

(A Government of India Undertaking)
Corporate Office, Speed Post Centre Building, Bhai Veer Sing Marg, New Delhi -110001

RECRUITMENT OF CHIEF OPERATING OFFICER (COO), CHIEF COMPLIANCE OFFICER (CCO), CHIEF FINANCE OFFICER (CFO), CHIEF HR OFFICER (CHRO)

Advt. No.: IPPB/CO/HR/RECT./2025-26/01

India Post Payments Bank Limited (IPPB) has been setup under the Department of Post, Ministry of Communications with 100% equity owned by Government of India having 650 branches all over India which aims to utilize all of India's 1,55,015 post offices as access points and 3~Lakh Postmen and Gramin Dak Sewaks (GDS) to provide doorstep banking services. IPPB is leading the next revolution of banking and financial literacy and this new model will pave the way for India's largest banking network to reach each and every corner of the nation.

In order to support our future growth and transformation challenges, we invite applications from qualified, energetic and dynamic candidates through online application mode in different disciplines as per details given below. Interested candidates who fulfil the eligibility criteria may apply online from **02.08.2025 to 22.08.2025** by visiting our website **www.ippbonline.com**. No other mode of application will be accepted.

1. Important Dates:

(i)	Opening date for On-line Registration of Applications	02.08.2025: 10.00 AM
(ii)	Last date of On-line Submission of Applications with Fee	22.08.2025: 11.59 PM

Abbreviations used: TEGS: Top Executive Grade/ Scale, UR: Un-reserved, OBC (NCL): Other Backward Classes (Non-Creamy Layer), EWS: Economically Weaker Section, SC: Scheduled Caste, ST: Scheduled Tribe.

2. Eligibility Criteria: The age and post qualification experience as on 01.07.2025 for the regular posts specified at table 3 are prescribed as under:

Scale	Designation/ Post	age as on 01.07.2025	Post Qualification Work Experience in Officer Cadre
TEGS-VI	Deputy General Manager	35 to 55 Years	15 Years
TEGS –VII	General Manager	38 to 55 Years	18 Years

The age and post qualification experience as on 01.07.2025 for the contractual posts specified at Point 3 (b) are prescribed as under:

Designation/ Post	age as on 01.07.2025	Post qualification work experience in officer cadre
Chief Compliance Officer	38 to 55 Years	18 Years
Chief Operating Officer	38 to 55 Years	18 Years

3. Details of number of **regular vacancies** (tentative) including backlog reserved vacancies:

Dept.	Scale	Designation	No. of Posts	Vacancy reserved for				
				UR	OBC	EWS	SC	ST
Finance	VI	DGM-Finance/CFO	1	-	1	-	-	-
	VII	General Manager -Finance/CFO		1	-	-	-	-
HR & Admin	VII	Chief HR Officer	1	-	-	-	1	-

Horizontal Reservation is applicable for Persons with Disability (minimum 40% Disability) as per Government of India norms.

Note: The CFO vacancy is only one which will be either filled in Scale VI or VII position where most suitable candidate will be found. The vacancies are tentative and may increase or decrease as per requirement of the Bank.

b) Details of number of **contractual vacancies** (tentative) including backlog reserved vacancies:

Department	Post/Designation	No. of Vacancies	Vacancy reserved for				
			UR	OBC	EWS	SC	ST
Compliance	Chief Compliance Officer	1	-	1	-	-	-
Operations	Chief Operating Officer	1	-	-	-	1	-

Horizontal Reservation is applicable for Persons with Disability (minimum 40% Disability) as per Government of India norms.

4. Job description and Minimum Eligibility Criteria:

Department	Position	Job Description	Minimum Eligibility Criteria
Finance	DGM Finance/ General Manager - Finance/CFO	- Responsible for accurate and timely presentation and reporting of financial information of the Bank. - Develop the Financial Strategy for the Bank, and ensure compliance to Financial Standards. - Ensure all government regulations and requirements are disseminated to appropriate personnel and monitor overall financial and reporting compliance for the Bank. - Assess organizational financial performance against both the annual budget and the organization's long-term strategy. - Develop tools and systems to provide critical information to the CEO to help make recommendations on both strategy and operations. - 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.	Minimum Educational Qualification: Chartered Accountant (CA) from ICAI Note: - 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. - CFA Certification from the CFA Institute is preferred. Post Qualification Work Experience (for the candidates applying for Scale VI): Minimum 15 years of experience in overseeing financial operations, preferably accounting and taxation matters, in banks/ large Corporates/ PSUs/Financial Institutions/ Financial Services Organizations, (of which) 10 Years should be in banks/ Financial Institutions (of which 05 years should be at senior management level.)

			Post Qualification Work Experience (for the candidates applying for Scale VII): The candidate should have a minimum 18 years of experience in Finance domain. (of which) Minimum 15 years of experience in overseeing financial operations, preferably accounting and taxation matters, in banks/ large Corporates/ PSUs/Financial Institutions/ Financial Services Organizations, (of which) 10 Years should be in banks/ Financial Institutions (of which 05 years should be at senior management level.)
HR & Admin	Chief HR Officer (CHRO)	• Provide inputs on Manpower Planning, Budgeting and Strategic Hiring plans. • Responsible for engaging with key stakeholders and undertaking strategic HR initiatives. • Oversee recruitment, promotion, transfer, IR process. • Oversee identification, formulation and execution of Training & Development Program for employees of the Bank. Oversee formulation and administration of performance management system for the employees of the Bank. • Oversee formulation of retention strategy for the employees of the bank. • Oversee administration activities of the Bank. Any other task as assigned by the Bank from time to time.	Minimum Educational Qualification: Any Graduate Preference: MBA in HR Post Qualification Work Experience: Minimum 18 years of experience in officer cadre in handling HR & Admin related function like manpower planning/payroll/recruitment/promotion/transfer/ learning & Development/IR etc. in PSBs/PSUs/Financial Institutions out of which 03 years' experience must be in heading the HR function or one level below the Head of the HR function.

4. (b) Job description and minimum eligibility criteria for contractual vacancies:

Position	Job Description	Minimum Eligibility Criteria
Chief Compliance Officer	1. To apprise the Board and senior management on regulations, rules and standards and any further developments. 2. To provide clarification on any compliance related issues. 3. To conduct assessment of the compliance risk (at least once a year) and to develop a risk-oriented activity plan for compliance assessment. The activity plan should be submitted to the ACB for	Minimum Educational Qualification: Graduate in any discipline. Note: CA/CS/MBA Finance/Post Graduate degree or equivalent is preferred.

	approval and be made available to the internal audit. - To report promptly to the Board / ACB / MD & CEO about any major changes / observations relating to the compliance risk. - To periodically report on compliance failures/breaches to the Board/ACB and circulating to the concerned functional heads. - To monitor and periodically test compliance by performing sufficient and representative compliance testing. The results of the compliance testing should be placed to Board/ACB/MD & CEO. - To examine sustenance of compliance as an integral part of compliance testing and annual compliance assessment exercise. - To ensure compliance of Supervisory observations made by RBI and/or any other directions in both letter and spirit in a time bound and sustainable manner.	Certified Banking Compliance Professional by IIBF is preferred. Post Qualification work experience: Minimum 18 years of experience must be in the banking or financial services with at least 5 years of experience shall be in the Audit / Finance / Compliance / Legal / Risk Management functions in senior management level. Skills – The CCO shall have good understanding of industry and risk management, knowledge of regulations, legal framework and sensitivity to supervisors’ expectations
Chief Operating Officer	Primary Responsibilities: Lead the operations of the Bank, including but not limited to, customer onboarding, customer service & grievance management, back office operations, technology, human resources etc - Frame operations governance framework, policies and processes to support business goals and drive optimization & framework - Strive towards excellence in customer service & regulatory compliance, in line with leading/emerging trends. - Alignment of Bank’s strategy and operations with key stakeholders – DoP and Government of India. - Oversee vendor relationship and compliance with service level agreements/ contractual commitments. Skills & Competencies: - Appropriate and relevant skills related to all areas of operational risk management and compliance - Knowledge of banking, company, employment and tax laws and regulations, banking compliance regulations and accounting principles - Ability to monitor and assess achievements against performance targets, quality standards and service agreements that aligns with the organization’s business plan - Excellent oral and written communication skills with advanced skills related to the preparation and submission of regulatory, statutory and risk/compliance reports Key Success factors:	Minimum Educational Qualification: Graduate in any discipline. Post Qualification work experience: The candidate must have minimum experience of 18 years in Banks/ Financial Institutions. Out of which minimum 10 years of experience in handling operations of a Bank/ Financial Institution. And The candidate should have worked in a position not below three levels of MD & CEO of a Bank/ Financial Institution, for a minimum period of two years, in the last five years.

- Put in place the operations framework, policies and processes to support business goals.
- Ensure operations alignment with DoP, GoI and 3rd party partner operations.
- Develop strong operational risk management framework and processes to preserve the safety, efficiency and operational resilience of the bank.
- Establish a rapport with various stakeholders – both internal and external

5. General instructions for candidates applying for the above-mentioned positions:

- The candidate presently working in Central/State Government/PSBs/PSUs/Autonomous Bodies must be working in the immediate lower scale or equivalent for a minimum period of one year i.e. for the period from 01.07.2024 to 30.06.2025. (applicable only on regular vacancies)
- For candidates presently working in Private Sector, the CTC applicable in the immediate lower scale in IPPB (refer point 09- Compensation/Pay of this advertisement), must be drawn by the candidate for a period of one year i.e. for the period from 01.07.2024 to 30.06.2025. (applicable only on regular vacancies)
- Cut-off for all the eligibility criteria will be as on 01.07.2025.
- The Degree/ PG Diploma/ PG Degree must be from the recognized University/Institute, recognized AICTE/UGC/Central or Deemed University **and should be regular/full time course**. In case of any dispute arising about admissibility of any particular qualification, the decision of India Post Payments Bank (IPPB) shall be final and binding.
- For all the minimum qualifications, the minimum qualifying marks shall be **60%** except the qualifications like CS/CA/ICWA.
- Wherever percentage (%) of marks is not awarded by the Board/ University/ Institute and only grades (e.g. GPA /CGPA/CQPI) are awarded, the same should be converted to the exact equivalent percentage (%) of marks as per the formula provided by the college/university:
 - For the purpose of calculating final marks, the aggregate marks of all subjects in all semesters/ years irrespective of honours/optional/additional subject, if any would be taken. This will be applicable for those Universities also where Class/grade is decided on the basis of honours marks only. Rounding of percentage will not be acceptable under any circumstances, hence 60% of marks and above will **only** be considered. The fraction of percentage **i.e. 59.9 % will be treated as less than 60%.**
- In case the result of a particular examination is posted on the website of the University / Institute and web-based certificate is issued, then the date of passing will be reckoned from the original document / certificate issued and signed by the appropriate authority.
- Candidates of SC/ST/OBC-NCL category can also apply for Unreserved Post/ vacancy but they shall not claim any relaxation otherwise applicable for reserved categories.

6. Selection Process:

- Selection will be made on the basis of Interview. However, the 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, as decided by the competent authority at the Bank, 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.

7. 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 750.00 (Rupees Seven Hundred Fifty Only)

- Candidates should ensure their eligibility before paying the fees/applying online.
- Application once submitted 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.

8. Reservations & Relaxations:

- Reservations and relaxations for SC/ ST/ OBC (Non-Creamy Layer) / PWD (**Degree of Disability 40% or above**) candidates will be provided as per guidelines of Govt. of India for the purpose.
- Age relaxation for Ex-Servicemen category candidates is applicable as per Government of India guidelines.
- The upper age limit is relaxed by 5 years for SC/ST, 3 Years for OBC (Non-Creamy Layer) and 10 years for PWD-UR, 13 years for PWD-OBC (Non-Creamy layer) and 15 years for PWD-SC/ST candidates.
- The age of candidates claiming relaxation under point 8 should not exceed 56 years as on 01.07.2025.
- The OBC candidates who belong to 'Creamy Layer' are not entitled for concession admissible to OBC Category and such candidates have to indicate their category as unreserved.

9. Pay scale and allowances for Regular positions:

Scale	Basic Pay Scale (in Rs.)	Approximate CTC (Per Month) (refer Clause 5b)
Scale VII	1,56,500 – 4,340 (4) – 1,73,860	4,36,271/-
Scale VI	1,40,500 – 4,000 (4) – 1,56,500	3,91,408/-
Scale V	1,20,940 – 3,360 (2) – 1,27,660 – 3,680 (2) – 1,35,020	3,16,627/-

The Cost to Company (CTC) of officers includes other pay and perks, such as Dearness Allowance, City Compensatory Allowance, Special Allowance, Fixed Personal Pay, Bouquet of Allowance (@50% of basic pay), NPS, HRA/ Leased accommodation, Mediclaim Facility etc. as per service rules in force from time to time. In addition to the above, the officer would be entitled to Performance Pay if applicable by IPPB from time to time.

(b) For Contractual Positions

The Job offers a competitive remuneration package at par with industry standards.

10. Tenure of appointment for contractual posts

- The period of contract shall be for 3 years and may be extended for a period of 2 years, after reviewing performance annually.
- All other terms & conditions of employment will be mentioned in the appointment letter/Service Agreement.

11. Posting: The selected officers will be posted at Corporate Office, New Delhi. However, the Bank reserves the right to post the officer anywhere in India. Candidates willing to serve anywhere in India should apply.

12. Application Guidelines: A candidate can apply for **more than one post** by filling separate applications for each post. Candidates can apply online only from 02.08.2025 to 22.08.2025. No other mode of application (other than online) will be accepted.

a) 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. IPPB 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.

b) Procedure for applying online

Candidates are advised to click here <https://ippbonline.com/web/ippb/current-openings> to open the online Application Form.

- i. 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.
- ii. Candidates are required to upload their photograph and signature as per the specifications given in the Annexure I of this form.
- iii. 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.
- iv. 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.
- v. Prescribed Formats of SC, ST, OBC, PWD certificates as applicable to be submitted at the time of interview can be found in Annexure - II, III & IV of this advertisement.

13. Action against candidates found guilty of misconduct

Candidates are advised in their own interest that they should not furnish any particulars/details/information or make statements that are false, incorrect, tampered, fabricated and should not conceal or suppress any material information while filling up the application form and submitting the attested copies of testimonials. In case it is detected at any time that the candidate has indulged in any of the above-mentioned activities, he/she will not only be disqualified but will be liable to be dismissed from the services of IPPB at any time, even after being selected and after joining IPPB's service. At the time of Interview, if a candidate is (or has been) found guilty of:

- i. Using unfair means during the selection process, or
- ii. Impersonating or procuring impersonation by any person, or
- iii. Misbehaving in the Personal Interview/ Group Discussion, or
- iv. Resorting to any irregular or improper means in connection with his/her candidature, including resorting to canvassing for his candidature, or obtaining support for his/her candidature, by any means, such candidate may, in addition to rendering himself/herself liable to criminal prosecution, shall also be liable:
 - (a) To be disqualified from the selection process for which he / she is a candidate;
 - (b) To be debarred, either permanently or for a specified period, from any examination or recruitment conducted by IPPB.

14. Medical Fitness

Medical Fitness and Character (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 (wherever applicable). Till such time, their appointment will be provisional.

15. General information

- i. Only Indian Nationals are eligible to apply.
 - ii. Incomplete on-line application, in any respect shall be rejected and no further correspondence shall be entertained. In addition, no other means/mode of submission of application shall be accepted under any circumstances.
 - iii. No TA/DA will be paid to any candidate for appearing in the Written Exam/ Interview.
 - iv. No modifications are allowed after candidate submits the online application form. If any discrepancies are found between the data filled by the candidate online and the original testimonies, his candidature is liable to be rejected.
 - v. If any information provided by the candidate is found to be false or incorrect or not in conformity with the eligibility criteria, then his/ her candidature is liable to be rejected at any stage of the recruitment process or after recruitment or joining.
 - vi. Candidates employed with Central or State Government / PSBs / PSUs / Autonomous Bodies have to produce No Objection Certificate (NOC) at the time of interview. *If the candidate fails to provide the NOC at the time of Interview he/she will not be allowed to appear for the interview.*
16. The management reserves the right to fill or not to fill or partially fill any of the above positions without assigning any reasons whatsoever. IPPB also reserves the right to cancel / restrict / modify / alter the recruitment process, if required.
17. Any modifications/ amendments /corrigendum in respect of the above advertisement shall be made available only on IPPB's official website. No further press advertisement will be published. Hence prospective applicants are advised to visit IPPB's website regularly for this purpose.
18. All correspondence/announcements with respect to above recruitment process shall be done through e-mail/notices on the Bank's website. Important information regarding recruitment will be available in IPPB website and as such, candidates are advised to visit the same frequently. It is the responsibility of the candidate to download/print the Admit Card/ Interview Call Letters. Bank will not be responsible for any loss of email sent, due to invalid/ wrong Email ID provided by the candidate or due to any other reason. Candidate's E-mail Id and Mobile No. should be valid for at least one year.
19. For any queries related to online application candidates may write on the email id: careers@ippbonline.in.
20. Any dispute with regard to recruitment against this advertisement will be settled within the jurisdiction of Delhi only.

Sd/-
Chief HR Officer
Speed Post Centre, Bhai Veer Singh Marg, New Delhi – 110 001

DETAILED GUIDELINES/PROCEDURES FOR ONLINE APPLICATION

- A. APPLICATION REGISTRATION
- B. PAYMENT OF FEES
- C. DOCUMENT SCAN AND UPLOAD

Candidates can apply online only from 02.08.2025 to 22.08.2025 and no other mode of application will be accepted.

IMPORTANT POINTS TO BE NOTED BEFORE REGISTRATION

Before applying online, candidates should-

- (i) scan there:
 - photograph (4.5cm × 3.5cm)
 - signature (with black ink)
 - left thumb impression (on white paper with black or blue ink)
 - a hand-written declaration (on a white paper with black ink) (text given below)
- (ii) Signature in CAPITAL LETTERS will NOT be accepted.
- (iii) The left thumb impression should be properly scanned and not smudged. (If a candidate is not having left thumb, he/she may use his/ her right thumb for applying.)
- (iv) The text for the hand-written declaration is as follows –
“I, _____ (Name of the candidate), hereby declare that all the information submitted by me in the application form is correct, true and valid. I will present the supporting documents as and when required.”
- (v) The above-mentioned hand-written declaration has to be in the candidate's hand writing and in English only. If it is written and uploaded by anybody else or in any other language, the application will be considered as invalid. (In the case of Visually Impaired candidates who cannot write may get the text of declaration typed and put their left-hand thumb impression below the typed declaration and upload the document as per specifications.)
- (vi) Keep the recent Resume (in PDF Format) ready.
- (vii) Keep the necessary details/documents ready to make Online Payment of the requisite application fee/ intimation charges
- (viii) Have a valid personal email ID and mobile no., which should be kept active till the completion of this Recruitment Process. IPPB may send intimation about various steps/procedures through the registered e-mail ID. In case a candidate does not have a valid personal e-mail ID, he/she should create his/her new e-mail ID and mobile no. before applying on-line and must maintain that email account and mobile number.

APPLICATION FEES/ INTIMATION CHARGES (NON-REFUNDABLE) PAYMENT OF FEE ONLINE: 02.08.2025 to 22.08.2025.

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

A. Application Registration

1. Candidates to go to the IPPB Ltd. website: <https://ippbonline.com/web/ippb/current-openings> click on the option "APPLY ONLINE" which will open a new screen.
2. To register application, choose the tab "Click here for New Registration" and enter Name, Contact details and Email-id. 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.

3. In case the candidate is unable to complete the application form in one go, he / she can save the data already entered by choosing "SAVE AND NEXT" tab. 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. Visually Impaired candidates should fill the application form carefully and verify/ get the details verified to ensure that the same are correct prior to final submission.
4. Candidates are advised to carefully fill and verify the details filled in the online application themselves as no change will be possible/ entertained after clicking the COMPLETE REGISTRATION BUTTON.
5. 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/Identity proof. Any change/alteration found may disqualify the candidature.
6. Validate your details and Save your application by clicking the 'Validate your details' and 'Save & Next' button.
7. Candidates can proceed to upload Photo & Signature as per the specifications given in the Guidelines for Scanning and Upload of Photograph and Signature detailed under point "C".
8. Candidates can proceed to fill other details of the Application Form.
9. Click on the Preview Tab to preview and verify the entire application form before COMPLETE REGISTRATION.
10. Modify details, if required, and click on 'COMPLETE REGISTRATION' ONLY after verifying and ensuring that the photograph, signature uploaded and other details filled by you are correct.
11. Click on 'Payment' Tab and proceed for payment.
12. Click on 'Submit' button.

B. PAYMENT OF FEES

ONLINE MODE

1. The application form is integrated with the payment gateway and the payment process can be completed by following the instructions.
2. The payment can be made by using Debit Cards (RuPay/Visa/MasterCard/Maestro), Credit Cards, Internet Banking, IMPS, Cash Cards/ Mobile Wallets.
3. 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
4. On successful completion of the transaction, an e-Receipt will be generated.
5. 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.
6. 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.**
7. 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.
8. To ensure the security of your data, please close the browser window once your transaction is completed.
9. **There is facility to print application form containing fee details after payment of fees.**

C. Guidelines for scanning and Upload of Documents

Before applying online a candidate will be required to have a scanned (digital) image of his/her photograph, signature, left thumb impression and the hand written declaration as per the specifications given below:

- Photograph Image: (4.5cm × 3.5cm)

- Photograph must be a recent passport style colour picture.
- Make sure that the picture is in colour, taken against a light-colored, 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.

• Photograph Capture:

In addition to the above photograph, candidates will also be required to capture and upload their live photograph either by using webcam or mobile phone.

- On selecting “Capture Photo” option, candidates’ webcam will be activated allowing them to click their picture, which will get auto uploaded in the application form.
- On selecting “Click here to Scan” option, candidates can use their mobile phone to scan the QR code, which will redirect to a website, allowing to click photograph on their mobile phone. On selecting the taken picture, photograph will get auto uploaded in the application form.

Do’s and Don’ts of Photo Capture

Do’s:

- Ensure the photo is captured against a light coloured, preferably white background and there is adequate light.
- Look straight at the webcam/ camera.
- Photograph should be of passport size.

Don’ts:

- Small size photograph not to be clicked/ uploaded.
- Coloured glasses or sunglasses/ Cap should not be worn.
- Shadow on face/ not facing the camera/ distorted face/ face covered with mask / blurred image.
- Photo not taken in dark/ improper background

Signature, left thumb impression and hand-written declaration Image and Resume:

- The applicant has to sign on white paper with Black Ink pen.
 - Dimensions 140 x 60 pixels (preferred).
 - Size of file should be between 10kb – 20kb for signature and 20kb - 50kb for left thumb impression.
 - Ensure that the size of the scanned image is not more than 20kb.
- The applicant has to put his left thumb impression on a white paper with black or blue ink.
 - File type: jpg / jpeg
 - Dimensions: 240 x 240 pixels in 200 DPI (Preferred for required quality) i.e. 3 cm * 3 cm (Width * Height)
 - File Size: 20 KB – 50 KB
- The applicant has to write the declaration in English clearly on a white paper with black ink.
 - File type: jpg / jpeg
 - Dimensions: 800 x 400 pixels in 200 DPI (Preferred for required quality) i.e. 10 cm * 5 cm (Width * Height)

- File Size: 50 KB – 100 KB
- The applicant should upload the recent Resume which includes all the relevant information.
 - File type: PDF
 - File Size: 20 KB – 500 KB
- The signature, left thumb impression, the hand-written declaration and the Resume should be of the applicant and not by any other person.
- If the Applicant's signature on the attendance sheet or Call letter, signed at the time of the examination, does not match the signature uploaded, the applicant will be disqualified.
- Signature / Hand written declaration in CAPITAL LETTERS shall NOT be accepted.

Scanning the documents:

- Set the scanner resolution to a minimum of 200 dpi (dots per inch)
- Set Colour to True Colour
- File Size as specified above
- Crop the image in the scanner to the edge of the photograph/signature/ left thumb impression / hand written declaration, 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/Microsoft Office can easily obtain documents in .jpeg format by using MS Paint or Microsoft Office Picture Manager. Scanned documents in any format can be saved in .jpg / .jpeg format by using 'Save As' option in the File menu. Size can be adjusted by using crop and then resize option.

Procedure for uploading the documents

- While filling in the Online Application Form the candidate will be provided with separate links for uploading Photograph, signature, left thumb impression, hand written declaration and Resume.
- Click on the respective link "Upload Photograph / signature / Upload left thumb impression / hand written declaration/ Resume"
- Browse and Select the location where the Scanned Photograph / signature / left thumb impression / hand written declaration file/ Resume file has been saved.
- Select the file by clicking on it
- Click the 'Open/Upload'
- If the file size and format are not as prescribed, an error message will be displayed.
- Preview of the uploaded image will help to see the quality of the image. In case of unclear / smudged, the same may be re-uploaded to the expected clarity /quality.

Your Online Application will not be registered unless you upload your Photograph, signature, left thumb impression, hand written declaration and Resume as specified.

Note:

- (1) In case the face in the photograph or signature or left thumb impression or the hand-written declaration is unclear / smudged the candidate's, application may be rejected.
- (2) After uploading the Photograph / signature / left thumb impression / hand written declaration/ Resume in the online application form candidates should check that the images are clear and files have been uploaded correctly. In case the photograph or signature or left thumb impression or the hand-written declaration or Resume is not prominently visible, the candidate may edit his/ her application and re-upload his/ her photograph or signature or left thumb impression or the hand-written declaration or Resume, prior to submitting the form.

- (3) Candidate should also ensure that photo is uploaded at the place of photo and signature at the place of signature. If photo in place of photo and signature in place of signature is not uploaded properly, candidate will not be allowed to appear for the exam.
- (4) Candidate must ensure that Photo to be uploaded is of required size and the face should be clearly visible.
- (5) If the photo is not uploaded at the place of Photo Admission for Examination will be rejected/denied. Candidate him/herself will be responsible for the same.
- (6) Candidates should ensure that the signature uploaded is clearly visible
- (7) After registering online candidates are advised to take a printout of their system generated online application forms.

Note:

- (1) In case the left thumb impression or the hand-written declaration is unclear / smudged the candidate's, application may be rejected.
- (2) After uploading the left thumb impression / hand written declaration / Resume in the online application form candidates should check that the images/files are clear and have been uploaded correctly. In case the left thumb impression or the hand-written declaration is not prominently visible, the candidate may edit his/ her application and re-upload his/ her thumb impression / hand written declaration, prior to submitting the form.

After registering online candidates are advised to take a printout of their system generated online application forms.

FORM OF CERTIFICATE TO BE PRODUCED BY A CANDIDATE BELONGING TO SCHEDULED CASTE OR SCHEDULED TRIBE IN SUPPORT OF HIS / HER CLAIM

This is to certify that Sri / Smt/ Kum* _____, son / daughter* of _____ of village / town* _____ in District / Division* _____ of the State / Union Territory* _____ belongs to the _____ Caste / Tribe* which is recognized as a Scheduled Caste / Scheduled Tribe* as under:

- * The Constitution (Scheduled Castes) Order, 1950;
- * The Constitution (Scheduled Tribes) Order, 1950;
- * The Constitution (Scheduled Castes) (Union Territories) Orders, 1951;
- * The Constitution (Scheduled Tribes) (Union Territories) Order, 1951;

*[as amended by the Scheduled Castes and Scheduled Tribes lists Modification) Order, 1956; the Bombay Reorganisation Act, 1960; the Punjab Reorganisation Act 1966, the State of Himachal Pradesh Act, 1970, the North-Eastern Areas (Reorganisation) Act, 1971, the Constitution (Scheduled Castes and Scheduled Tribes) Order (Amendment) Act, 1976, The State of Mizoram Act, 1986, the State of Arunachal Pradesh Act, 1986 and the Goa, Daman and Diu (Reorganization) Act, 1987.],:

- * The Constitution (Jammu and Kashmir) Scheduled Castes Order, 1956;
- * The Constitution (Andaman and Nicobar Islands) Scheduled Tribes Order, 1959 as amended by the Scheduled Castes and Scheduled Tribes Orders (Amendment) Act, 1976;
- * The Constitution (Dadra and Nagar Haveli) Scheduled Castes Order, 1962;
- * The Constitution (Dadra and Nagar Haveli) Scheduled Tribes Order, 1962;
- * The Constitution (Pondicherry) Scheduled Castes Order 1964;
- * The Constitution (Uttar Pradesh) Scheduled Tribes Order, 1967;
- * The Constitution (Goa, Daman and Diu) Scheduled Castes Order, 1968;
- * The Constitution (Goa, Daman and Diu) Scheduled Tribes Order, 1968;
- * The Constitution (Nagaland) Scheduled Tribes Order, 1970;
- * The Constitution (Sikkim) Scheduled Castes Order, 1978;
- * The Constitution (Sikkim) Scheduled Tribes Order, 1978;
- * The Constitution (Jammu and Kashmir) Scheduled Tribes Order, 1989;
- * The Constitution (Scheduled Castes) Orders (Amendment) Act, 1990;
- * The Constitution (ST) Orders (Amendment) Ordinance, 1991;
- * The Constitution (ST) Orders (Second Amendment) Act, 1991;
- * The Constitution (ST) Orders (Amendment) Ordinance, 1996;
- * The Scheduled Caste and Scheduled Tribes Orders (Amendment) Act 2002;
- * The Constitution (Scheduled Castes) Order (Amendment) Act, 2002;
- * Order (Amendment) Act, 2002;
- * The Constitution (Scheduled Caste) Order (Second Amendment) Act, 2002]

2. Applicable in the case of Scheduled Castes / Scheduled Tribes persons , who have migrated from one State / Union Territory Administration.

This certificate is issued on the basis of the Scheduled Castes / Scheduled Tribes* Certificate issued to Shri / Smt / Kumari* _____ Father /Mother* of Sri / Smt / Kumari* _____ of _____ village/

town*_____ in District/Division*_____ of the State/Union Territory*_____ who belong to the_____ Caste / Tribe* which is recognized as a Scheduled Caste/Scheduled Tribe* in the State/Union Territory* issued by the _____ [Name of the authority] vide their order No. _____ dated _____.

3. Shri/Smt/Kumari*_____ and/or* his/her* family ordinarily reside(s) in village/town*_____ of _____ District / Division* of the State / Union Territory* of _____.

Signature _____

Designation _____

Place: [With seal of Office]

Date : State/Union Territory:

Note: The term "Ordinarily resides" used here will have the same meaning as in Section 20 of the Representation of the Peoples Act, 1950.

-

* Please delete the words which are not applicable.

Delete the paragraph which is not applicable.

List of authorities empowered to issue Caste / Tribe Certificates:

1. District Magistrate / Additional District Magistrate / Collector / Deputy Commissioner / Additional Deputy Commissioner / Deputy Collector/I Class Stipendiary Magistrate / Sub-Divisional Magistrate / Extra-Asst. Commissioner / Taluka Magistrate / Executive Magistrate.

2. Chief Presidency Magistrate/ Additional Chief Presidency Magistrate / presidency Magistrate.

3. Revenue Officer not below the rank of Tehsildar.

4. Sub-Divisional Officers of the area where the candidate and / or his family normally resides.

Note: The Certificate is subject to amendment/modification of Scheduled Castes and Scheduled Tribes lists from time to time.

ANNEXURE III: OBC Certificate Format

FORM OF CERTIFICATE TO BE PRODUCED BY OTHER BACKWARD CLASSES APPLYING FOR APPOINTMENT TO POSTS UNDER THE GOVERNMENT OF INDIA

This is to certify that Sri / Smt/ Kum* _____, son / daughter* of _____ of village / town* _____ in District / Division* _____ of the State / Union Territory* _____ belongs to the _____ community which is recognized as a backward class under the Government of India, Ministry of Social Justice and Empowerment's Resolution No. _____ dated _____.
Shri/Smt./Kumari _____ and/or his/her family ordinarily reside(s) in the _____ District/Division of the _____ State / Union Territory.

This is also to certify that he/she does not belong to the persons /sections (Creamy Layer) mentioned in column 3 of the Schedule to the Government of India, Department of Personnel & Training OM No.36012/22/93-Estt.[SCT], dated 8-9-1993 **.

Dated : District Magistrate

Deputy Commissioner etc.

Seal

* the authority issuing the certificate may have to mention the details of Resolution of Government of India, in which the caste of the candidate is mentioned as OBC.

** As amended from time to time.

Note: The term "Ordinarily" used here will have the same meaning as in Section 20 of the Representation of the People Act, 1950.

The Prescribed proforma shall be subject to amendment from time to time as per Government of India Guidelines.

FORM-I

Disability Certificate

(In cases of amputation or complete permanent paralysis of limbs and in cases of blindness)

(Prescribed proforma subject to amendment from time to time)

(NAME AND ADDRESS OF THE MEDICAL AUTHORITY ISSUING THE CERTIFICATE)

Recent PP size attested
photograph (showing face
only) of the person with
disability

Certificate No. :

Date:

This is to certify that I have carefully examined Shri/Smt./Kum.

son/wife/daughter of Shri

_____ Date
of Birth (DD /MM / YY) _____ Age _____ years, male/female
Registration No. _____

_____ permanent resident of House
No. _____ Ward/Village/Street _____
_____ Post Office _____ District
_____ State _____, whose photograph is affixed
above, and am satisfied that :

(A) he/she is a case of:

- locomotor disability
- blindness

(Please tick as applicable)

(B) The diagnosis in his/her case is _____

(A) He/ She has _____ % (in figure) _____ percent (in
words) permanent physical impairment/blindness in relation to his/her _____ (part of
body) as per guidelines (to be specified)

2. The applicant has submitted the following documents as proof of residence:-

Nature of document	Date of issue	Details of authority issuing certificate

(Signature and Seal of Authorised Signatory of notified Medical Authority)

(Signature / thumb impression of the person in whose favour the disability certificate is issued)

FORM - II
Disability Certificate

(In case of multiple disabilities) (Prescribed proforma subject to amendment from time to time)
(NAME AND ADDRESS OF THE MEDICAL AUTHORITY ISSUING THE CERTIFICATE)

Recent PP size
attested photograph
(showing face only)
of the person with
disability

Certificate No. :

Date :

This is to certify that we have carefully examined

Shri/Smt./Kum. _____ son/
wife/ daughter of Shri

_____ Date
of Birth (DD /MM / YY) _____ Age _____ years, male/female _____

_____ Registration No.

_____ permanent
resident of House No. _____

Ward/Village/Street _____ Post Office
_____ District _____ State _____,

whose photograph is affixed above, and are satisfied that:

(A) He/she is a Case of Multiple Disability. His/her extent of permanent physical impairment/disability has been evaluated as per guidelines (to be specified) for the disabilities ticked below, and shown against the relevant disability in the table below :

Sr. No.	Disability	Affected Part of Body		Diagnosis	Permanent physical impairment/ mental disability (in %)
1	Locomotor disability	@			
2	Low vision	#			
3	Blindness	Both Eyes			
4	Hearing impairment	£			
5	Mental retardation	X			
6	Mental-illness	X			

(A) In the light of the above, his/her over all permanent physical impairment as per guidelines (to be specified), is as follows:

In figures: _____ percent

In words:

_____ percent

2. This condition is progressive/non-progressive/likely to improve/not likely to improve.

3. Reassessment of disability is :

(i) not necessary,

Or

(ii) is recommended / after _____ years _____ months, and therefore this certificate shall be valid till (DD / MM / YY) _____

@ - e.g. Left/Right/both arms/legs# -

e.g. Single eye / both eyes

£ - e.g. Left / Right / both ears

4. The applicant has submitted the following documents as proof of residence:

Nature of Document	Date of Issue	Details of authority issuing certificate

5. Signature and Seal of the Medical Authority

Name and seal of Member	Name and seal of Member	Name and seal of Chairperson

(Signature / thumb impression of the person in whose favour the disability certificate is issued)

FORM - III
Disability Certificate

(In cases other than those mentioned in Form I and II)

(Prescribed proforma subject to amendment from time to time)

(NAME AND ADDRESS OF THE MEDICAL AUTHORITY ISSUING THE CERTIFICATE)

Recent PP size attested
photograph(showing face
only)of the person with
disability

Certificate No. :

Date:

This is to certify that we have carefully examined

Shri/Smt./Kum. _____

son/ wife/ daughter of Shri _____

Date of Birth (DD /

MM / YY) _____ Age _____ years, male/female _____ Registration No.

_____ permanent resident of House No.

Ward/Village/Street _____ Post Office

_____ District _____ State _____,

whose photograph is affixed above, and are satisfied that he/she is a Case of

_____ disability. His/her extent of percentage physical

impairment/ disability has been evaluated as per guidelines (to be specified) and is shown

against the relevant disability in the table below:

Sr. No.	Disability	Affected Part of Body	Diagnosis	Permanent physical impairment/ mental disability (in %)
1	Locomotor disability	@		
2	Low vision	#		
3	Blindness	Both Eyes		
4	Hearing impairment	£		
5	Mental retardation	X		
6	Mental-illness	X		

(Please strike out the disabilities which are not applicable.)

1. The above condition is progressive/non-progressive/likely to improve/not likely to improve.

2. Reassessment of disability is :

(i) not necessary,

Or

(ii) is recommended / after _____ years _____ months, and therefore this certificate shall be valid till (DD / MM / YY) _____.

@ - e.g. Left/Right/both arms/legs# -

e.g. Single eye / both eyes

£ - e.g. Left / Right / both ears

3. The applicant has submitted the following documents as proof of residence :-

Nature of Document	Date of Issue	Details of authority issuing certificate

(Authorised Signatory of notified Medical Authority)
(Name and Seal)

Countersigned

{Countersignature and seal of the CMO/Medical Superintendent/Head of Government Hospital, in case the certificate is issued by a medical authority who is not a governmentservant (with seal)}

(Signature / thump impression of the person in whose favour the disability certificate is issued)