

India Post Payments Bank Limited

(A wholly owned undertaking of the Department of Posts, Govt. of India)

Post Box No: 760, Speed Post Centre, Market Road, Bhai Veer Singh Marg, New Delhi – 110 001

Recruitment of Scale VII Officers

India Post has received in-principle approval from RBI and approval from Cabinet for setting up India Post Payments Bank Limited (IPPB).

India Post Payment Bank Limited (IPPB) invites online applications from qualified candidates who will be appointed at Scale VII based on the post. Candidates will be selected through a selection process specified in this advertisement.

Interested candidates who fulfill the eligibility criteria may apply online by visiting our website <http://www.indiapost.gov.in/> during 28.09.2016 to 19.10.2016 and no other mode of application will be accepted.

The important dates are as follows:

Activities	Dates
Payment of Application Fee	28.09.2016 to 19.10.2016
Opening date of Online Registration	28.09.2016
Closing date of Online Registration	19.10.2016

Before applying candidates are advised to ensure that they fulfill the stipulated eligibility criteria. Candidates are advised to fill in the particulars of themselves correctly in the online application form.

This advertisement contains the following details:

Section	Section Title	Details in Section
A	Posts	Name and grades of posts for which recruitment is desired, along with category-wise vacancy
B	Job Profiles	Details on roles of posts for which recruitment is desired.
C	Eligibility Criteria	Details on the eligibility criteria such as age, educational qualification and experience have been provided. Relaxation for reservations have also been provided.
D	Emoluments (as on 01.09.2016) and Relevant Policies	Details of the pay-scale, emoluments and relevant service rules have been provided.
E	Selection Procedure	Brief on Selection Procedure that shall be followed for recruitment of the posts in Section A
F	Application Guidelines	Guidelines on application submission, application fees and other general instructions.

A. POSTS

#	Function	Post	Grade	Scale	Total Vacancies
1	Operations	CGM (Operations)/ Chief Operations Officer	TEGS – VII*	VII	1
2	Risk and Compliance	GM (Risk & Compliance/ Chief Risk and Compliance Officer)	TEGS – VII	VII	1
3	Finance	GM (Finance)	TEGS – VII	VII	1
4	HR and Administration	GM (HR and Administration)	TEGS – VII	VII	1
5	Product	CGM (Sales and Marketing)	TEGS – VII*	VII	1

Notes:

1. **Note (*):** With additional perks/ benefits
2. The number of vacancies and also the number of reserved vacancies is provisional and may vary according to actual requirement of IPPB.
3. The vacancies are unreserved. However, candidates belonging to SC/ST/OBC category may apply and will be eligible for fee relaxation. Candidates belonging to PWD category will be eligible for age and fee relaxation.
4. For all posts, candidates willing to serve anywhere in India need to apply.
5. Candidates can apply for only one post. Multiple applications will be summarily rejected.
6. Abbreviations used:
 - TEGS: Top Executive Grade Scale.
 - SC: Scheduled Caste
 - ST: Scheduled Tribe
 - OBC: Other Backward Classes
 - PWD: Persons With Disability
 - OC: Orthopedically Challenged
 - VI: Visually Impaired
 - HI: Hearing Impaired

B. JOB PROFILES

Job Profiles of the posts in Section A are as follows

#	Function	Post	Job Profile
1	Operations	CGM (Operations)/ Chief Operations Officer	<ol style="list-style-type: none">1. Build a robust operations organization for IPPB in line with the overall aim of financial inclusion and reaching the unbanked and underbanked population of India.2. Lead the design and build of all areas of the operations of IPPB, including but not limited to, customer/ merchant onboarding, customer/

#	Function	Post	Job Profile
			<p>merchant service, customer/ merchant grievance management, and back office operations.</p> <ol style="list-style-type: none"> 3. Frame operations governance framework, policies and processes to support business goals. 4. Strive towards customer service excellence, in line with leading/ emerging trends. 5. Alignment of IPPB operations with DoP operations and Government of India's DBT operations 6. Oversee vendor relationship and compliance with service level agreements/ contractual commitments.
2	Risk and Compliance	GM (Risk & Compliance/ Chief Risk and Compliance Officer)	<ol style="list-style-type: none"> 1. Establish and align strategic compliance processes and activities and identify and mitigate regulatory compliance and operational risk within the Bank 2. Provide direct management and supervision to the compliance teams within the Groups, as well as providing compliance and operational risk/support 3. Direct strategic compliance and operational risk activities within the Bank 4. Develops and implements controls to manage compliance and operational risk and the related regulations for the Bank 5. Responsible for monitoring and reporting on effectiveness of compliance controls 6. Responsible for managing the efficient execution of compliance in the Bank relating specifically to Anti-Money Laundering (AML), Anti-Corruption, Data Privacy.
3	Finance	GM (Finance)	<ol style="list-style-type: none"> 1. Develop the Financial Strategy for the Bank, and ensure compliance to Financial Standards. 2. Ensure all government regulations and requirements are disseminated to appropriate personnel and monitor overall financial and reporting compliance for the Bank. 3. Assess organizational financial performance against both the annual budget and the organization's long-term strategy. 4. Develop tools and systems to provide critical information to the CEO to help make recommendations on both strategy and operations. 5. Ensure adherence to appropriate Accounting Policy, processes and procedures within the Bank for ensuring integrity of the financial statements and compliance with local (Indian GAAP/RBI) financial accounting & reporting policies/ standards.
4	HR and Administration	GM (HR and Administration)	<ol style="list-style-type: none"> 1. Provide inputs on Manpower Planning, Budgeting and Strategic Hiring plans. 2. Responsible for engaging with key stakeholders and undertaking strategic HR initiatives. 3. Oversee recruitment of employees for the bank. 4. Oversee identification, formulation and execution of Training Programmes for employees of the bank. 5. Oversee formulation and administration of performance and reward system for the employees of the bank. 6. Oversee formulation of retention strategy for the employees of the bank. 7. Oversee administration activities of the bank.
5	Product	CGM (Sales and Marketing)	<ol style="list-style-type: none"> 1. Lead and drive Product development, Product sales and Marketing functions of the bank. 2. Oversee the organization's marketing strategy, advise the leadership team and the Heads of

#	Function	Post	Job Profile
			<p>departments on alignment of marketing strategies with overall corporate growth of the organization's products for focused customer and merchant segments.</p> <ol style="list-style-type: none"> 3. Develop strategies for achieving dominance by excellent execution of customer marketing activities/initiatives. 4. Supervise and direct the product team to design, plan and improve products meeting customer, merchant, risk, compliance and regulatory expectations. 5. Strategically lead budgeting and resource planning for the Product Management department in collaboration with the Central Leadership team and the Finance team. 6. Oversee the implementation of sales and business development strategies for IPPB in order to ensure the right mix of competitive services to best meet customer demands and achieve corporate goals. 7. Proactively manage Business and P&L to meet objectives. 8. Work towards achieving business plan and sales targets for each circle identified for sale of products with a defined action plan and strategy for each department.

C. ELIGIBILITY CRITERIA

1. NATIONALITY/ CITIZENSHIP

A candidate must be either

- i. a citizen of India or
- ii. a subject of Nepal or
- iii. a subject of Bhutan or
- iv. a Tibetan refugee who came over to India before 1st January, 1962 with the intention of permanently settling in India or
- v. a person of Indian origin who has migrated from Pakistan, Burma, Sri Lanka, East African countries of Kenya, Uganda, the United Republic of Tanzania (formerly Tanganyika and Zanzibar), Zambia, Malawi, Zaire, Ethiopia and Vietnam with the intention of permanently settling in India

Provided that a candidate belonging to categories (ii), (iii), (iv) and (v) above shall be a person in whose favor a certificate of eligibility has been issued by the Government of India.

A candidate in whose case a certificate of eligibility is necessary may be admitted to the Online Test/ interview conducted by IPPB, may be provisionally selected, but on final selection, the offer of appointment may be given only after the necessary eligibility certificate has been issued to him by the Government of India.

Please note that the eligibility criteria specified herein are the basic criteria for applying for the post. Candidates must necessarily produce the relevant documents pertaining to category, nationality, age, educational qualifications etc. in original along with a photocopy thereof in support of their identity and eligibility as indicated in the online application form. Please note that no change of category will be permitted at any stage after registration of the online application and the result will

be processed considering the category which has been indicated in the online application, subject to guidelines of the Government of India in this regard.

Merely applying for / being shortlisted / appearing for the interview and/or subsequent processes do not imply that a candidate will necessarily be offered employment in IPPB. No request for considering the candidature under any category other than in which applied will be entertained.

2. JOB SPECIFICATIONS

The Age, Qualification and Experience as on 01.09.2016 for the posts specified in Section A are prescribed as under:

#	Function	Post	Grade	Scale	Job Specification (Age, Qualification and Experience as on 01.09.2016)
1	Operations	CGM (Operations)/ Chief Operations Officer	TEGS - VII*	VII	<p>Age Limit: 35 years to 55 years.</p> <p>Note: The candidate should be born not before 02.09.1961 and not later than 01.09.1981 (both dates inclusive).</p> <p>Minimum Educational Qualification: Graduate from University/ Institution/ Board recognized by the Government of India (or) approved by a Government Regulatory Body.</p> <p>Note:</p> <ol style="list-style-type: none"> MBA from University/ Institution/ Board recognized by the Government of India/ International University of repute (or) approved by a Government Regulatory Body, is preferred. CAIIB Certification is preferred. <p>Post Qualification Work Experience: Minimum 15 years of experience in banking or Financial Services industry is mandatory. (of which) Minimum 3 years as head of operations or one level below head of operations of a bank operating in a technology environment, is mandatory.</p> <p>(And) The candidate should at least be working in Scale VI of a PSB or equivalent scale in a Private Bank or similar level in any other organization.</p> <p>Note:</p> <ol style="list-style-type: none"> Experience working on managing operations of a large scale National/ Government initiative (preferably

#	Function	Post	Grade	Scale	Job Specification (Age, Qualification and Experience as on 01.09.2016)
					Financial Services related project) is preferred.
2	Risk and Compliance	GM (Risk & Compliance/ Chief Risk and Compliance Officer)	TEGS - VII	VII	<p>Age Limit: 38 years to 55 years.</p> <p>Note: The candidate should be born not before 02.09.1961 and not later than 01.09.1978 (both dates inclusive).</p> <p>Minimum Educational Qualification Chartered Accountant from ICAI is mandatory.</p> <p>(Or) Graduate (With Specialization in Law) from University/ Institution/ Board recognized by the Government of India (or) approved by a Government Regulatory Body is mandatory.</p> <p>Note: Certification in Financial Risk Management from GARP is desirable.</p> <p>Post Qualification Experience: Minimum 18 years of experience is mandatory.</p> <p>(of which) Minimum 9 years of experience in risk and compliance function in Banks or Financial Services is mandatory.</p> <p>(And) The candidate should at least be working in Scale VI of a PSB or equivalent scale in a Private Bank or similar level in any other organization.</p>
3	Finance	GM (Finance)/ Chief Finance Officer	TEGS - VII	VII	<p>Age Limit: 38 years to 55 years.</p> <p>Note: The candidate should be born not before 02.09.1961 and not later than 01.09.1978 (both dates inclusive).</p> <p>Minimum Educational Qualification: Chartered Accountant from ICAI or equivalent.</p> <p>Note:</p> <ol style="list-style-type: none"> CAIIB Certification is preferred. MBA (Finance) from University/ Institution/ Board recognized by the Government of India/ International University of repute (or) approved by a Government Regulatory Body, is preferred.

#	Function	Post	Grade	Scale	Job Specification (Age, Qualification and Experience as on 01.09.2016)
					<p>3. CFA Certification from the CFA Institute is preferred.</p> <p>Post Qualification Work Experience: Minimum 18 years of experience is mandatory. (of which) Minimum 3 years of experience heading a finance and accounting department of a bank or one level below the head of a finance and accounting department in a Bank is mandatory. (And) The candidate should at least be working in Scale VI of a PSB or equivalent scale in a Private Bank or similar level in any other organization.</p> <p>Note:</p> <p>1. Experience in treasury operations is desirable.</p>
4	HR and Administration	GM (HR and Administration)	TEGS - VII	VII	<p>Age Limit: 38 years to 55 years.</p> <p>Note: The candidate should be born not before 02.09.1961 and not later than 01.09.1978 (both dates inclusive).</p> <p>Minimum Educational Qualification Graduate from University/ Institution/ Board recognized by the Government of India/ International University of repute (or) approved by a Government Regulatory Body.</p> <p>Note:</p> <p>1. MBA/ Post graduation (With Specialization in HR) from University/ Institution/ Board recognized by the Government of India/ International University of repute (or) approved by a Government Regulatory Body is preferred.</p> <p>Post Qualification Experience: Minimum 18 years of experience is mandatory. (of which) Minimum 3 years of experience in heading the HR function in banking or financial services or insurance industry or one level below the head of HR function in banking or financial services or insurance industry is mandatory.</p>

#	Function	Post	Grade	Scale	Job Specification (Age, Qualification and Experience as on 01.09.2016)
					<p>(And)</p> <p>The candidate should at least be working in Scale VI of a PSB or equivalent scale in a Private Bank or similar level in any other organization.</p>
5	Product	CGM (Sales and Marketing)	TEGS - VII*	VII	<p>Age Limit:</p> <p>38 years to 55 years.</p> <p>Note: The candidate should be born not before 02.09.1961 and not later than 01.09.1978 (both dates inclusive).</p> <p>Minimum Educational Qualification:</p> <p>Graduate from University/ Institution/ Board recognized by the Government of India/ International University of repute (or) approved by a Government Regulatory Body.</p> <p>Note:</p> <p>1. MBA from University/ Institution/ Board recognized by the Government of India/ International University of repute (or) approved by a Government Regulatory Body is preferred.</p> <p>Post Qualification work experience:</p> <p>Minimum 18 years of experience in Sales, Marketing and Product Management is mandatory.</p> <p>(of which)</p> <p>Minimum 5 years of experience leading sales/ marketing/ product management or one level below the head of department in the Banking or Financial Services or Insurance Industry is mandatory.</p> <p>(And)</p> <p>The candidate should at least be working in Scale VI of a PSB or equivalent scale in a Private Bank or similar level in any other organization.</p> <p>Note:</p> <p>Experience in Rural Banking/ Financial Inclusion is preferred.</p>

Note (*): With additional perks/ benefits

Notes:

1. Age Criteria and Age Relaxation:

- i. The candidates must meet the requisite age criteria as on 01.09.2016.
- ii. Maximum age indicated is for General category candidates. The PWD and Ex-Servicemen applicants would be eligible for age relaxation as per the Government of India guidelines, as under:

Category	Age Relaxation
Person With Disability	10 years
Ex-servicemen	3 years plus period of service in armed forces subject to maximum age limit as per Govt. guidelines
Persons ordinarily domiciled in the State of Jammu & Kashmir during the period 1-1-80 to 31-12-89	5 years
Persons affected by 1984 riots	5 years

- iii. Candidates seeking age relaxation will be required to submit copies of necessary certificate(s) at the time of Interview and at any subsequent stage of the recruitment process as required by IPPB.
- iv. An Ex-servicemen who has once joined a Government job on civil side after availing of the benefits given to him/her as an Ex-servicemen for his/her re-employment, his/her Ex-Servicemen status for the purpose of re-employment in Government jobs ceases.
- v. There is no reservation for Ex-servicemen in Officers' Cadre.

2. Educational Qualifications:

- i. The candidate must possess the requisite educational qualification as on 01.09.2016.
- ii. Candidate should indicate the percentage obtained in Graduation calculated to the nearest two decimals in the online application. Where CGPA / OGPA is awarded, the same should be converted into percentage and indicate the same in online application.
- iii. **Calculation of Percentage:** The percentage marks shall be arrived at by dividing the marks obtained by the candidate in all the subjects in all semester(s)/year(s) by aggregate maximum marks in all the subjects irrespective of honours / optional / additional optional subject, if any. This will be applicable for those Universities also where Class / Grade is decided on basis of Honours marks only.
- iv. The fraction of percentage so arrived will be ignored i.e. 59.99% will be treated as less than 60% and 54.99% will be treated as less than 55%.
- v. In case the result of a particular examination is posted on the website of the University / Institute and web based certificate is issued then proper document / certificate in original issued and signed by the appropriate authority of the University / Institute indication the date of passing properly mentioned thereon will be reckoned for verification and further process.

3. DEFINITIONS:

a. Orthopedically Challenged (OC)

Orthopedically Challenged (OC) person is one having a minimum of 40% physical defect or deformity which causes interference with the normal functioning of the bones, muscles and joints and is so certified by a Medical Board appointed by the State Government. Only those who fall in the following categories are eligible to apply: BL - Both Legs Affected but not Arms; OA - One Arm Affected (Right or Left) - (a) Impaired Reach; (b) Weakness of Grip; (c) Ataxia; OL - One Leg Affected (Right or Left); MW - Muscular Weakness & Limited Physical Endurance.

b. Visually Impaired (VI)

Persons who suffer from either of the following conditions:

- Total absence of sight,
- Visual Acuity not exceeding 6/60 or 20/200 (Snellen) in the better eye with correcting lenses, or
- Limitation of the field of vision subtending an angle of 20 degrees or worse and so certified by a Medical Board appointed by the State Government.

A person with Low Vision means one with impairment of visual functioning even after treatment of standard refractive correction but who uses or is potentially capable of using vision for the planning or execution of a task with appropriate assistive device.

c. Deaf & Hearing Impaired (HI)

Deaf are those persons in whom the sense of hearing is non-functional for ordinary purposes of life, i.e. with total loss of hearing in both ears. They do not hear and understand sounds at all - even with amplified speech.

Hearing impairment means loss of more than 60 decibels in the better ear in the conversational range of frequencies.

d. Competent Authority for the issue of the certificate to PERSONS WITH DISABILITIES is as under (as notified by GOI from time to time):

For Persons with Disabilities: Authorised certifying authority will be the Medical Board at the District level consisting of Chief Medical Officer, Sub-Divisional Medical Officer in the District and an Orthopaedic / Ophthalmic / ENT Surgeon. Candidates belonging to PWD categories have to submit certificates in support of it at the time of interview.

D. EMOLUMENTS (AS ON 01.09.2016) AND RELEVANT POLICIES

1. PAY-SCALE, ALLOWANCES AND PERQUISITES

Pay Scale, Allowances and Perquisites as applicable (INR)		
Scale	Pay Scale	Approximate Total Monthly CTC#
TEGS – VII*	76,520 - 85,000	235,000
TEGS – VII	76,520 - 85,000	235,000

Note:

(*) - With additional perks/ benefits

(#) - Approximate monthly CTC Calculated at the start of the scale inclusive of Dearness Allowance, City Compensatory Allowance & other allowances at Metropolitan Centres (Delhi)

In addition to the above, the Officer would be entitled to a Performance Pay as per criteria defined by IPPB from time to time.

The Officers are also entitled to retirement and terminal benefits as per the policy defined by IPPB.

2. POSTING, TRANSFER AND JOB ROTATION

The selected candidates will be posted/ transferred/ moved to other roles at discretion of IPPB to various offices of IPPB from time to time and on such terms and conditions as may be decided by IPPB.

3. LEAVE, TRAVEL ALLOWANCE

The leave and travel allowance will be as per Service Rules of IPPB applicable at the time of appointment.

E. SELECTION PROCEDURE

Selection will be made on the basis of an interview. However, Bank reserves the right to conduct Assessment, Group Discussion or Online Test in addition to interview. Merely satisfying the eligibility norms do not entitle a candidate to be called for Interview/Group Discussion or Online Test.

IPPB reserves the right to call only the requisite number of candidates for the Assessment/ Interview/ Group Discussion or Online Test after preliminary screening/ short listing with reference to candidates' qualification, experience, profile vis-a-vis job requirements, etc.

Results of the candidates who have qualified for various stages of the recruitment process and the list of candidates finally selected will be made available on the website. Final select list will be published on the website.

F. APPLICATION GUIDELINES

The candidates can apply only for one post. Candidates can apply online only from 28.09.2016 to 19.10.2016 and no other mode of application will be accepted.

1. PRE-REQUISITES FOR APPLYING ONLINE

Before applying online, candidates should:

- i. Scan their photograph and signature ensuring that both the photograph and signature adhere to the required specifications as mentioned in this advertisement at Annexure-I.
- ii. Keep the necessary details/documents for Online Payment of the requisite application fee/ intimation charges ready.
- iii. Have a valid personal email ID which should be kept active till the completion of this recruitment process. Bank may send call letters for the Interview etc. through the registered e-mail ID. Under no circumstances, a candidate should share with/mention e-mail ID to / of any other person. In case a candidate does not have a valid personal e-mail ID, he/she should create his/her new e-mail ID before applying on-line and must maintain that email account.
- iv. Bank Transaction charges for Online Payment of application fees/ intimation charges will have to be borne by the candidate.

2. PROCEDURE FOR APPLYING ONLINE

- i. Candidates are first required to go to the IPPB authorized website <http://www.indiapost.gov.in/> and click the option "CLICK HERE TO APPLY FOR IPPB SCALE VII POSTS" to open the online Application Form.
- ii. To register their application candidates will be entering their 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.

- iii. Candidates are required to upload their photograph and signature as per the specifications given in the Annexure I of this form.
- iv. Candidates are advised to carefully fill the online application themselves as no change in any of the data filled in the online application will be possible / entertained.
- v. 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 FINAL SUBMIT button. Visually Impaired candidates are responsible for carefully verifying the details filled in the online application form and ensuring that the same are correct prior to submission, as no change is possible after submission.
- vi. **Application Fee / Intimation Charges (Non-Refundable)**

Category of Applicant	Application Fee
SC/ST/PWD (Only Intimation charges)	INR 150.00 (Rupees One Hundred and Fifty Only)
For all others	INR 700.00 (Rupees Seven Hundred Only)

- vii. Candidates should ensure their eligibility before paying the fees/applying online.
- viii. Application once made will not be allowed to be withdrawn and fee once paid will NOT be refunded under any circumstances nor can it be held in reserve for any other future selection process.

3. MODE OF PAYMENT

- i. Candidates have to make the payment of requisite fees / intimation charges through ONLINE mode only.
- ii. Candidates should carefully fill the details in the Online Application at the appropriate places very carefully and click on the "FINAL SUBMIT" button at the end of the Online Application format. Before pressing the "FINAL SUBMIT" button, candidates are advised to verify every field filled in the application. 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. Any change/alteration found may disqualify the candidature.
- iii. In case the candidate is unable to fill the application form in one go, he/ she can save the data already entered.
- iv. Once the application is filled in completely, candidate should submit the final data.
- v. The application form is integrated with the payment gateway and the payment process can be completed by following the instructions.
 - The payment can be made by using Debit Cards (RuPay/ Visa/ MasterCard/ Maestro), Credit Cards, Internet Banking, IMPS, Cash Cards/ Mobile Wallets by providing information as asked on the screen.
 - After Final Submission, an additional page of the application form is displayed wherein candidates may follow the instructions and fill the requisite details.
 - If the online transaction has not been successfully completed then candidates are advised to login again with their provisional registration

number and password and pay the Application Fees/ Intimation Charges online.

- On successful completion of the transaction, an e-receipt will be generated.
 - Candidates are required to take a printout of the e-receipt and online application form containing fee details. Please note that if the same cannot be generated online transaction may not have been successful.
 - Non-generation of 'E-Receipt' indicates PAYMENT FAILURE. On failure of payment, Candidates are advised to login again using their Provisional Registration Number and Password and repeat the process of payment.
 - There is a facility to print the application form containing fee details post payment of fees.
- vi. After submitting your payment information in the online application form, please wait for the intimation from the server, DO NOT press back or refresh button in order to avoid double charge.
- vii. For Credit Card users: All charges are listed in Indian Rupee. If you use a non-Indian credit card, your bank will convert to your local currency based on prevailing exchange rates.
- viii. To ensure the security of your data, please close the browser window once your transaction is completed.
- ix. After completing the procedure of applying on-line including payment of fees, the candidate should take a printout of the system generated on-line application form, ensure the particulars filled in are accurate and retain it along with Registration Number and Password for future reference. THEY SHOULD NOT SEND THIS PRINTOUT TO IPPB.
- x. 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, Centre of Examination (for future use) etc. will be considered as final and no change/modifications will be allowed after submission of the online application form.
- xi. Candidates are hence requested to fill the online application form with the 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.
- xii. 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.
- xiii. An online application which is incomplete in any respect such as without photograph and signature uploaded in the online application form / unsuccessful fee payment will not be considered as valid.
- xiv. Candidates are advised in their own interest to apply on-line much before the closing date and not to wait till the last date for depositing the fee to avoid the possibility of disconnection / inability / failure to log onto the website on account of heavy load on internet / website jam.
- xv. Bank does not assume any responsibility for the candidates not being able to submit their applications within the last date on account of the aforesaid reasons or for any other reason beyond the control of IPPB.

Please note that the above procedure is the only valid procedure for applying. No other mode of application or incomplete steps would be accepted and such applications would be rejected. Any information submitted by an 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.

4. USE OF SCRIBE & COMPENSATORY TIME:

In the event of the conduct of examination as part of the selection process, the facility of scribe would be allowed to a person who has disability of 40% or more if so desired by the person and is meant for only those persons with disability who have physical limitation to write including that of speed. In all such cases where a scribe is used, the following rules will apply:

- i. Candidates eligible for and who wish to use the services of scribe in the examination should carefully indicate the same in the online application form.
- ii. The candidate will have to give a suitable undertaking, in the prescribed format at the time of online examination
- iii. Such candidates who are eligible for use of a scribe shall be eligible for compensatory time of 20 minutes for every hour of the examination whether availing the facility of scribe or not.
- iv. The candidate will have to arrange his/her own scribe at his/her own cost.
- v. The scribe will be allowed to be used as per the guidelines issued vide Office Memorandum F.No.16-110/2003-DDIII dated February 26, 2013 of Government of India, Ministry of Social Justice and Empowerment, Department of Disability Affairs, New Delhi and clarification issued by Government of India, Ministry of Financial, Deptt. of Financial Services vide letter No. F.No.3/2/2013-Welfare dated 26.04.2013.
- vi. Same scribe should not be used by more than one candidate.
- vii. For generalists examinations the scribe may be from any academic stream. However for Specialist Officers' posts the scribe should be from an academic stream different from that prescribed for the post.

5. GUIDELINES FOR APPLICANTS WITH LOCOMOTOR DISABILITY AND CEREBRAL PALSY:

If any applicant has locomotor disability and cerebral palsy, where dominant (Writing) extremity is effected to the extent of slowing the performance of function (Minimum of 40% impairment), he / she may be given compensatory time of 20 minutes for every hour of examination. However, no scribe shall be permitted to such applicants.

6. GUIDELINES FOR VISUALLY IMPAIRED APPLICANTS:

Visually Impaired applicants (who suffer from not less than 40% of disability) may opt to view the contents of the test in magnified font. This facility will not be available to visually impaired applicants, who use the services of a scribe for the examination. Compensatory time of 20 minutes for every one hour of the examination will be available to visually impaired using magnified font.

7. LIST OF DOCUMENTS TO BE PRODUCED AT THE TIME OF INTERVIEW (AS APPLICABLE)

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 failing which the candidate may not be permitted to appear for the interview. Non submission of requisite documents by the candidate at the time of interview will debar his/ her candidature from further participation in the recruitment process.

- i. Printout of the valid Interview Call Letter
- ii. Valid system generated printout of the online application form registered
- iii. Proof of Date of Birth (Birth Certificate or SSLC/ Std. X Certificate with DOB)
- iv. Photo Identify Proof such as Passport/ Aadhaar/ e-Aadhaar Card/ PAN Card/ Driving Licence/ Voter's Card
- v. Mark sheets & certificates for educational qualifications. Proper document from Board / University for having declared the result on or before 01.09.2016 has to be submitted.
- vi. Work Experience: If declared in the resume, documentary proofs such as Experience Certificates from past and current employers, Appointment letters, Relieving Letters, Pay or Salary Slips should be produced by the candidates in order to verify the date of joining and relieving, designation at the time of joining, date of promotion with designation, if any. Any adverse remark from the previous employer(s) or any act of misconduct/ wrong committed by the candidate would be a disqualification to apply and render the candidature liable for cancellation.
- vii. Caste Certificate issued by competent authority in the prescribed format as stipulated by Government of India in case of SC / ST / OBC category candidates.
- viii. In case of candidates belonging to OBC category, 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 prior to the date of interview if called for). Caste Name mentioned in certificate should tally letter by letter with Central Government list / notification.
- ix. Candidates belonging to OBC category but coming under creamy layer and/ or if their caste does not find place in the Central List are not entitled to OBC reservation. They should indicate their category as General in the online application form.
- x. Disability certificate in prescribed format issued by the District Medical Board in case of Persons With Disability category. If the candidate has used the services of a Scribe at the time of the examination, the duly filled in details of the scribe in the prescribed format
- xi. An Ex-serviceman candidate has to produce a copy of the discharge Certificate / pension payment order and documentary proof of rank last / presently held (substantive as well as acting) at the time of interview. Those who are still in defence service should submit a certificate from a competent authority that they will be relieved from defence services, on or before 31.3.2017.
- xii. 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.
- xiii. Persons eligible for age relaxation under "Persons ordinarily domiciled in the State of Jammu & Kashmir during the period 1-1-80 to 31-12-89" must produce the domicile certificate at the time of interview/ at any stage of the subsequent process from the District Jurisdiction where he / she had ordinarily resided or any other authority designated in this regard by the Government of Jammu & Kashmir to the effect that the candidate had ordinarily domiciled in the State of J&K during the period from 01.01.1980 to 31.12.1989.

xiv. Persons eligible for age relaxation under "Persons affected by 1984 riots" must produce a certificate from the District Magistrate to the effect that they are eligible for relief in terms of the Rehabilitation Package for 1984 Riot Affected Persons sanctioned by the Government and communicated vide Ministry of Finance, Dept. of Financial Services communication No.F.No.9/21/2006-IR dated 27.07.2007.

xv. Any other relevant documents in support of eligibility

xvi. Candidates will not be allowed to appear for the interview if he/ she fails to produce the relevant eligibility documents as mentioned above.

8. PROOF OF IDENTITY TO BE SUBMITTED AT THE TIME OF EXAMINATION

In the event of conduct of an examination, the candidates must bring one photo identity proof such as Passport/ Aadhaar/ e-Aadhaar Card/ PAN Card/ Driving Licence/ Voter's Card/ Bank Passbook with duly attested Photograph/Identity Card issued by School or College/ Gazetted Officer in the official letterhead in original as well as a self-attested photocopy thereof. The photocopy of identity proof should be submitted along with call letter to the invigilators in the examination hall, failing which or if identity of candidates is in doubt, the candidate will not be permitted to appear for the test.

Ration Card will not be accepted as a valid id proof for this process

9. BIOMETRIC VERIFICATION

IPPB, at various stages, may capture thumb impression of the candidates in digital format for biometric verification of genuineness of the candidates. Candidate will ensure that this correct thumb impression is captured at various stages and any inconsistency will lead to rejection of the candidature. In case of any candidate found to be not genuine, apart from taking legal actions against him/her, his/her candidature will be cancelled. As such, they are advised not to apply any external matter like mehendi, ink, chemical etc. on their hands.

10. GENERAL ELIGIBILITY

Medical Fitness, Character and caste (wherever applicable) verification of selected candidates: The appointment of selected candidates will be subject to their being declared medically Fit by a Doctor or a panel of Doctors approved by IPPB and upon satisfactory verification of their character, antecedents and caste certificates (wherever applicable). Till such time, their appointment will be provisional.

11. GENERAL INSTRUCTIONS

- i. Candidates are advised to take a printout of their system generated online application form after submitting the application.
- ii. Candidates should satisfy themselves about their eligibility for the post applied for. IPPB would admit to test all the candidates applying for the posts with the requisite fee on the basis of the information furnished in the online application and shall determine their eligibility only at the time of interview.
- iii. Candidates are advised in their own interest to apply online much 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.
- iv. IPPB 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 IPPB.
- v. Not more than one application should be submitted by a candidate. In case of multiple applications, only the last valid (completed) application will be retained and the application fee / intimation charges paid for the other registrations will

stand forfeited. Multiple attendance/ appearance by a candidate in examination and / or interview will be summarily rejected/ candidature cancelled.

- vi. The possibility for occurrence of some problems in the administration of the examination cannot be ruled out completely, which may impact test delivery and/ or result from being generated. In that event, every effort will be made to rectify such problems, which may include the conduct of another examination if, considered necessary.
- vii. Candidates serving in Govt./Quasi Govt. offices, Public Sector undertakings including Nationalised Banks and Financial Institutions are advised to submit 'No Objection Certificate' from their employer at the time of interview, failing which their candidature may not be considered and travelling expenses, if any, otherwise admissible, will not be paid.
- viii. In case of selection, candidates will be required to produce proper discharge certificate from the employer at the time of taking up the appointment.
- ix. Candidates are advised to keep their e-mail ID alive for receiving advices, viz. call letters/ interview advices etc.
- x. Appointment of selected candidates is subject to his /her being declared medically fit as per the requirement of IPPB.
- xi. 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 New Delhi and courts/tribunals/forums at New Delhi only shall have sole and exclusive jurisdiction to try any cause/dispute.
- xii. Candidates called for interview will be paid Airfare (Economy Class)/ I-AC railway fare on production of actual bills.

12. ANNOUNCEMENTS

All further announcements/ details pertaining to this process will only be published/ provided on IPPB authorised website <http://www.indiapost.gov.in/> from time to time.

13. DISCLAIMER

In case it is detected at any stage of recruitment 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 stand cancelled. If any of these shortcomings is / are detected even after appointment, his /her services are liable to be terminated. Decisions of IPPB in all matters regarding eligibility, conduct of written examination, other tests and selection would be final and binding on all candidates. No representation or correspondence will be entertained by IPPB in this regard.

Sd/-
Director - IPPB
Speed Post Centre, Market Road
Bhai Veer Singh Marg,
New Delhi - 110 001

ANNEXURE I: GUIDELINES FOR SCANNING AND UPLOAD OF PHOTOGRAPH (4.5 CM X 3.5 CM) & SIGNATURE

Before applying online, a candidate will be required to have a scanned (digital) image of his/her photograph and signature as per the specifications given below.

Photograph Image:

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

Signature Image:

- 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. If the Applicant's signature on the answer script at the time of the Online Test does not match the signature on the Call Letter, the applicant will be disqualified.
- v. Dimensions 140 x 60 pixels (preferred).
- vi. Size of file should be between 10kb – 20kb.
- vii. Ensure that the size of the scanned image is not more than 20kb.
- viii. Signature in CAPITAL LETTERS shall NOT be accepted.

Scanning the photograph & signature:

- i. Set the scanner resolution to a minimum of 200 dpi (dots per inch).
- ii. Set Color to True Color.
- iii. File Size as specified above.
- iv. 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).
- v. 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.
- vi. Candidates using MS Windows/MsOffice can easily obtain photo and signature in

- vii. .jpeg format not exceeding 50kb & 20kb respectively by using MSPaint 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 and size can be reduced below 50kb (photograph) & 20 kb (signature) by using crop and then resize option (please see above for the pixel size) in the 'Image' menu. Similar options are available in other photo editor also.
- viii. If the file size and format are not as prescribed, an error message will be displayed.
- ix. While filling in the Online Application Form the candidate will be provided with a link to upload his/her photograph and signature.

Procedure for Uploading the Photograph and Signature:

- i. There will be two separate links for uploading Photograph and Signature.
- ii. Click on the respective link "Upload Photograph / Signature".
- iii. Browse and Select the location where the Scanned Photograph / Signature file has been saved.
- iv. Select the file by clicking on it.
- v. Click the 'Open/Upload' button.
- vi. Your Online Application will not be registered unless you upload your photograph and signature as specified.

Notes:

- i. In case the face in the photograph or signature is unclear, the candidate's application may be rejected. 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.
- ii. After registering online, the candidate is advised to take a printout of their system generated online application form.

India Post

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