having proven experience in educational institutes of repute. Preference will also be given to those having service experience in Corporate Leadership Roles / Executive Education.
Faculty **State Bank Institute of Leadership (SBIL), Kolkata**	**Min- 35** **Max-55**	Postgraduate in any discipline with Minimum percentage of 55% marks. Preference will be given to those having MBA / PGDM / MHRM in HR / Finance / Banking with teaching experience in the Executive Education domain. The successful completion of Ph. D/ M. Phil will be an Additional Qualification for the position.	Minimum 6 years of teaching experience in the position of Faculty / Professor / Assistant Professor / Associate Professor / Corporate Trainer or equivalent position in Bank's Training Institute / Universities / Business Schools / Corporate Learning Academies / Public Sector Training Institutions / Other Educational Institutions. Preference will be given to those having proven experience in Corporate Leadership Roles with experience in Executive Education.
Marketing Executive **State Bank Institute of Leadership (SBIL), Kolkata**	**Min- 28** **Max-40**	MBA or Equivalent in marketing. Minimum percentage of marks- 55%	Minimum 5 Years' experience in Marketing. Out of 5 years, minimum 3 years' experience in marketing of Executive Education / Management Institutes, Universities, Training Organizations, or EdTech Organizations. Preference will be given to those having experience in branding, international partnerships, programme portfolio generation, and revenue generation.

IMPORTANT INSTRUCTIONS:

1.	Before applying, candidates are requested to ensure that they fulfil the eligibility criteria for the post(s), as on the date of eligibility. Candidates are required to apply online through the website https://sbi.bank.in/web/careers/current-openings The process of Registration is completed only when fee is deposited with the Bank through online mode on or before the last date for payment of fee.
2.	Candidates are required to apply for the post(s) online through the link given on Bank's official website only and no other mode of application will be entertained. **Hard copy of application & other documents need not to be sent to this office**. Candidates are advised in their own interest to apply online well before the closing date and not to wait till the last date to avoid the possibility of disconnection / inability/ failure to log on to the website on account of heavy load on internet or website jam. SBI does not assume any responsibility for the candidates not being able to submit their applications within the last date on account of aforesaid reasons or for any other reason beyond the control of SBI.
3.	Before submission of the application, candidates must check that they have filled in correct details in each respective field of the application form. After expiry of window for online application, no change / correction/modification will be allowed under any circumstances. Requests received in this regard in any form like Post, Email, by hand etc. shall not be entertained and will be summarily rejected.
4.	Candidates must have valid Email ID and Mobile phone number which should be kept active till the declaration of result and issuance of call letters on final selection, if any. It will help him / her in getting call letters / Interview advice etc. by email or over mobile by SMS.
5.	The Bank reserves the right to post / transfer the recruited / engaged officers to any of the offices of State Bank of India, in India or to depute to any of the associates / subsidiaries or any other organization depending upon the exigencies of the services. Request for posting / transfer to specific circle/place / office may not be entertained.
6.	Candidates are advised to check Bank's website https://sbi.bank.in/web/careers/current-openings regularly for details and updates. **No separate intimation will be issued in case of any change / update. All Changes/ Updates/ revisions / Corrigendum / results / schedules / list of shortlisted / selected candidates etc. will be hosted only on Bank's website only.** The Call letter/ advice, wherever required, will be sent by e-mail only **(NO HARD COPY WILL BE SENT**).
7.	Candidates are required to upload all required documents (Resume, ID proof, Age proof, Caste Certificate (if applicable), PwBD Certificate (if applicable), Educational qualification, other qualifications / certifications, Proof of Experience etc.) failing which their application / candidature will not be considered for Shortlisting / Interview.
8.	The Candidates applying for the post should ensure that their admission to all the stages of the engagement (e.g. shortlisting, interview, CTC negotiation etc.) will be purely provisional subject to satisfying the prescribed eligibility conditions. Short listing will be provisional without verification of documents. Candidature will be subject to verification of all details/ documents with the original when a candidate reports for interview (if called).
9.	The selected candidates may be offered engagement in the bank subject to their completing other formalities such as verification of eligibility, credentials, certificates, satisfactory reports from the references, medical examination and verification of antecedents etc.
10.	Candidate(s) seeking age relaxation, fee exemption must submit valid requisite certificate of the Competent Authority in the prescribed format, when such certificate is sought at the time of document verification. Otherwise, their claim will not be entertained, and their candidature will be liable for cancellation / rejection.
11.	Candidates against whom there is / are adverse reports regarding character & antecedents, moral turpitude are not eligible to apply for the post. If any such adverse orders / reports against the shortlisted / selected candidates are found / received by the Bank post their selection, their candidature / engagement will be rejected forthwith.
12.	Candidates are allowed to apply for more than one post, if otherwise eligibility is fulfilled.
13.	In case more than one application (multiple applications) are submitted by a candidate for the **same post**, only the last valid (completed) application will be retained, and the application fee, if any, paid for the other registrations will stand forfeited. Further, multiple attendance/ appearance by a candidate at the time of interview / joining will result in rejection / cancellation of candidature, summarily.
14.	The Bank reserves the right to change the notified vacancies including the reserved vacancies without assigning any reason(s), whatsoever.
15.	The Bank reserves the right to cancel / modify the engagement process entirely or partially at any stage / time for any particular post / all the posts, if so warranted, without assigning any reason thereof and the Bank shall not be liable to refund the fee or pay any compensation to the applicant.
16.	Candidates furnishing false information / suppressing the facts will be disqualified and shall be liable for debarment and legal/criminal action. Candidates who attempt fraud / impersonation shall be liable to be debarred from future engagement process conducted by the Bank.
17.	All engagements under this project shall be entirely at the discretion of the Bank.
18.	The Bank will decide on the Venues(s) / Centre(s) for interview, if shortlisted. Candidates will have to appear for the interview, if called, at a center / venue as decided by the Bank and no request in this regard will be entertained by the Bank.

19.	In case a candidate is called for interview / CTC negotiation and is found not satisfying the eligibility criteria (Age, Educational Qualification, Other qualification, Experience etc.) he / she will neither be allowed to appear for the interview nor be entitled for reimbursement of any travelling expenses.
20.	In case more than one candidate scores same marks as cut-off marks in the final merit list (common marks at cut-off point), such candidates will be ranked in the merit according to their age in descending order.
21.	The Bank takes no responsibility for any delay in receipt or loss of any communication whatsoever.
22.	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 will not be considered** and travelling expenses, if any, otherwise admissible, will not be paid.
23.	In case of selection, candidates will be required to produce proper discharge certificate from the current employer at the time of taking up the engagement.

A. DETAILS OF POSTS / NATURE OF ENGAGEMENT / VACANCY / AGE:

Sl. No.	Name of the Post	Nature of Engagement	Type of Vacancy	Vacancies				Age in years^ (As on 31.08.2026)	
				UR	SC	Total	PwBD # VI	Min	Max
1.	**Dean** SBIL, Kolkata	Contractual	Regular	1	--	1	1	40	55
			Backlog	--	--	--	--		
2.	**Faculty** SBIL, Kolkata		Regular	--	--	--	--	35	55
			Backlog	--	1	1	1		
3.	**Marketing Executive** SBIL, Kolkata		Regular	1	--	1	--	28	40
			Backlog	--	--	--	1		
	Total			**2**	**1**	**3**	**3**		

- Horizontal vacancy
^ Age relaxation is available as per Government of India guidelines.

ABBREVIATIONS: **UR –** Unreserved, **SC**-Scheduled Caste, **PwBD** - Persons with Benchmark Disabilities, **VI**- Visually Impaired

IMPORTANT POINTS:

1. Reservation for PwBD candidates is horizontal and is included in the overall vacancy of the respective parent category (wherever applicable).
2. The number of vacancies, including reserved vacancies mentioned above, are **provisional and may vary** according to the actual requirement of the Bank.
3. Posting / Placement / Utilization of the selected candidates will be done at the sole discretion of the Bank.
4. Maximum age indicated is for Unreserved category candidates. **Relaxation in upper age limit** will be available to reserved category candidates as per Govt. of India guidelines (wherever applicable).
5. The reservation under various categories will be as per Government of India Guidelines (wherever applicable).
6. Candidates belonging to reserved category including Person with Benchmark Disabilities (PwBD) for whom no reservation has been mentioned above, are free to apply for vacancies announced for Unreserved category provided they fulfil all the eligibility criteria applicable to Unreserved Category.
7. Benefit of reservation / relaxation (**if any**) under reserved category (i.e. SC) including PwBD category can be availed of only upon production of valid Caste certificate issued by the Competent Authority on format **prescribed by the Government of India.**
8. PwBD candidate should produce a certificate issued by a competent authority as per the Government of India Guidelines (wherever applicable).
9. Only persons with **benchmark disabilities** would be eligible for reservation under PwBD category. "**Benchmark disability**" means a person with not less than 40% of a specified disability where specified disability has not been defined in measurable terms and includes the persons with disability, where disability has been defined in a measurable term, as certified by the certifying authority. A person who wants to avail the benefit of reservation will have to submit latest Disability Certificate, on prescribed format, issued by Medical Authority

or any other notified Competent Authority (Certifying Authority). **The certificate should be dated on or before last date of registration of application. In absence of valid certificate, the candidature will be liable for cancellation / rejection and no communication in this regard will be entertained by the Bank.** Horizontal reservation has been provided to Persons with Benchmark Disabilities as per section 34 of "The Rights of Persons with Disabilities Act (RPWD), 2016". Suitable categories of disabilities and Functional requirements for the post(s) will be in reference to the Gazette of India, Notification No. 38-16/2020-DD-III dated 4th January 2021, Ministry of Social Justice and Empowerment [Department of Empowerment of Persons with Disabilities (Divyangjan)].

(B) Details of Educational Qualification / Certification / Work Experience / Specific Skills Required:

Post No / Post Name	1 –Dean, SBIL, Kolkata
BASIC EDUCATIONAL QUALIFICATION (AS ON 31.08.2026)	MBA / Executive MBA / PGDM / PGDBA or equivalent in any discipline with Minimum percentage of 55% marks. OR Ph. D. / M.Phil. from an Indian university or Indian / International 'B' school. Preference will be given to those having MBA / Ph.D./ M.Phil. in the discipline of Banking & Finance and / or with teaching experience in Executive Education.
OTHER QUALIFICATIONS (AS ON 31.08.2026)	Preference will be given to those who have certifications in HR domain such as HR Operations, Talent Management, Employee Relations, HR Competencies, Leadership, Organizational Development, or any other equivalent certifications having service experience in Corporate Leadership Roles / Executive Education.
POST BASIC QUALIFICATION WORK EXPERIENCE (As on 31.08.2026)	Total post qualification experience of 15 years is required, including a minimum of 03 years in the position of Dean / Deputy Dean / Principal / Director / Deputy Director / Joint Director / Head / Centre Head / Chief Learning Officer / Senior Vice President / Vice President or equivalent position in Bank's Training Institute / Universities / Business Schools / Corporate Learning Academies / Public Sector Training Institutions / Other Educational Institutions. Preference will be given to those having proven experience in educational institute of repute. Preference will also be given to those having service experience in Corporate Leadership Roles/ Executive Education.
SPECIFIC SKILLS	Experienced administrator (academia or Banking & finance industry). Skilled in creating and maintaining good faculty relationships and best teaching practices. Proactive with exceptional leadership skills. Capabilities to lead research studies. Tech savvy and capable of leading the training in the digital age. Strong communication and decision-making skills.

Post No Post Name	2 –Faculty, SBIL, Kolkata
BASIC EDUCATIONAL QUALIFICATION (AS ON 31.08.2026)	Postgraduate in any discipline with Minimum percentage of 55% marks. Preference will be given to those having MBA / PGDM / MHRM in HR / Finance / Banking with teaching experience in the Executive Education domain. The successful completion of Ph. D / M. Phil will be an Additional Qualification for the position.
OTHER QUALIFICATIONS (AS ON 31.08.2026)	Preference will be given to those: ➢ Having certifications such as IIBF Certifications, CFA or FRM. ➢ Published research papers, books, etc. ➢ Specialization in any of the following domain: ✓ -Leadership ✓ -Human Resources ✓ -Behavioral science ✓ -Organizational behavior ➢ Preference will be given to those having more than one qualification and certificates relevant to their respective domains.

POST BASIC QUALIFICATION WORK EXPERIENCE (As on 31.08.2026)	Minimum 6 years of teaching experience in the position of Faculty / Professor / Assistant Professor / Associate Professor / Corporate Trainer or equivalent position in Bank's Training Institute / Universities / Business Schools / Corporate Learning Academies / Public Sector Training Institutions / Other Educational Institutions. Preference will be given to those having proven experience in Corporate Leadership Roles with experience in Executive Education.
SPECIFIC SKILLS	Proactive with exceptional teaching abilities and strong communication skills.

Post No / Post Name	**3 – Marketing Executive, SBIL, Kolkata**
BASIC EDUCATIONAL QUALIFICATION (AS ON 31.08.2026)	MBA or equivalent in marketing. Minimum percentage of marks- 55%
OTHER PREFERED QUALIFICATIONS (AS ON 31.08.2026)	Certification in Digital marketing, CRM, Marketing Analytics or Social Media Marketing.
POST BASIC QUALIFICATION WORK EXPERIENCE (As on 31.08.2026)	Minimum 5 Years' experience in Marketing. Out of 5 years, minimum 3 years' experience in Executive Education / Management Institutes, Universities, Training Organizations, or EdTech Organizations. Preference will be given to those having experience in branding, international partnerships, programme portfolio generation, and revenue generation.
SPECIFIC SKILLS (If any)	Handling CRM platforms / Email campaign management / LinkedIn marketing / AI enabled tools handling.

IMPORTANT POINTS:

1 The educational qualification prescribed for the post is minimum. Candidate must possess the Post Basic qualification and relevant full-time experience as on specified dates.

2 **The relevant experience certificate from the employer must contain specifically that the candidate had experience in that related field as required.**

3 In cases where the certificate of degree / diploma / PG does not specify the field of specialization, the candidate will have to produce a certificate from the concerned university / college specifically mentioning the specialization.

C. DETAILS OF BRIEF JOB PROFILE, ROLE & RESPONSIBILITIES, FUNCTIONS, ACTIVITIES AND REMUNERATION:

Sl	**Detail description of Job Profile, Role, Responsibilities, and Functions.**	
1.	**Dean, SBIL, Kolkata**	
	Job Profile:	The Dean of the institute will primarily be the head of academics. He / She would strive to position the institute as a premier institute in BFSI sector. Apart from designing the courses and leading the research, Dean would also be marketing the institute / programmes to external institutions. The primary functions of the Dean would be as under: - **1-Academic** ➢ To lead the ideation of Institute's vision and directive principles. ➢ Work with appointed councils and bring in expertise to define courses and curriculum to that direction. ➢ To be responsible for the academic leadership of the faculty, including all aspects of teaching, learning, research and knowledge transfer. ➢ To have overall responsibility for the academic quality and health of all training programmes of SBIL. ➢ To have lead responsibility for ensuring a high-quality learning experience for the participants. ➢ To lead research activities in SBIL. **2-Marketing** ➢ To design and implement strategies to establish SBIL as premier institute for training and research in banking & finance, in and outside India. ➢ To build strategic partnerships with best-in-class academia to promote SBIL and to bring in expertise.

		➢ To build relationships with banking and financial institutions within and outside India to develop course curriculum and programs in line with industry trends. **3-Administrative** (*Assisting the Director)* ➢ To define policies and guidelines for the institute. ➢ To be the member of executive and other committees of SBIL and lead and manage the affairs of the institute. ➢ To lead and deploy faculty staffing as required to achieve maximum efficiency and effectiveness. ➢ To undertake any other responsibility commensurate with the grade of the post. .
	Key Responsibility Areas (KRA) of the post: **Remarks:** Actual KRAs shall be assigned on joining. Roles / Responsibilities / Job Profile mentioned above are illustrative. Roles / Responsibilities / Activities / Key Interactions / Jobs in addition to the above-mentioned may be assigned by the Bank from time to time depending upon the requirement.	Performance against the KRAs will be evaluated as on 31st March and 30th September for payment of variable pay, as applicable. The indicative list of KRAs is given below; however, Bank may assign additional KRAs based on the requirements and after discussion with the Dean. ➢ Conducting Webinars Sessions at Institute. ➢ Revenue Generation by Sweating of Assets / Marketing of External Programs / Consultancy. ➢ Global/National level Conclaves / Seminars / Live Events conducted involving External Institutions & Dignitaries. ➢ Publication of Articles/ research papers in leading journals / publications/ case studies. ➢ Collaboration / MoU executed with external partners. ➢ Programs / Web Series for External Organisations: Online / Blended (External). ➢ Designing / Conducting/Coordinating new Web series / Specialized Programs (Internal). ➢ Presentation on BFSI related topics in any public platform.
	CTC (per annum) ^ Bifurcation of CTC (variable & fixed pay) Other Perks if any	Upto Rs. 98 lacs. CTC will be bifurcated into fixed pay and variable pay in 80:20 ratio. Dean will have academic freedom for speaking in conferences, guiding research scholars, consulting, conducting research, etc. The Dean should be allowed maximum of 5 days in a month for external teaching/consulting. The accruals from such activities more than Rs. 10 lacs per annum shall be shared with the Bank in the ratio 60:40 (i.e. 60% to be retained and 40% to be deposited with the Bank).
	Other Facilities	The overall Cost to Company (CTC) includes fixed pay, variable pay, an option for accommodation and vehicle. **Accommodation and Vehicle:** Dean may be allowed to use Bank's accommodation in SBIL campus and the vehicle provided by SBIL (Subject to availability). In such cases, notional amount applicable will be deducted from the CTC.
	Place of posting	**State Bank Institute of Leadership, New Town, Kolkata** or anywhere in India, in case of any administrative requirement.
2.	**Faculty, SBIL, Kolkata**	
	Job Profile:	The selected candidate will actively participate in and contribute to training activity at the institute as under: ➢ Developing the leadership capabilities of the top / senior executives of the Bank / other Banks and institutions who will be coming to SBIL for training. ➢ Taking sessions on subjects related to leadership development across various programmes of the institute. ➢ Engaging in academic administration activities as required by the institute. ➢ Identifying the training need gaps in leadership skills of the senior / top executives of the Bank and co-designing and co-delivering training interventions. ➢ Ensuring upgradation of competence levels of participants by constantly bringing about improvements in the contents and methodology / pedagogy of training programmes. ➢ Developing and imparting training programme / workshops in various areas of leadership development. ➢ Setting in place training evaluation methods, seeking feedback and initiating appropriate corrective measures where necessary or on ongoing basis. ➢ Ensuring smooth conduct of various workshops, conclaves, panel discussions and training programmes in the institute. ➢ Ensuring that the right type of trainings are imparted with continuous updation in the follow-up of the best and new HR practices.

		➢ Promoting the institute, programmes in appropriate forums to build the institute brand in order to achieve maximum effectiveness in training.
	<u>Key Responsibility Areas (KRA) of the post:</u> **Remarks:** Actual KRAs shall be assigned on joining. Roles / Responsibilities / Job Profile mentioned above are illustrative. Roles / Responsibilities / Activities / Key Interactions / Jobs in addition to the above-mentioned may be assigned by the Bank from time to time depending upon the requirement.	Performance against the KRAs will be evaluated as on 31st March and 30th September for payment of variable pay, as applicable. The indicative list of KRAs is given below; however, Bank may assign additional KRAs based on the requirements and after discussion with the Contractual Faculty. ➢ No. of sessions conducted physical / online. ➢ Average session rating score above prescribed threshold. ➢ Revenue generation for the Bank, through external programmes. ➢ No. of journals / articles published in reputed publications. ➢ Global / national level conclaves / seminars / live events conducted. ➢ No. of new web series/webinars created and conducted.
	CTC (per annum) ^ Bifurcation of CTC (variable & fixed pay) Other Perks if any	Upto Rs. 63 lacs CTC will be bifurcated into fixed pay and variable pay in 80:20 ratio. The External Faculty should be allowed maximum of 5 days in a month for external teaching/consulting. The accruals from such activities, more than Rs.7 lacs per annum, shall be shared with the Bank in the ratio of 60:40 (i.e. 60% to be retained and 40% to be deposited with the Bank).
	Other Facilities	The overall Cost to Company (CTC) includes fixed pay, variable pay and an option for accommodation. ***<u>Accommodation:</u>*** Faculty may be allowed to use Bank's accommodation in SBIL campus (Subject to availability). In such cases, notional amount applicable will be deducted from the CTC.
	Place of posting	**State Bank Institute of Leadership, New Town, Kolkata** or anywhere in India, in case of any administrative requirement.
3.	**Marketing Executive, SBIL, Kolkata**	
	<u>Job Profile:</u>	**1. Marketing**: The ME will primarily drive marketing activity of various training programmes / conclaves / workshop, etc. conducted at SBIL, both in physical and online mode for external organizations in BFSI sector. **2. Corporate Relations**: ME will liaise with commercial Banks (public and private), cooperative Banks, Regional Rural Banks, other FIs / corporate organizations within and outside India for marketing of training programmes designed by SBIL and e-lessons / other education material prepared by SBIL. **3. Marketing Analytics**: ME shall oversee and develop integrated marketing campaigns, conduct market research, and analyze data to identify and define target groups for SBIL products in the space of training and executive education. **4. Strategic Marketing**: ME will devise and present ideas & strategies for marketing training programmes and sweating of SBIL resources and execute the approved ideas for revenue generation.
	<u>Key Responsibility Areas (KRA) of the post:</u> **Remarks:** Actual KRAs shall be assigned on joining. Roles / Responsibilities / Job Profile mentioned above are illustrative. Roles / Responsibilities / Activities / Key Interactions/ Jobs in addition to the above-mentioned may be assigned by the Bank from time to time depending upon the requirement.	Performance against the KRAs will be evaluated as on 31st March and 30th September for payment of variable pay, as applicable. The indicative list of KRAs is given below; however, Bank may assign additional KRAs based on the requirements and after discussion with the ME. ➢ Revenue growth. ➢ Lead generation and conversion. ➢ Programme / Event marketing [participants enrolment against targets. ➢ New institutional partnerships and repeat corporate engagements. ➢ Digital marketing. ➢ Event success.
	<u>CTC (per annum):</u> ^ Bifurcation of CTC (variable & fixed pay)	Rs. 52 lacs. (CTC will be bifurcated into fixed pay and variable pay in 80:20 ratio).
	Other Facilities	The overall Cost to Company (CTC) includes fixed pay, variable pay and an option for accommodation. ***<u>Accommodation:</u>*** Marketing Executive may be allowed to use Bank's accommodation in SBIL campus (Subject to availability). In such cases, notional amount applicable will be deducted from the CTC.

	Place of posting	**State Bank Institute of Leadership, New Town, Kolkata** or anywhere in India, in case of any administrative requirement.

^ Annual CTC is negotiable and will depend upon experience & current emoluments of candidates in the present employment & place of posting.

D. SELECTION PROCESS: The selection will be based on: -

For the post of Dean and Faculty - Shortlisting and interview cum Demo Session.

For the post of Marketing Executive - Shortlisting and Interview.

- **Shortlisting**: 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 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. **Merely fulfilling the minimum qualification and experience will not vest any right to candidate for being called for interview.**
- **Interview / Interview cum Demo training Session:** Interview / Interview cum Demo training Session will carry 100 marks. The qualifying marks in interview will be decided by the Bank. No correspondence will be entertained in this regard.
- **CTC Negotiation**: CTC negotiation will be done with the candidates in the order of Merit one by one (i.e., In case the selected candidate does not agree with the negotiated price, the name of the candidate shall be considered as Voluntary Exit from the recruitment exercise and next candidate in the merit list shall be called for negotiation). CTC Negotiation may be done at the time of Interview or after completion of interview process, separately.
- **Merit List:** Merit list for selection will be prepared in descending order based on scores obtained in interview only. In case more than one candidate scores 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 list.
- **Final Selection:** Top-most candidates in the Merit List, with whom CTC is negotiated successfully, will be finally selected.

E. Leave: The proposed officers engaged on contract (OECs) shall be entitled to leave of 30 days during the financial year which will be granted by Bank for genuine and appropriate reasons.

F: Contract period: 3 Years. May be renewed for a maximum period of 02 years at the discretion of Bank at mutually agreed terms and conditions (Total engagement period should not exceed 05 years).

G. Notice Period: The contract can be terminated without assigning any reason by giving 3 months' notice from either side or by payment/surrender of 3 months' compensation amount in lieu thereof.

H. CALL LETTER FOR INTERVIEW: Intimation / call letter for interview will be uploaded on Bank's website or sent by email, as decided by the Bank. **NO HARD COPY WILL BE SENT.**

I. REMUNERATION: Annual CTC, which is negotiable, will depend upon Experience & Current Emoluments of candidates in the present employment and place of posting. CTC comprises 80% fixed and 20% variable pay. Annual increment in CTC is subject to satisfactory annual performance.

Variable Pay: The contractual officer shall become eligible for payment of variable pay subject to securing minimum qualifying 90% marks in the performance appraisal of the relevant period at half yearly intervals as on 31st March and 30th September subject to deduction of Income tax as per the extant Income tax rules. In case the contract ends before the completion of 6 months (from 2nd year onwards), the variable pay will be released on pro-rata basis. The variable pay structure, depending on the performance of the contractual officer, will be as under:

Score in the performance appraisal	Percentage of Variable Compensation based on achievement of scores
99 to 100%	100%
97 to 98.99 %	90%
94 to 96.99%	80%
90 to 93.99%	70%
Below 90%	NIL

ANNUAL INCREMENT: The Annual increment proposed from second year onwards can be 10% of annual CTC finalized at the time of Negotiation, subject to the achievement of performance appraisal score of at least 90% (Minimum score to be eligible for annual increment) with distribution of Annual increment aligned to the Fixed and variable components. (Fixed: variable: 80:20).

J. HOW TO APPLY: Candidates should have **valid Email ID** which should be kept active till the declaration of result. It will help him/her in getting call letter/ interview advice etc. by email.

GUIDELINES FOR FILLING ONLINE APPLICATION	GUIDELINES FOR PAYMENT OF FEES
i. Candidates will be required to register themselves online through the link available on SBI website **https://sbi.bank.in/web/careers/current-openings** and pay the application fee using Internet Banking/ Debit Card/ Credit Card/ UPI etc. ii. Candidates should first scan their latest photograph and signature. Online application will not be registered unless candidate uploads his/ her photo and signature as specified on the online registration page (under 'How to Upload Document"). iii. Candidates should fill in the application carefully. Once application is filled in completely, candidate should submit the same. In the event of candidate not being able to fill in the application in one go, he can save the information already entered. When the information/ application is saved, a provisional registration number and password is generated by the system and displayed on the screen. **Candidate should note down the registration number and password.** They can re-open the saved application using registration number and password and edit the particulars, if needed. This facility for editing the saved information will be available three times only. Once the application is completely filled, candidate should submit the same and proceed for online payment of fee. iv. **After registering online, the candidates are advised to take a printout of the system generated online application form.** v. Candidates seeking Age relaxation are required to submit copies of necessary certificates at the time of document verification. No change in category of any candidate is permitted after registration of online application.	i. Application fees and Intimation Charges (Non-refundable) is ₹ 750/- (₹Seven Hundred Fifty only) for General/EWS/OBC candidates and no fees/intimation charges for SC/ ST /PwBD candidates. ii. After ensuring correctness of the particulars in the application form, candidates are required to pay the fees through payment gateway integrated with the application. No change/ editing in the application will be allowed thereafter. iii. Fee payment will have to be made online through payment gateway available thereat. The payment can be made by using Debit Card/ Credit Card/ Internet Banking/ UPI etc. by providing information as asked on the screen. Transaction charges for online payment, if any, will be borne by the candidates. iv. On successful completion of the transaction, e-receipt and application form, bearing the date of submission by the candidate, will be generated which should be printed and retained by the candidate. v. If the online payment of fee is not successfully completed in first instance, please make fresh attempts to make online payment. vi. A provision is there to reprint the e-Receipt and Application form containing fee details, at later stage. vii. **Application Fee once paid will NOT be refunded on any account NOR can it be adjusted for any other examination or selection in future.**

J. HOW TO APPLY: Candidates should have **valid Email ID** which should be kept active till the declaration of result. It will help him/her in getting call letter/ interview advice etc. by email.

GUIDELINES FOR FILLING ONLINE APPLICATION	GUIDELINES FOR PAYMENT OF FEES
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K. HOW TO UPLOAD DOCUMENTS:

a. Details of Document to be uploaded:	d. Document file type/ size:
i. Recent Photograph ii. Signature iii. Biodata (Format Attached) (PDF) iv. Resume (PDF) v. ID Proof (PDF) vi. Proof of Date of Birth (PDF) vii. Educational Certificates: Relevant Mark-Sheets/ Degree Certificate (PDF) viii. Experience certificates (PDF) ix. Caste Certificate / EWS Certificate (if applicable) (PDF) x. PwBD Certificate (if applicable) (PDF) xi. Preferred qualification / Certification (if any) (PDF) xii. Form-16 / Offer Letter from current employer (PDF) xiii. Latest 3 months' Salary Slips from current employer (PDF) xiv. CTC Negotiation form.	i. All Documents must be in PDF (except Photograph & Signature) ii. Page size of the document to be A4 iii. Size of the file should not be exceeding 500 kb. iv. In case of Document being scanned, please ensure it is saved as PDF and size not more than 500 kb as PDF. 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.

b. Photograph file type/ size:

i. Photograph must be a recent passport style colour picture.
ii. Size of file should be between 20 kb - 50 kb and Dimensions 200 x 230 pixels (preferred)
iii. Make sure that the picture is in colour, taken against a light-coloured, preferably white, background.
iv. Look straight at the camera with a relaxed face
v. 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
vi. If you have to use flash, ensure there's no "red-eye"
vii. If you wear glasses make sure that there are no reflections, and your eyes can be clearly seen.
viii. Caps, hats and dark glasses are not acceptable. Religious headwear is allowed but it must not cover your face.
ix. 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 colour etc., during the process of scanning.

c. Signature file type/ size:

i. The applicant has to sign on white paper with Black Ink pen.
ii. The signature must be signed only by the applicant and not by any other person.
iii. The signature will be used to put on the Call Letter and wherever necessary.
iv. Size of file should be between 10 kb - 20 kb and Dimensions 140 x 60 pixels (preferred).
v. Ensure that the size of the scanned image is not more than 20 kb.
vi. **Signature in CAPITAL LETTERS shall NOT be accepted**.

e. Guidelines for scanning photograph/ signature/ documents:

i. Set the scanner resolution to a minimum of 200 dpi (dots per inch)
ii. Set Color to True Color
iii. Crop the image in the scanner to the edge of the photograph/ signature, then use the upload editor to crop the image to the final size (as specified above).
iv. The photo/ signature file should be JPG or JPEG format (i.e. file name should appear as: image01.jpg or image01.jpeg).
v. Image dimensions can be checked by listing the folder/ files or moving the mouse over the file image icon.
vi. Candidates using MS Windows/ MSOffice can easily obtain photo and signature in .jpeg format not exceeding 50 kb & 20 kb respectively by using MS Paint or MSOffice Picture Manager. Scanned photograph and signature in any format can be saved in .jpg format by using 'Save As' option in the File menu. The file size can be reduced below 50 kb (photograph) & 20 kb (signature) by using crop and then resize option (Please see point (i) & (ii) above for the pixel size) in the 'Image' menu. Similar options are available in another photo editor also.
vii. While filling in the Online Application Form the candidate will be provided with a link to upload his/her photograph and signature.

f. Procedure for Uploading Document:

i. There will be separate links for uploading each document.
ii. Click on the respective link "Upload"
iii. Browse & select the location where the JPG or JEPG, PDF etc. file has been saved.
iv. Select the file by clicking on it and click the 'Upload' button.
v. Click Preview to confirm the document is uploaded and accessible properly before submitting the application. If the file size and format are not as prescribed, an error message will be displayed
vi. Once uploaded/ submitted, the Documents uploaded cannot be edited/ changed.
vii. **After uploading the photograph/ signature in the online application form candidates should check that the images are clear and have been uploaded correctly.** In case the photograph or signature is not prominently visible, the candidate may edit his/ her application and re-upload his/ her photograph or signature, prior to submitting the form. **If the face in the photograph or signature is unclear the candidate's application may be rejected.**

L. GENERAL INFORMATION:

I. Before applying for the post, the applicant should ensure that he/ she fulfils the eligibility and other norms mentioned above for that post as on the specified date and that the particulars furnished by him/ her are correct in all respects.

II. Candidates belonging to reserved category including, for whom no reservation has been mentioned, are free to apply for vacancies announced for General category provided they must fulfil all the eligibility conditions applicable to General category.

III. **In case it is detected at any stage of engagement that an applicant 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 stand cancelled. If any of these shortcomings is/ are detected even after engagement / final selection, his/ her contracts are/ is liable to be terminated forthwith.**

IV. The applicant should ensure that the application is strictly in accordance with the prescribed format and is properly filled.

V. Engagement of selected candidate is subject to his/her being declared medically fit as per the requirement of the Bank. Such engagement will also be subject to the service and conduct rules of the Bank for such posts in the Bank, in force at the time of joining the Bank.

VI. Candidates are advised to keep their e-mail ID active for receiving communication viz. call letters/ Interview date advice etc., as no communication may be sent in hard copy.

VII. The Bank takes no responsibility for any delay in receipt or loss of any communication whatsoever.

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 shall 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 engagement.

X. Candidates are advised in their own interest to apply online well before the closing date and not to wait till the last date to avoid the possibility of disconnection / inability/ failure to log on to the website on account of heavy load on internet or website jam. SBI does not assume any responsibility for the candidates not being able to submit their applications within the last date on account of aforesaid reasons or for any other reason beyond the control of SBI.

XI. DECISION OF BANK IN ALL MATTERS REGARDING ELIGIBILITY, CONDUCT OF INTERVIEW, OTHER TESTS AND SELECTION WOULD BE FINAL AND BINDING ON ALL CANDIDATES. NO REPRESENTATION OR CORRESPONDENCE WILL BE ENTERTAINED BY THE BANK IN THIS REGARD.

XII. 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.

XIII. Merely satisfying the eligibility norms does not entitle a candidate to be called for interview. Bank reserves the right to call only the requisite number of candidates for the interview after preliminary screening/ short-listing with reference to candidate's qualification, suitability, experience etc.

XIV. In case of multiple applications for the same post, only the last valid (completed) application will be retained. The application fee / intimation charge paid for other registrations will stand forfeited.

XV. Any legal proceedings in respect of any matter of claim or dispute arising out of this advertisement and/ or an application in response thereto can be instituted only in Mumbai and Courts/ Tribunals/ Forums at Mumbai alone shall have sole and exclusive jurisdiction to try and entertain any cause/ dispute.

XVI. Outstation candidates, who may be called for interview after short-listing will be reimbursed the cost of travelling by Air fare (Economy Class) for the shortest route in India, as given below

Post	Reimbursement Limit
(i) Dean	Reimbursement of actual Air Fare (Economy Class)
(I) Faculty (ii) Marketing Executive	Reimbursement of Air Fare upto Rs. 15,000/- (Total for both sides) or actual fare whichever is lower.

XVII. Request for change / correction in any particulars (including category in the application form, once submitted will not be entertained under any circumstances. No correspondence/phone/email will be entertained in this regard. Candidates are advised to fill up the online application carefully and furnish the correct information in this application.

XVIII. **BANK RESERVES RIGHT TO CANCEL / MODIFY THE ENGAGEMENT PROCESS EITHER ENTIRELY OR PARTIALLY AT ANY STAGE / TIME FOR ANY PARTICULAR POST / ALL THE POST WITHOUT ASSIGNING ANY REASONS THEREOF, WHATSOEVER.**

XIX. **At the time of interview, the candidate will be required to provide details regarding criminal cases pending against him/her, if any. <u>Suppression of material facts will result in cancellation/ termination of candidature at any point, even if the candidate is selected, his/her selection will be canceled in such circumstances.</u> The Bank may also conduct independent verification, inter alia, including verification of Police Records, etc. The Bank reserves the right to deny the engagement depending upon such disclosure and/or independent verification.**

xx. **<u>DISCLAIMER (DPDP Act 2023</u>) By applying to this position, you voluntarily provide your free, informed and unconditional consent for the collection and processing of your personal data by the Bank and sharing of such personal data with Data Processors as are required for the engagement process, in accordance with Digital Personal Data Protection Act, 2023 and the Rules made thereunder (collectively, the Act). The Bank has implemented all reasonable security safeguards to prevent breach of personal data in its possession or under its control, and your personal data will be handled with confidentiality and used solely for evaluating and verifying your eligibility, credentials, and candidacy for the advertised position and for certain legitimate uses as are permitted under the Act.**

For any query, please write to us through link "CONTACT US/ Post Your Query" which is available on Bank's website (<u>https://sbi.bank.in/web/careers/post-your-query</u>)

The Bank is not liable for printing errors, if any.

State bank of India does not endorse, authorize or associate with any external coaching platform, individual or digital channel claiming to provide guaranteed selection, influence in engagement or insider guidance. Candidates must rely solely in information available on SBI's official career portal.

Mumbai **GENERAL MANAGER (R,P&PM)**
16.09.2026

HOW TO APPLY

Login to https://sbi.bank.in/web/careers/current-openings

Scroll down and click on the respective advertisement.

Download advertisement no. CRPD/SCO/2026-27/20
(Carefully read the detailed advertisement)

Apply Online
(Before final submission, please go through your application. Corrections will not be allowed after final submission)