

**Eligibility Criteria for recruitment of Professionals at Koraput Central
Cooperative Bank Ltd., Jeypore**

Professional Category	Position	Eligibility Criteria	Tenure of engagement
Professional-1	General Banking Expert	Should be retired Public Sector Bank Officers. Minimum 5years experience as Branch Manager. Retired not below the rank of Scale-III and must have worked minimum 5 years in the rank of Scale-III or above.	To be engaged on contract basis for a continuous term of three years subject to performance review every year.
Professional-2	Credit Expert	Should be retired Public Sector Bank Officers. Minimum 5 years' experience in Credit Department of the Bank. Retired not below the rank of Scale-III and must have worked minimum 5 years in the rank of Scale-III or above	To be engaged on contract basis for a continuous term of three years subject to performance review every year.
Professional-3	Banking IT Expert	B.Tech/MCA with 5 years of experience as IT specialist in Public Sector Banks/Private sector Banks, Microfinance Institutes/Software companies dealing with Financial/Banking sector. However, preference shall be given to the IT specialists of Banks (PSU or Private), if available	To be engaged on contract basis for a continuous term of three years subject to performance review every year.

OBJECTIVE AND ROLE OF PROFESSIONALS

The objective of including professionals in to top management of K.C.C. Bank, is to integrate with new products into existing product lines based on external and internal business environment. The focus would be on business planning, resource planning, profit planning, development of financial and non-financial products and services, designing systems and procedures and above all sharing the expertise in Banking with the existing officials of the Bank. The purpose is to smoothly implement and administer the newly formed loan/deposit schemes and in the process make the existing manpower of the Bank gets acquainted with the updated Banking ecosystem and making the Cooperative Bankers become self-sufficient with handling the new schemes/systems/procedures. The broad areas of working shall be:

- Undertake potential assessment, keeping in view the business profile of the Bank and the opportunities for the Bank and LAMPCS/PACS in undivided Koraput District.
- Conduct market research on financial products offered by banks and other financial institutions including MFIs and NBFCs and study their suitability for offering through the Cooperative Institutions.
- Develop models and design new products for business improvement for meeting the growing needs of customers.
- Undertake appraisal of the loan proposals of the bank above 10.00 lakh and furnish their recommendation.
- Provide systematic support for Credit Monitoring and Review, Risk Management, NPA & Recovery Management, Compliance in accordance with the prevalent stipulations.
- Explore collaborations or partnerships with Central or State Govt. /Private Sector for cobranded products involving promotion of credit in the focus areas of Central & State Govt. Schemes.
- Constantly interact with the PACS, DCCBS, NABARD, Bankers and other stakeholders wherever necessary.
- Document the success stories and learning's for replication across the structure and in the other geographies in the State.

- Suggest/formulate proposals on different IT initiative of the Bank and propose new models/products in the field of IT development.
- Extend support for strategic planning, financial management, risk and compliance oversight, policy settings of the Bank.
- Extend support for functions like treasury and asset-liability management, risk management, ensuring overall compliance with regulations, and coordinating Branch operation.
- Maintain and support the bank's technology infrastructure, ensuring secure and efficient functioning of Core Banking Systems (CBS), network connectivity, cyber-security, and digital banking channels.
- The role ensures uninterrupted IT operations, compliance with data-security standards, and supports innovation in banking technology.
- Provide support to ensure compliance with the credit policies, adherence to the KYC, AML and RBI, NABARD guidelines.
- Suggest appropriate course of action to promptly address the reported irregularities and discrepancies, if found any, to strengthen the internal control and Audit system of the Bank.

**Terms and Conditions for Appointment of Professionals at Koraput
Central Cooperative Bank Ltd., Jeypore**

1. The maximum age limit for selection of the professionals shall be 62 years.
2. The persons to be engaged for this purpose should have adequate knowledge of Modern Banking Practices. The professionals must be retired public sector Bankers, except the IT Professional.
3. The applications received would be screened and short-listed through the process of interview. Selection of candidates shall be done by way of marks secured on the basis of relevant experience and performance in the Interview.
4. The candidates called for interview, shall attend at their own expenses.
5. The appointment of the professionals will be purely temporary subject to effective terms and conditions from time to time and may be terminated without any prior intimation or notice period. The appointment will be valid for a period of 03 years or till the completion / running of the project which may be prior to / later or 03 years period. The appointment shall be initially for one year and shall be renewed annually maximum for another two years subject to satisfactory performance and mutual consent.
6. Based on this appointment, service in the Bank cannot be claimed / considered.
7. The Professionals will report to the Secretary, K.C.C. Bank Ltd., Jeypore.
8. No TA / DA will be paid to the candidates on joining of the assignment.
9. A consolidated amount of ₹75,000/- per month shall be paid to the professionals as consultant fees subject to satisfactory submission of the deliverables.
10. Income Tax or any other tax liabilities on remuneration will be deducted, as per prevailing rates mentioned in the Income tax Rules.
11. The candidates should be proficient in the local language and have working knowledge in English / Hindi.
12. The candidates should have sound knowledge of Indian Rural Economy and the ability to work with rural communities, communicate with them and willing to travel across the State.
13. The Professionals will not exercise any administrative/Financial Powers during the period of engagement.
14. The professionals will execute a stamped agreement for contractual engagement before taking up the assignment.