

RECRUITMENT OF RISK OFFICERS IN MANAGERIAL CADRE

POST CODE: RISK OFFICERS (MGR/ CM) - July 2020

Position: **Manager/ Chief Manager (Risk Officers)**

Location: Corporate Office, Chennai

Profile:

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

Eligibility:

For Managers:

1. Age not exceeding 28 years as on 01-08-2020 (relaxation generally up to 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, 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.

For Chief Managers:

1. Age not exceeding 32 years as on 01-08-2020 (relaxation generally up to 45 years of age can be considered based on commensurate, relevant prior experience for deserving cases based on Management discretion).
2. Minimum 5 years experience (for age not exceeding 32 years) in Banking /Financial sector with operational experience in Credit, Core Banking solutions, 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 (Finance/Economics/ Commerce) and/ or PG degree in any of the following subjects:
 - CA/ ICWA/MBA
 - Finance or Economics

- Statistics
- Engineering
- Law

FRM or any other recognized 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 Enterprise wide risk management process and policies for the organization, which includes Credit risk, Operational risk, Liquidity risk, Market risk, Strategic risk, Reputational risk and other risks.
- Implementation of Credit Risk Management policy in the Organization with specific focus on conducting Portfolio studies, industry studies, monitoring various prudential limits set in the policy on an ongoing basis.
- Prepare Migration and transition matrix analysis from the credit risk rated data and to place it to Top management with suggestions to improve.
- Conducting studies to understand risk characteristics of the borrowers including segmentation of retail portfolio pools and computation of PD, LGD and EAD for the retail pools.
- Implementation of Operational risk management policies with detailed frameworks for Risk & Control Self-Assessment, Loss data analysis, Key risk indicators.
- Implementation of policy and process framework for new product/process change management and Outsourcing of financial activities including assessment of vendor risks at periodic intervals.
- Conduct various thematic studies and internal control reviews on Company's products & processes and recommending mitigation plans to the business units and ensuring successful implementation to avert frauds and process gaps in the system.

- Able to identify and assess risks in the existing systems and processes adopted by the Company and to suggest adequate mitigation and controls.
- Preparation of Structural liquidity, Interest rate sensitivity and Dynamic Liquidity statements regularly and to appraise the Asset & Liability Management Committee at frequent intervals.
- Assess the liquidity profile of the Company by adoption of various techniques and triggers, to appraise the Top Management on maintenance of sufficient liquidity coverage at all times by the Company.
- Quantification of risks by using various quantitative models.
- Determining the Risk Appetite of the Organization and to monitor the same on periodic intervals.
- Collecting MIS from various channels to prepare and publish risk dash boards to help the management to understand the risk profile of the various business verticals and to take corrective action.
- Assist in conducting Risk Management Top Management level Committees viz ALCO & other Risk management Committees and Board level committees and to interact with different business verticals about the various levels of risks that exist in the Organization with proper justifications and suggestions.
- Assessing Information Technology risks and the Information Security risk.
- Putting in place effective Business Continuity Policy and Plan to cover all the businesses/ branches/units, adopting risk based approach to ensure their participation in disaster recovery and business continuity tests/drills.
- Interaction with regulators, internal and external auditors.
- Assessing the 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:

CTC starting from Rs. 7 to 8 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 on or before 12th August, 2020 through the link provided below the notification.

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 candidates 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 will be entertained. Bringing external influence will lead to disqualification.

For eligible internal candidates of Repco Group of institutions, NOC from the Competent Authority has to be obtained before applying for the above position.
