

## RECRUITMENT OF CHIEF RISK OFFICER & RISK OFFICERS

POST CODE: CHIEF RISK OFFICER & RISK OFFICERS - August 2019

Position: **DGM & Managerial Cadre**

Location: **Corporate Office, Chennai**

### Profile:

For DGM (Chief Risk Officer): To focus on creating, designing and implementing a risk function that supports the strategic goals of the company.

For Managers (Risk Officers): To assist the CRO on creating, designing and implementing a risk function that supports the strategic goals of the company.

### Eligibility:

#### For Deputy General Manager:

1. Age not exceeding 50 years as on 01-08-2019 (relaxation generally upto 5 years of age can be considered based on commensurate, relevant prior experience)
2. Minimum 10 years experience (for age not exceeding 50 years) in BFSI sector including at least 2 years as a Senior Level Executive (AGM and above for Public sector / Private Banks or Vice President and above level in Private sector companies) having adequate exposure in Banking /Financial sector with operational experience in credit and expertise in Risk Management, Risk Profiling, Risk Appetite, Quantitative Models etc

#### Qualification & Other Eligibility Criteria:

1. Bachelor and/ or PG degree in any of the following subjects:
  - CA/ ICWA/MBA
  - Finance or Economics
  - Statistics
  - Engineering
  - Law

FRM or any other recognised qualification in Risk as well as prior experience / exposure in Risk management will be preferred.

2. Should have handles risk for both secured and unsecured products.
3. Digital exposure should be preferred. Should have looked at scale and complexities.
4. Fluency in English is must.

5. Extensive operation knowledge of Microsoft word/excel and data analytics.
6. Candidates (internal-applying for lateral entry / external) having pending disciplinary action against them at the time of applying for the position or having been punished under disciplinary proceedings in last 5 years will not be considered eligible. All appointments are subject to satisfactory reference / background verification

### Job Description (CRO):

- CRO will assist the MD & CEO and will be directly responsible for Credit Risk, Operational Risk, Market Risk and Liquidity Risk.
- CRO will organize and conduct ALCO and other Risk Committees in the areas relating to Credit, Market & Liquidity and Operational.
- Preparation and submission of focus reports and such other reports deemed necessary on loan portfolio and third party relationship risks for the information of top management and Board.
- Provide necessary vision to support the Company's risk framework through evolving policies, systems and procedures, processes, controls to augment operational efficiency and financial strength. To device frameworks, policies and practices to manage market risks, operational risks and enterprise risk for the company.
- To make periodical review and analysis of portfolio trends to ascertain whether any deterioration in portfolio quality and to suggest immediate corrective measures.
- Monitoring and control of credit portfolio to ensure that all credit exposures are properly appraised, approved, reported and reviewed.
- Will be Instrumental to have a well-defined risk appetite, policies and exposure limits for the business.
- To actively work with the Senior Management and stake holders in order to have enhanced risk awareness and culture.
- To focus on the identification and mitigation of various business risks to ensure uninterrupted flow of credit.
- To take up the task of building the risk quantification models.

### Other Areas:

- Good communication and presentation skills – verbal and written
- Good knowledge and grasp of HFC practices, financial markets, regulatory environment and products at a higher level and awareness of the country regulatory framework.
- Strong analytical and dispute resolution skills. Independent decision making, team handling and leadership skills.
- Must have high ethical standards, credibility and a commitment to best practices.

## Pay & Perquisites:

### DGM (Chief Risk Officer)

CTC starting from Rs. 12-15 lakhs per annum (fixed + variable, depending on fitment based on experience, performance in the selection process). Experienced candidate would be compensated suitably as per market norms and Management discretion. Leased accommodation and official vehicle wherever necessary will be provided at the Company's discretion. Probation period: 1 year.

## Eligibility:

### For Managerial Cadre:

1. Age not exceeding 28 years as on 01-08-2019 (relaxation generally upto 40 years of age can be considered based on commensurate, relevant prior experience for deserving cases based on Management discretion).
2. Minimum 3 years experience (for age not exceeding 28 years) in Banking /Financial sector with operational experience in Credit, Core Banking solutions, Alternate Delivery Channels, Data Centre Management, Data Ware Housing, Big Data Analytics and expertise in Risk Management, Risk Profiling, Risk Appetite, Quantitative Models etc. For further age relaxation, commensurate additional experience would be required.

### Qualification & Other Eligibility Criteria:

1. Bachelor and/ or PG degree in any of the following subjects:
  - CA/ ICWA/MBA
  - Finance or Economics
  - Statistics
  - Engineering
  - Law

FRM or any other recognised qualification in Risk as well as prior experience / exposure in Risk management will be preferred.

2. Fluency in English is must.
3. Extensive operation knowledge of Microsoft word/excel and data analytics.
4. Candidates (internal-applying for lateral entry / external) having pending disciplinary action against them at the time of applying for the position or having been punished under disciplinary proceedings in last 5 years will not be considered eligible. All appointments are subject to satisfactory reference / background verification

## Job Description (Risk Officers):

- Assisting the CRO in designing and implementing the overall risk management process for the organisation, which includes an analysis of the financial impact on the company when risks occur
- Risk assessment: Analyzing existing risks and identifying possible risks for the company at micro and macro level including credit risk, market risk, operational risk and other risks.
- Quantification of risks by using various models.
- Risk evaluation: Evaluating the company's historical experience of risk handling, and comparing the impact of potential risks in terms of costs and legal requirements
- Determining the Risk Appetite of the Company
- Preparing risk management and requisite risk coverage budgets
- Risk reporting to various levels- Board of directors about the most significant risks to the business; Different Business Heads about risks that might affect their departments; Individual employees about their own accountability for individual risks
- Explaining the external risk posed by corporate governance to stakeholders
- Creating business continuity plans to limit risks
- Conducting policy and compliance audits, which will include liaising with internal and external auditors
- Exploring risk coverage through insurance and other means at various level activities
- Reviewing any new major external or internal policy changes
- Building risk awareness amongst staff by providing support and training within the company
- Any other aspect related to risk.

## Other Areas:

- Analytical skills and an eye for detail
- Business Environment awareness and In depth knowledge of core business of the Company
- Numerical skills including usage of various models
- Planning and organisational skills
- Ability to understand broader business issues
- Communication and presentation skills

## Pay & Perquisites:

### Managerial Cadre (Risk Officers)

CTC starting from Rs. 7.00 lakhs per annum (fixed + variable). However, experienced candidate would be compensated suitably as per market standards and discretion of the Management. Probation period: 1 year.

## How to Apply:

Eligible candidates are requested to apply only as per the enclosed bio-data format (along with NOC if applicable). Applications shall be sent only by post/ courier. Applications sent in any other format/ sent by any other mode will not be considered.

Applications in a sealed envelope super-scribing the "Application for the post of DGM (CRO) - Corporate Office - August 2019" & "Application for the post of Manager/Senior Manager /Chief Manager - Corporate Office - August 2019" shall be forwarded to the address as given below to reach the addressee on or before 5 pm on August 17, 2019:

**The General Manager (HR)**  
**Repco Home Finance Limited**  
**3rd Floor, Alexander Square**  
**New No. 2/Old No. 34 & 35**  
**Sardar Patel Road, Guindy**  
**Chennai- 600 032**

Applications received after due date and in any other format except the prescribed bio data format or through any other mode except by post/ courier will not be considered.

The shortlisting will be done as per the prescribed criteria and as per management discretion depending upon the number of applications received. The shortlisted candidates shall be called for further selection process subsequently. The date & venue & mode of the same will be communicated to the shortlisted candidates individually in due course. The Company reserves the right to accept/reject any/all applications and/ or modify any of the eligibility conditions without assigning any reason or even abandon the recruitment process. The Company also reserves the right to offer suitable cadre/emoluments to candidates as per its own discretion depending on profile, past experience and performance in the selection process etc. No further communication/ correspondence in this regard after submission of application will be entertained. Bringing external influence will lead to disqualification.

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