

INSTITUTE OF BANKING PERSONNEL SELECTION

Invites applications from eligible candidates for selection of personnel to the following posts in IBPS

Post code 1:	Research Associate	No. of vacancies	: 01
Post code 2:	Deputy Manager (Accounts)	No. of vacancies	: 01
Post Code 3:	Law Officer	No. of vacancies	: 01*

***(Vacancy Likely to be increased for Law Officer)**

Any eligible candidate, who aspires to join IBPS as Research Associate or Deputy Manager (Accounts) or Law Officer is required to register for the online examination. Candidates who appear and are shortlisted in the examination, will subsequently be called for further process of selection including Item Writing/Group Exercises/ Interview, etc. Prospective candidates will have to apply to IBPS after carefully reading the advertisement regarding the process of examination, interview and eligibility criteria, online registration processes, and ensure that they fulfill the stipulated criteria and follow the prescribed processes.

The tentative schedule of events is as follows:

Event	Tentative Dates
Online Registration	: 10.08.2018 to 24.08.2018
Download of Call letter for Examination	: After 28.08.2018
Online Examination (Tentative date)	: 08.09.2018 (Saturday)
Conduct of Interview/Group Exercises	: September/October 2018

A. COMPENSATION:

Post	Grade	CTC per annum (approx) (Rs.)
Research Associate	E	8,94,175/-
Deputy Manager (Accounts)	E	
Law Officer	E	

In addition, other benefits such as Contributory PF, Gratuity, LTC, domiciliary Medical Reimbursement and Insurance for hospitalization, interest subsidy on housing loan, etc. are admissible as per rules.

B. ELIGIBILITY CRITERIA

I. Candidates, intending to apply for the above post should ensure that they fulfill the minimum eligibility criteria specified by IBPS in this advertisement:

Please note that the eligibility criteria specified herein are the basic criteria for applying for the post. Candidates must necessarily produce the relevant documents in original and a photocopy in support of their identity and eligibility - pertaining to age, educational qualifications etc. as indicated in the online application form. Merely applying for the above post, appearing for and being shortlisted in Online examination and/or in the subsequent interview and/or subsequent processes does not imply that a candidate will necessarily be offered employment in IBPS. The candidates selected will be on a probationary period of one year from the date of joining. Medical fitness certificate from a civil surgeon / Doctor on empanelment with LIC of India/ PSBs and Police Verification is mandatory.

II. Age, Educational Qualifications & Post Qualification Work Experience (As on 01.08.2018):

For the post of Research Associate/ Deputy Manager (Accounts)

- **Minimum: 21 years Maximum: 30 years** - i.e. a candidate must have been born not earlier than 02.08.1988 and not later than 01.08.1997 (both dates inclusive)

For the post of Law Officer

- **Minimum: 21 years Maximum: 33 years** - i.e. a candidate must have been born not earlier than 02.08.1985 and not later than 01.08.1997 (both dates inclusive)

Post Code	Post Name	Educational Qualifications	Post Qualification Minimum Work Experience
01	Research Associate	<p>Two years Full time Post Graduate Degree in Psychology with specialization in Industrial/Organizational Psychology/Psychological measurement/ Psychometrics with minimum 55% marks from recognized University/ Institutes</p> <p style="text-align: center;">OR</p> <p>Two years Full time Post Graduate Degree in Education with specialization in Measurement & Evaluation with minimum 55% marks from recognized University/ Institutes</p> <p style="text-align: center;">OR</p> <p>Two years Full time Post Graduate Degree/Diploma In Management with specialization in HR with focus on Personnel Assessment/Quantitative Techniques in HRD/Psychometrics with minimum 55% marks from recognized University/ Institutes</p>	<p>Preferably One year experience in the academic Research/Test Development/Project Management</p> <p>Competency in operating computer is must.</p>
02	Deputy Manager (Accounts)	Candidate should be a Chartered Accountant	Preferably 1 years' experience in handling Finance, Accounts, Taxation, Investment & Expertise of management of funds etc.
03	Law Officer	<p>a) Candidate should hold LLB degree from an University/Institution/Board recognised by Govt. of India/approved by Govt. Regulatory Boards</p> <p>b) Minimum educational qualification should be either full time 5 year LLB degree or full time 3 year LLB degree after graduation.</p> <p>c) Certificate course in Computer operations</p>	<p>3 years of overall experience as follows:</p> <p>a)Practice at Bar OR</p> <p>b)Judicial service OR</p> <p>c)As a Law Officer in a Scheduled Commercial Bank/Central/State Government/Public Sector undertaking/Organizations conducting examinations</p> <p>The candidate must have enrolled himself in any of the Bar Council</p>

Note:

(1) All the educational qualifications mentioned should be from a University/ Institution/ Board recognized by Govt. Of India/ approved by Govt. Regulatory Bodies and the result should have been declared on or before 01.08.2018.

Proper document from Board / University for having declared the result on or before 01.08.2018 has to be submitted at the time of interview. The date of passing the eligibility examination will be the date appearing on the mark-sheet or provisional certificate issued by University/ Institute. 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 indicating the date of passing properly mentioned thereon will be reckoned for verification and further process.

(2) Candidate should indicate the percentage obtained in examinations calculated to the nearest two decimals in the online application. Where CGPA / OGPA is awarded, the same should be converted into percentage and indicated in online application. If called for interview, the candidate will have to produce a certificate issued by the appropriate authority inter alia stating that the norms of the University regarding conversion of grade into percentage and the percentage of marks scored by the candidate in terms of norms.

III . OTHER ELIGIBILITY CRITERIA:

- (i) His/ her integrity should not have been doubtful during his/her service/career.
- (ii) No punishment/penalty should have been inflicted on him/her during his/her service/career.
- (iii) Cases of CBI or other law enforcement agencies should not be pending against him/her.
- (iv) Good knowledge of operating computers is necessary, especially MS Office.

C. EXAMINATION CENTRES

(i) The examination will be conducted online in venues across many centres in India. The tentative list of Examination centres is available in Annexure I.

(ii) No request for change of centre for Examination shall be entertained.

(iii) IBPS, however, reserves the right to cancel any of the Examination Centres and/ or add some other Centres, at its discretion, depending upon the response, administrative feasibility, etc.

(iv) IBPS also reserves the right to allot the candidate to any examination centre other than the one he/she has opted for.

(v) Candidates will appear for the examinations at an Examination Centre at his/her own risk and expenses and IBPS will not be responsible for any injury or losses etc. of any nature.

(vi) Any unruly behaviour/misbehaviour in the examination hall may result in cancellation of candidature/ disqualification from future exams conducted by IBPS.

D. TEST STRUCTURE:

(1) For the post of Research Associate

Sr. No.	Name of the Test	No. of Questions	Max. Marks	Duration	Version
1.	Reasoning	50	50	45 minutes	English
2.	Quantitative Aptitude	50	50	40 minutes	
3.	English Language	50	50	35 minutes	
4.	General Awareness	50	50	20 minutes	
	Total	200	200	140 minutes	

(2) For the post of Deputy Manager –Accounts

Sr. No.	Name of the Tests	No. of Questions	Max.Marks	Duration	Version
1.	Reasoning	50	50	35 minutes	English
2.	English Language	50	25	35 minutes	
3.	Quantitative Aptitude	50	50	35 minutes	
4.	Professional Knowledge	50	75	50 minutes	
	Total	200	200	155 minutes	

(3) For the post of Law Officer

Sr. No.	Name of the Tests	No. of Questions	Max.Marks	Duration	Version
1.	Reasoning	50	25	35 minutes	English
2.	English Language	50	50	35 minutes	
3.	General Awareness	50	50	20 minutes	
4.	Professional Knowledge	50	75	50 minutes	
	Total	200	200	140 minutes	

E. CUTOFF SCORE

Cutoff scores will be decided by IBPS Authorities and candidates will be shortlisted for further process.

F. ITEM WRITING/GROUP EXERCISES/INTERVIEW etc.

Candidates who have been shortlisted in the Online examination will subsequently be called for further process of Selection which may include Item Writing/Group Exercises /Interview Etc.

G. JOB PROFILE ROLE & RESPONSIBILITIES

(1) Post Code -1 Research Associate

The job requires development of objective type aptitude & achievement tests designed to assess cognitive ability and personality domains, research in the area of Human Resource Management/Education/Psychology, and handling selection projects.

Preference will be given to candidates with experience in developing objective, aptitude and achievement tests and other selection tools and project handling. Competency in operating computer is must.

(2) Post Code 2: Deputy Manager (Accounts)

- 1) He/She will be handling the matters related to accounts, finalisation, taxation, internal audit, recovery and investment etc. of the Institute.
- 2) He/She will be responsible for preparation of financial statements.

(3) Post Code 3: Law Officer

- (i) Dealing with references on legal issues
- (ii) Preparing initial drafts of legislation administered/to be administered by the Institute
- (iii) Preparation of drafts of pleadings and comprehensive instructions/briefs to counsel in connection with litigation involving the Institute
- (iv) Replying to candidate's queries on legal, RTI and administrative matters.
- (v) Handling all Court cases from filing of the case to the final Court order and monitoring the court cases/legal matters on day to day basis with the concerned advocates.
- (vi) Preparing statistical data on legal matters and periodical submission to concerned authorities.
- (vii) Drafting of Affidavits, Counter affidavit, drafting of para-wise comments/reply
- (viii) Time to time consultation on various legal issues.
- (ix) Giving updates on various matters related to the employment criteria, reservations etc. in public sector organisations.
- (x) Responding to legal matters received from the candidates / candidate's advocates, show cause notices from the statutory authorities etc.
- (xi) Vetting of advertisements, drafting contracts, Vetting of contracts, MOUs etc., amending contracts, MOUs etc.
- (xii) Employee / labour matters
- (xiii) Vetting of Show cause notices for recovery of payment / bill etc.
- (xiv) Replying to Government reference on various legal grievances and allied matters
- (xv) Any other legal/ industrial relation matter assigned by the Institute
- (xvi) Competency in operating computer is preferred.
- (xvii) Coordinating with IBPS empanelled advocates for quick disposal of legal matters/issues.

H. HOW TO APPLY: –

Candidates can apply online only from **10.08.2018 to 24.08.2018** and no other mode of application will be accepted. A candidate can apply for only **one post** as the skill sets for the posts are different. Not more than one application should be submitted by any candidate. In case of multiple Applications only the latest valid (completed) application will be retained.

Pre-Requisites for Applying Online

Before applying online, candidates should—

- (i) scan their photograph and signature ensuring that both the photograph (4.5cm × 3.5cm) and signature adhere to the required specifications as given in Annexure II to this Advertisement.
- (ii) **Signature in CAPITAL LETTES will NOT be accepted.**
- (iii) keep the necessary details/documents ready to make the **Online Payment** of the requisite application fee/intimation charges.
- (iv) have a valid personal email ID, which should be kept active till the completion of this round of Recruitment Process. IBPS may send call letters for the Examination 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.

Application Fees/ Intimation Charges [Payable from 10.08.2018 to 24.08.2018 (only Online payment) shall be as follows

- Rs. 500/- for all categories of candidates.

Bank Transaction charges for Online Payment of application fees/ intimation charges will have to be borne by the candidate

Procedure for applying online

- (1) Candidates are first required to go to the IBPS's website www.ibps.in and click on the Home Page to open the link and then click on the option "CLICK HERE TO APPLY ONLINE" to open the On-Line Application Form.
- (2) Candidates will have click on "CLICK HERE FOR NEW REGISTRATION" to register their application by entering their basic information in the online application form. Use of special characters while filling the form will not be allowed. 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. They can reopen the saved data using Provisional registration number and password and edit the particulars, if needed.
- (3) Candidates are required to upload their photograph and signature as per the specifications given in the Guidelines for Scanning and Upload of Photograph and Signature (Annexure II).
- (4) **Candidates are advised to carefully fill in the online application themselves as no change in any of the data filled in the online application will be possible/ entertained. 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/ getting the details filled in, in the online application form properly verified and ensuring that the same are correct prior to submission as no change is possible after submission.**

Mode of Payment

Candidates have to make the payment of requisite fees/ intimation charges through ONLINE mode only:

- (i) Candidates should carefully fill in the details in the On-Line Application at the appropriate places very carefully and click on the “FINAL SUBMIT” button at the end of the On-Line Application format. Before pressing the “FINAL SUBMIT” button, candidates are advised to verify every field filled in the application. The name of the candidate or 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. In case the candidate is unable to fill in the application form in one go, he/ she can save the data already entered. Once the application is filled in completely, candidate should Final Submit the data.
- (ii) The application form is integrated with the payment gateway and the payment process can be completed by following the instructions.
- (iii) The payment can be made by using Debit Cards (RuPay/ Visa/ Master Card/ Maestro), Credit Cards, Internet Banking, IMPS, Cash Cards/ Mobile Wallets by providing information as asked on the screen.
- (iv) After Final Submit, an additional page of the application form is displayed wherein candidates may follow the instructions and fill in the requisite details.
- (v) 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.
- (vi) On successful completion of the transaction, **an e-receipt** will be generated.
- (vii) Candidates are required **to take a printout of the e-receipt** and online application form. Please note that if the same cannot be generated online transaction may not have been successful.

Note:

- o 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
- o 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.
- o To ensure the security of your data, please close the browser window once your transaction is completed.

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 the IBPS/ Banks.

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.**

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.

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 on to the IBPS website on account of heavy load on internet/website jam.

IBPS 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 the IBPS.

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 is found to be false at a later stage.

I. GENERAL INSTRUCTIONS

(1) Candidates will have to invariably produce and submit the requisite documents such as valid call letter, a photocopy of photo-identity proof bearing the same name as it appears on the online submitted application form etc. at the time of examination and further process of selection including interview.

(2) Before applying for the post, the candidate should ensure that he/she fulfils the eligibility and other norms mentioned in this advertisement. Candidates are therefore advised to carefully read this advertisement and follow all the instructions given for submitting online application.

(3) A Candidate's admission to the examination/ shortlisting for interview/ and subsequent processes is strictly provisional. The mere fact that the call letter(s) has been issued to the candidate does not imply that his/ her candidature has been finally cleared by IBPS. IBPS would be free to reject any application, at any stage of the process, cancel the candidature of the candidate in case it is detected at any stage that a candidate does not fulfill the eligibility norms and/or that he/she has furnished any incorrect/false information/certificate/documents or has suppressed any material fact(s).

If any of these shortcomings is/are detected after appointment in IBPS, his/her services are liable to be summarily terminated.

(4) Decision of IBPS in all matters regarding eligibility of the candidate, the stages at which such scrutiny of eligibility is to be undertaken, qualifications and other eligibility norms, the documents to be produced for the purpose of the conduct of Examination, interview, verification etc. and any other matter relating to this selection process will be final and binding on the candidate. No correspondence or personal enquiries shall be entertained by IBPS in this behalf.

(5) Online applications once registered will not be allowed to be withdrawn.

(6) Any resulting dispute arising out of this advertisement including the recruitment process shall be subject to the sole jurisdiction of the Courts situated at Mumbai.

(7) Canvassing in any form will be a disqualification.

(8) Any request for change of address, details mentioned in the online application form will not be entertained.

(9) A candidate should ensure that the signatures appended by him/her in all the places viz. in his/her call letter, attendance sheet etc. and in all correspondence with the IBPS in future should be identical and there should be no variation of any kind.

(10) A recent, recognizable photograph should be uploaded by the candidate in the online application form and the candidate should ensure that copies of the same are retained for use at various stages of the process. Candidates are also advised not to change their appearance till the process is completed. Failure to produce the same photograph at various stages of the process or doubt about identity at any stage could lead to disqualification.

(11) The possibility of occurrence of some problem 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 problem, which may include movement of candidates, conduct of another examination if considered necessary.

(12) IBPS shall not be responsible for any application made/ wrong information provided by an unauthorized person / institution. Candidates are advised not to share/ mention their application details with/to anyone.

(13) IBPS reserves the right to change (cancel/ modify/ add) any of the criteria, method of selection etc. Intimations will be sent by email and/ or sms only to the email ID and mobile number registered in the online application form.

IBPS shall not be responsible if the information/ intimations do not reach candidates in case of change in the mobile number, email address, technical fault or otherwise, beyond the control of IBPS and candidates are advised to keep a close watch on the authorised IBPS website www.ibps.in for latest updates.

(14) IBPS would be analyzing the responses (answers) of individual candidates with other candidates to detect patterns of similarity of right and wrong answers. If in the analytical procedure adopted by IBPS in this regard, it is inferred/ concluded that the responses have been shared and scores obtained are not genuine/ valid, IBPS reserves right to cancel the candidature of the concerned candidates.

(15) Internal candidate, if eligible, may also apply.

(16) IBPS can cancel the selection process at any point of time without giving any reason.

(17) Service Bond:

For the post of Research Associate/Deputy Manager (Accounts)/Law Officer –

At the time of joining the services of IBPS, the selected candidate is/are required to execute a Service Bond for serving for a minimum of 3 years in IBPS w.e.f. date of joining IBPS or else shall pay an amount of Rs. 2 lacs (Rupees Two lacs).

Please Note:

- **The posting of the selected candidate will be in MUMBAI Only. He/She will have to make his/her own arrangement of accommodation in MUMBAI.**

10.08.2018

Head (Administration)
IBPS, Mumbai

EXAMINATION CENTRES (Tentative List)

The examination may be held at the following centres and the address of the venue will be advised in the call letters. IBPS, however, reserves the right to cancel any of the Examination Centres and/ or add some other Centres, at its discretion, depending upon the response, administrative feasibility, etc. IBPS also reserves the right to allot the candidate to any centre other than the one he/she has opted for.

Centre code	City
01	Hyderabad
02	Guwahati
03	Patna
04	Chandigarh
05	Raipur
06	New Delhi
07	Ahmedabad
08	Jammu
09	Ranchi
10	Bengaluru
11	Thiruvananthapuram
12	Bhopal
13	Mumbai
14	Bhubaneshwar
15	Jaipur
16	Chennai
17	Lucknow
18	Kolkata

Guidelines for scanning and Upload of Photograph & 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:

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

Signature Image:

- The applicant has to sign on white paper with Black Ink pen.
- The signature must be signed only by the applicant and not by any other person.
- The signature will be used to put on the Call Letter and wherever necessary.
- If the Applicant's signature on the answer script, at the time of the examination, does not match the signature on the Call Letter, the applicant will be disqualified.
- Dimensions 140 x 60 pixels (preferred)
- Size of file should be between 10kb – 20kb
- Ensure that the size of the scanned image is not more than 20kb

Scanning the photograph & signature:

- Set the scanner resolution to a minimum of 200 dpi (dots per inch)
- Set Color to True Color
- File Size as specified above
- 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).
- 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.
- Candidates using MS Windows/MsOffice can easily obtain photo and signature in .jpeg format not exceeding 50kb & 20kb respectively by using MS Paint 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 50 kb (photograph) & 20 kb(signature) by using crop and then resize option (Please see point (i) & (ii) above for the pixel size) in the 'Image' menu. Similar options are available in other photo editor also.
- If the file size and format are not as prescribed, an error message will be displayed.
- 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

- There will be two separate links for uploading Photograph and Signature
- Click on the respective link "Upload Photograph / Signature"
- Browse and Select the location where the Scanned Photograph / Signature file has been saved.
- Select the file by clicking on it
- Click the 'Open/Upload' button

Your Online Application will not be registered unless you upload your photograph and signature as specified.

Note:

- (1) 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.
- (2) After registering online candidates are advised to take a printout of their system generated online application.