



Central Registry of Securitisation Asset Reconstruction and Security Interest of India (CERSAI) (A Govt. of India undertaking)  
4<sup>th</sup> Floor, Office Block, Tower 1, Plate A, NBCC, Kidwai Nagar East, New Delhi-110023.  
CIN : U67100DL2011NPL215270 www.cersai.org.in/CERSAI/home.prg

Adv No. 02/2024

**Contractual Recruitment Notification**

Date : 01/02/2024.

The Central Registry of Securitisation Asset Reconstruction and Security Interest of India (CERSAI) is a Government of India undertaking (CPSE) licensed under section 8 of the Companies Act 2013. The company was constituted for the purpose of operating a Security Interest Registry which encompasses security interest of movable, immovable, intangible properties and assignment of receivables attached to Banks and other financial institutions. Subsequently, the Central KYC Record Registry was also included in its ambit to cater to all entities that report to the four major financial regulators in the country namely RBI, SEBI, PFRDA and IRDA.

In order to manage the day to day working of CERSAI, and to cater to the need of complying with various regulators guidelines, CERSAI is looking for dynamic professionals to become part of its team. Recruited professionals will be Contractual employees of CERSAI having Fixed Tenure Based Appointment with posting at CERSAI Head Office at New Delhi . Applications for following posts from the eligible candidates, aspiring to take an unconventional path to contribute towards nation building, are invited as under :-

**A. The number of Posts and Details thereof :**

Sr. No.	Post	No. of Posts	Nature of Engagement	Age in Years	Selection Procedure	Place of Posting
1.	Chief Technology Officer (CTO)	01 (UR*)	Contractual	40-55	Screening of Application, Shortlisting for Interview/discussions, Interview Discussion Process	At Head Office of CERSAI, New Delhi.
2.	Chief Information Security Officer (CISO)	01 (UR*)	Contractual	40-55		
3.	Chief Law Officer (CLO)	01 (UR*)	Contractual	40-55		

\*UR : UNRESERVED

**B. Date of Submission of application starts between 17/02/2024 to 10/03/2024.**

**C. Cut-off Date for Eligibility Criteria and other Details : 01/02/2024.**

**D. The eligibility & other terms of engagement are furnished as under :-**

**1. Recruitment of Chief Technology Officer (CTO) on Contract Basis :-**

1.	Post	Chief Technology Officer (CTO) on a fixed contractual term of three years and extendable at the discretion of CERSAI subject to satisfactory annual performance and prevailing guidelines at that point of time.
2.	No. of Post	01 (Unreserved)
3.	Qualification	Master's or Bachelor's Degree in Engineering/Technology disciplines namely Computer Science /Information Technology/Electronics & Telecommunication/Electrical or Master's in Computer Application (MCA) from a

		university/Institute recognised by Govt. of India or its regulatory bodies.
4.	Experience	The Candidate must have an overall experience of at least 15 years in IT related areas/projects involving ERP / DC / DR Management (of which) 3 years should be at senior management level i.e. Scale V in Banking Sector or E-4 in CPSEs or equivalent scale in reputed private organization managing or implementing large IT projects. Experience in Banking/Financial Sector will be preferred.
5.	Skill & Competencies	<ul style="list-style-type: none"> <li>• Experience in large scale infrastructure and transaction platforms and web applications</li> <li>• A hands on leader with a passion for innovating on technologies, building effective teams and a focus on delivering competitively superior technology solutions to the business while growing people in the organization and creating high performance teams and accounting principles</li> <li>• Experience in core technologies, concepts, architecture, development and sustenance of all the foundational software technologies that support the infrastructure and applications.</li> <li>• Stakeholder management capability, experience of managing the Board; diverse customer community.</li> <li>• Any other assignment as may be assigned by CERSAI from time to time.</li> </ul>
6.	Compensation/ Remuneration	Performance Linked Compensation of Min. Rs. 60 Lakh Per Annum & further negotiable during the interview process (Of Which 75% will be fixed pay and 25% will be variable & will be paid on monthly basis i.e. Yearly compensation/12 p.m). Variable Pay will be linked to the performance rating which will be done on quarterly basis by the designated committee.
7.	Age	Minimum 40 Years and Maximum 55 Years as on last date of application.
8.	Duration of Contract	<ol style="list-style-type: none"> <li>1. The candidate shall be appointed on a fixed contractual term of three years initially and extendable at the discretion of CERSAI subject to satisfactory annual performance and prevailing guidelines at that point of time.</li> <li>2. CERSAI will be entitled to terminate the contract at any time without assigning any reason whatsoever, by giving 3 month's notice or on payment of fixed Component Compensation equivalent to three Month's fixed component of the compensation in lieu of such notice.</li> <li>3. In case the appointee desires to terminate the contract before the expiry of the contractual period of three years, he/she will have to give three month's notice or make payment of three month's fixed component of the compensation in lieu of such notice.</li> </ol>

9.	Leaves	12 days Casual Leave and 15 days Earned Leave in a calendar year with approval of the competent authority.
10.	Outstation Official duties	Travelling Expenses/ Halting Allowance and eligibility for stay in Hotel while on official duty outside the Headquarter will be applicable to executives in E-6 Scale.
11.	Reporting Authority	The selected candidates will directly report to MD and CEO.
12.	Place of Posting	Place of Posting of candidate will ordinarily be at Head Office of CERSAI at New Delhi. However, CERSAI reserves the right to post the selected candidate as per its requirement.
13.	Working Hours	Working Hours will be same as applicable to regular/deputed employees of CERSAI.
14.	Terms and Conditions	<ol style="list-style-type: none"> <li>1. The terms and conditions of engagement are whole and simple governed by the provisions of the contract and the engagement shall not be construed as employment in CERSAI and the provisions of PF/Gratuity/Pension etc. shall not apply in this case.</li> <li>2. No other allowance/ payment / benefit/ facility from the CERSAI other than what has been specifically mentioned above, shall be payable.</li> </ol>
15.	Job Profile	<ul style="list-style-type: none"> <li>• Overall responsibility of developing, procuring, implementation, performance monitoring of innovative products/Services pertaining to Information Technology based on organizational needs and market trends.</li> <li>• To define the Technology strategy, vision and build the technology competency. It involves decision making, team selection, technology stack selection, partner selection, implementation and operations etc.</li> <li>• Also, will be responsible to lead the digital technology implementation and projects.</li> <li>• The CTO candidate should ideally have experience of similar scale in banking/financial sectors/CPSEs/Reputed Pvt Organisation.</li> <li>• Should have overall experience in handling system administration, network management, Database administration, project management etc.</li> <li>• Build a robust technology organization for CERSAI by defining its technology strategy and designing technology architecture. • The strategy should focus on delivering next generation solutions and processing platform, simplify automated business processes on time with high quality</li> <li>• Will design the entire tech governance framework for the CERSAI</li> <li>• Set up and run Data Analytics platform, and actively contribute to business.</li> <li>• Maintain technology vendor relationship and compliance with service level agreements/ contractual commitments.</li> </ul>

		<ul style="list-style-type: none"> <li>• Mentor operations and project team to achieve budgeted results through service excellence and adoption of best practices.</li> <li>• Be an Industry thought leader who will articulate the vision in ways that will be highly valued by senior executives and the technology community.</li> </ul>
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## 2. Recruitment of Chief Information Security Officer (CISO) on Contract Basis :-

1.	Post	Chief Information Security Officer (CISO) on a fixed contractual term of three years and extendable at the discretion of CERSAI subject to satisfactory annual performance and prevailing guidelines at that point of time.
2.	No. of Post	01 (Unreserved)
3.	Qualification	<p>Master's or Bachelor's Degree in Engineering /Technology disciplines namely Computer Science /Information Technology/Electronics &amp; Telecommunication/Electrical or Master's in Computer Application (MCA) from a university/Institute recognised by Govt. of India or its regulatory bodies.</p> <p style="text-align: center;">&amp;</p> <p>Any one of the following certificates :</p> <p>1.Certified Information System Security Professional (CISSP)  2.Certified Information Security Manager (CISM)  3.Certified Chief Information Security Officer(CCISO)  4.Certified information system auditor(CISA)</p>
4.	Experience	The candidate should have an overall experience of at least 15 years in the area of IT/Information Security (of which) 3 years should be in the area of managing or implementing Information Security / Cyber Security projects / activities and in a scale equivalent to scale V of PSBs or E-4 of CPSEs or equivalent scale in private institutions of repute.
5.	Skill & Competencies	The CISO shall have good understanding of industry and related risk associated with IT implementation and mitigants of such risks.
6.	Compensation/ Remuneration	Performance Linked Compensation of Min. Rs. 45 Lakh Per Annum & further negotiable during the interview process (Of Which 75% will be fixed pay and 25% will be variable & will be paid on monthly basis i.e. Yearly compensation/12 p.m). Variable Pay will be linked to the performance rating which will be done on quarterly basis by the designated committee.
7.	Age	Minimum 40 Years and Maximum 55 Years as on last date of application.
8.	Duration of Contract	<ol style="list-style-type: none"> <li>1. The candidate shall be appointed on a fixed contractual term of three years initially and extendable at the discretion of CERSAI subject to satisfactory annual performance and prevailing guidelines at that point of time.</li> <li>2. CERSAI will be entitled to terminate the contract at any time without assigning any reason</li> </ol>

		<p>whatsoever, by giving 3 month's notice or on payment of fixed Component Compensation equivalent to three Month's fixed component of the compensation in lieu of such notice.</p> <p>3. In case the appointee desires to terminate the contract before the expiry of the contractual period of three years, he/she will have to give three month's notice or make payment of three month's fixed component of the compensation in lieu of such notice.</p>
9.	Leaves	12 days Casual Leave and 15 days Earned Leave in a calendar year with approval of the competent authority.
10.	Outstation Official duties	Travelling Expenses/ Halting Allowance and eligibility for stay in Hotel while on official duty outside the Headquarter will be applicable to executives in E-6 Scale.
11.	Reporting Authority	The selected candidates will directly report to MD and CEO.
12.	Place of Posting	Place of Posting of candidate will ordinarily be at Head Office of CERSAI at New Delhi. However, CERSAI reserves the right to post the selected candidate as per its requirement.
13.	Working Hours	Working Hours will be same as applicable to regular/deputed employees of CERSAI.
14.	Terms and Conditions	<ol style="list-style-type: none"> <li>1. The terms and conditions of engagement are whole and simple governed by the provisions of the contract and the engagement shall not be construed as employment in CERSAI and the provisions of PF/Gratuity/Pension etc. shall not apply in this case.</li> <li>2. No other allowance/ payment / benefit/ facility from the CERSAI other than what has been specifically mentioned above, shall be payable.</li> </ol>
15.	Job Profile	<p>The roles/profiles of the CISO shall be as under:</p> <ul style="list-style-type: none"> <li>• Overall responsibility to protect CERSAI from all sorts of information security and cyber security threats.</li> <li>• Maintain and update the threat landscape for the organisation on a regular basis including staying up to date about the latest security threat environment and related technology developments.</li> <li>• Ensure review of the Information Security Policy (ISP) and Cyber Security Framework (CSF) of CERSAI to check for the adequacy and effectiveness of the Information Security Management System (ISMS) programme and in compliance with applicable guidelines.</li> <li>• Developing and implementing a security architecture for the organisation by leveraging technology and understanding of threat landscape.</li> <li>• Establishing and reviewing the Information Risk Assessment methodology and selection of appropriate controls for risk mitigation by</li> </ul>

		<p>leveraging technology and an understanding of the threat landscape in the organisation.</p> <ul style="list-style-type: none"> <li>• Interacting with regulatory bodies and external agencies that could be of help to maintain information security for the organization, e.g. RBI, CERT-In, IDRBT, NCIIPC etc.</li> <li>• Ensure defined principles of secure software development process is followed for all software applications and the same is reflected in contracts, if software development is outsourced;</li> <li>• Periodic assessment / audits of third party service providers to assess risks</li> <li>• Issuing and periodic review of device hardening guidelines, patch management guidelines, anti-virus / malware guidelines, User Access Management guidelines, privilege access management guidelines, end point management guidelines, connectivity guidelines for Trading partners and external agencies, controls on mobile devices and wireless technology</li> <li>• Ensuring timely submission of all necessary returns pertaining to Information Security and Cyber Security to the Regulators.</li> <li>• Planning and executing periodic disaster recovery drills/simulation exercises in order to establish the adequacy of the Business Continuity Plan.</li> <li>• Conducting periodic Cyber Security Awareness Programmes for Top Management, other officers and stakeholders.</li> <li>• Update Board, Board Level Committees, Other Committees and top management about information security risk assessment and risk management processes adopted in CERSAI</li> </ul>
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**1. Recruitment of Chief Law Officer (CLO) on Contract Basis :-**

1.	Post	Chief Law Officer (CLO) on a fixed contractual term of three years and extendable at the discretion of CERSAI subject to satisfactory annual performance and prevailing guidelines at that point of time.
2.	No. of Post	01 (Unreserved)
3.	Qualification	Master's/Bachelor's Degree in Law from a university/Institute recognised by Govt. of India or its regulatory bodies.
4.	Experience	The candidate should have an overall experience of at least 15 years of working in Law Department of a PSB/PSUs/CPSE/Private Institution of Repute/Practicing as an advocate with the District Court/High Court or above.
5.	Skill & Competencies	The CLO should have in depth knowledge of SARFAESI ACT, PMLA Rules and Tax Litigation matters.
6.	Compensation/ Remuneration	Performance Linked Compensation of Rs. 4 Lakh Per Month ie. Rs. 48 Lakhs Per Annum (Of Which 75% will

		be fixed pay and 25% will be variable & will be paid on monthly basis i.e. Yearly compensation/12 p.m). Variable Pay will be linked to the performance rating which will be done on quarterly basis by the designated committee.
7.	Age	Minimum 40 Years and Maximum 55 Years as on last date of application.
8.	Duration of Contract	<ol style="list-style-type: none"> <li>1. The candidate shall be appointed on a fixed contractual term of three years initially and extendable at the discretion of CERSAI subject to satisfactory annual performance and prevailing guidelines at that point of time.</li> <li>2. CERSAI will be entitled to terminate the contract at any time without assigning any reason whatsoever, by giving 3 month's notice or on payment of fixed Component Compensation equivalent to three Month's fixed component of the compensation in lieu of such notice.</li> <li>3. In case the appointee desires to terminate the contract before the expiry of the contractual period of three years, he/she will have to give three month's notice or make payment of three month's fixed component of the compensation in lieu of such notice.</li> </ol>
9.	Leaves	12 days Casual Leave and 15 days Earned Leave in a calendar year with approval of the competent authority.
10.	Outstation Official duties	Travelling Expenses/ Halting Allowance and eligibility for stay in Hotel while on official duty outside the Headquarter will be applicable to executives in E-6 Scale.
11.	Reporting Authority	The selected candidates will directly report to MD and CEO.
12.	Place of Posting	Place of Posting of candidate will ordinarily be at Head Office of CERSAI at New Delhi. However, CERSAI reserves the right to post the selected candidate as per its requirement.
13.	Working Hours	Working Hours will be same as applicable to regular/deputed employees of CERSAI.
14.	Terms and Conditions	<ol style="list-style-type: none"> <li>1. The terms and conditions of engagement are whole and simple governed by the provisions of the contract and the engagement shall not be construed as employment in CERSAI and the provisions of PF/Gratuity/Pension etc. shall not apply in this case.</li> <li>2. No other allowance/ payment / benefit/ facility from the CERSAI other than what has been specifically mentioned above, shall be payable.</li> </ol>
15.	Job Profile	<p>The roles/profiles of the CLO shall be as under:</p> <ul style="list-style-type: none"> <li>• To entertain and monitor all legal issues raised by any entity against CERSAI in any court of the country.</li> <li>• To advise the company and its directors regarding impact of any legal matter raised by the Reporting Entities, Regulators, DFS and other stakeholders.</li> </ul>

		<ul style="list-style-type: none"> <li>• To respond all queries of all the stakeholders requiring reply quoting the prevailing law in the matter concern.</li> <li>• Close co-ordination with advocates/Tax Consultants looking after the litigations for/against CERSAI.</li> <li>• Any other specific job allotted by CERSAI as per time and demand.</li> </ul>
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**E. Selection Process:**

1. Selection will be through personal interview/discussion. A preliminary screening of applications may be carried out by CERSAI to shortlist eligible candidates with reference to candidate's qualifications, suitability/experience etc. While shortlisting the candidates, CERSAI may consider additional qualifications, greater experience and level of responsibilities handled.
2. Final Selection will be on the basis of marks secured by the candidate in personal interview/discussion. CERSAI may change the mode of selection depending upon the number of candidates.
3. Thus, merely fulfilling minimum qualifications and experience criteria would not automatically entitle a candidate for the interview. CERSAI reserves the right to change the modalities/ criteria of selection/recruitment process etc.
4. Mere eligibility/ admission to interview does not imply that the company is satisfied beyond doubt about the candidate's eligibility and shall not vest any right in a candidate for selection. The Bank would be free to reject the candidature of any candidate at any stage of recruitment process, if he/she is found to be ineligible and /or furnished incorrect or false information/ certificates/ documents or has suppressed any material facts and the fees paid by the ineligible candidates shall be forfeited. If appointed, such a candidate may be summarily removed/terminated from the services of the company.

**F. Nationality/Citizenship:**

A candidate must be either (i) a Citizen of India or (ii) a subject of Nepal or (iii) subject of Bhutan or (iv) a Tibetan Refugee who came over to India before Jan. 1962 with the intention of permanently settling in India or (v) a person of India Origin who has migrated from Pakistan, Burma, Srilanka, 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 of a candidates belong to categories (ii), (iii), (iv) & (v) above shall be a person in whose favour certificate of eligibility has been issued by the Govt. of India. A candidate in whose case a certificate of eligibility is necessary may be admitted to examination/ discussions/interview conducted by CERSAI, but on final selection, the offer of appointment will be given only after the necessary eligibility certificate issued to him/her by Govt of India is submitted to the company.

**G. Application Fee :**

Application Fee of Rs. 1500 plus GST @ 18% i.e. Rs. 1770/- will be payable by all candidates through online mode available on the online application portal.

**H. Procedure for Application :**

**Instructions and link for online application will be made available in notification section of our website [www.cersai.org.in/CERSAI/home.prg](http://www.cersai.org.in/CERSAI/home.prg) separately on or before 17/02/2024.**

**I. General Information :**

1. Before applying, candidates are requested to ensure that they fulfill the eligibility criteria for the post as on the last date of application. Candidates are advised to check CERSAI's website regularly for details and updates. No separate intimation/ advertisement etc. will be issued in case of any change/update. The above number of vacancies are provisional and



may vary according to actual requirement of the company subject to availability of suitable candidates.

2. The Cut Off date for eligibility criteria and other details will be **01.02.2024**.
3. The terms and conditions of contract are whole and simply governed by the provisions of the contract and the engagement shall not be construed as an employment in CERSAI and the provisions of PF, Gratuity, Pension etc. shall not apply in this case. Engagement on contract is for a specific period as stated above, and as such should not be construed as an offer of employment or a regular employment in CERSAI. Unless the company extends the contract for further period, on completion of the contract period of three years, his/her engagement shall automatically come to an end. There will not be a need for issuance of communication by CERSAI for termination of the contract after the above said period.
4. The date of passing eligibility examination will be the date of appearing on the mark sheet or provisional certificate issued by the University/Institute. In case the result of a particular examination is posted on the website of the University/Institute, a certificate issued by the appropriate authority of the University/Institute indicating the date on which result was posted on the website will be taken as the date of passing.
5. Candidates should indicate the percentage obtained in Graduation calculated to the nearest two decimals in the application. Where CGPA/OGPA is awarded, the same should be converted into percentage and indicated in the application. If called for interview, the candidate will have to produce a certificate issued by the appropriate authority inter alia stating the norms of the university regarding conversion of grade into percentage and the percentage of marks scored by the candidate in terms of these norms.
6. If any false information furnished by the candidate is detected at any stage of recruitment process, he/she will be disqualified from the selection process. If the candidate knowingly or willfully furnishes incorrect or false particulars or suppresses material information, he/she will be disqualified and if appointed, shall be liable for cancellation of contract without any notice or assigning any reason whatsoever.
7. The decision of CERSAI in all matters relating to recruitment shall be final and binding on all candidates, no individual correspondence will be entertained. The company is not responsible for any technical or other reasons or delay.
8. CERSAI reserves the right to cancel the Recruitment at any stage through this advertisement fully or partly on any grounds and such decision of the company will not be notified or intimated to the candidates.
9. CERSAI reserves the right to change/modify the selection procedure/ hold supplementary process, if necessary. The changes, if any shall be intimated to the candidates through CERSAI's Website/ registered e-mail in advance.
10. When called for Discussions and/or Interview, Candidates have to bring submit original, candidates have to bring/ submit original documents for verification. Candidates will not be allowed to participate in discussion and/ or interview without production of the original documents.
11. The candidate called for Discussion/Interview will be informed through Website of CERSAI/ registered e-mail/ SMS as per information provided by them in the application. Though CERSAI puts maximum efforts to send the communication by e-mail/SMS, if any candidate does not receive the same due to technical or any other reasons, CERSAI shall not be responsible for non-receipt of communication by the candidate. The candidates are advised to visit the website of CERSAI ([www.cersai.org.in/CERSAI/home.prg](http://www.cersai.org.in/CERSAI/home.prg)) frequently for updates.
12. CERSAI does not assume any responsibility for the candidates not being able to submit their applications within the last date on account of aforesaid reason or for any other reason beyond the control of the company.
13. 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/interview will result in rejection/cancellation of candidature.

14. Candidates serving in Govt/PSU/Any other organizations are advised to submit NOC 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.
15. In case of selection, candidates will be required to produce proper discharge certificate from the employer at the time of taking up the appointment.
16. Candidates are advised to keep their e-mail ID active for receiving notifications till completion of process.
17. Appointment of selected candidates is subject to his/her being declared medically fit as per the requirement of the company.
18. No Travelling allowance is payable to candidates who are called for interview.
19. The recruitment in CERSAI is done strictly as per merit in a systematic way. Canvassing in any form will disqualify the candidate.
20. 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 DELHI and Courts/Tribunals/Forums at DELHI only shall have sole and exclusive jurisdiction to try any cause/dispute.

**J. Announcements :**

All further announcements/details pertaining to this process will be published/provided only on [www.cersai.org.in/CERSAI/home.prg](http://www.cersai.org.in/CERSAI/home.prg) from time to time. No separate advertisement will be issued in this regard.

Place : New Delhi  
Date : 01.02.2024

-Sd/-  
Deputy General Manager( HR)  
CERSAI, New Delhi.