



बैंकिंग प्रौद्योगिकी विकास और अनुसंधान संस्थान

(भारतीय रिजर्व बैंक द्वारा स्थापित)

Institute for Development & Research in Banking Technology

(Estd. By Reserve Bank of India)

Advertisement No: 05/2025 – 26

Date: November 11, 2025

Recruitment for Top, Senior and Operation level Executives

Requirements:

The Institute invites applications from talented, passionate and ambitious technology professionals to create and maintain appropriate and adequate IT infrastructure and platform for sustainable enablement of development and research in emerging technologies. These opportunities will provide a unique opening to build, maintain and support infrastructure for development and absorption of emerging technologies that impact India's digital infrastructure under the guidance of RBI. We are looking for enthusiastic and self-motivated human assets for adoption and absorption of AI and its emerging incarnations, Blockchain/Tokenization, Quantum and Post Quantum Cryptography, wider use of Digital Signing in identification and access management, etc.

The current Infrastructure includes premises Private Cloud, multiple layers of Network and Security to meet differentiated levels of demand, requirement and use in development/research and live operations. The operational areas include Application/Platform for Certifying Authority, Domain Registrar, Threat Intel Platform (Sachet – IBCART 3.0), Systems for enterprise internal use, Cyber Range for Supervisory Assessment (CR for SA) (in collaboration with ReBIT-RBI: <https://rebit.org.in>) and also System and Infrastructure for development, testing, PoC and upgrade of existing Applications/Platforms and new systems in pipeline.

The Institute (<https://www.idrbt.ac.in/about-idrbt/>):

IDRBT, the Institute, was established by Reserve Bank of India in March 1996 as a Society (under Society Registration Act). The mission and vision of IDRBT continue to be the brain trust for adoption and absorption of technology in BFSI sector as envisaged by RBI. The Institute became financially independent since 2004.

The Institute, since its inception, has been engaged in research and development of enabling platform/environment for emerging technologies and its integration and adoption, in BFSI sector. During its journey, the Institute has developed, grounds-up,

the Indian Financial Network (INFINET), National Financial Switch (NFS) – for linking of ATMs, Structured Financial Messaging System (SFMS), National Electronic Funds Transfer (NEFT), Real Time Gross Settlement Systems (RTGS), Domain Registrar, etc. and continues to be the Certifying Authority under the Controller of Certifying Authorities (CCA), MeitY, Govt. of India, for digital signature certificates, eSign, etc.

Over the period, the Institute has evolved as a prime center for Research, Academics, Executive Education, Consultancy, Development of Standards/ Frameworks for AI, Cyber Security, Blockchain, etc. The Institute has created and continues to engage and augment the Forum for Chief Information Security Officers (CISO in 2010), Chief Information Officers Forum (CIO in 2015), Chief Analytics Officers Forum (CAO in 2016) and recently the FinTech Forum. The Executive Development and Certification Programmes form an integral part of the Institute's initiatives. To meet the ICT industry and banking sector demand, the Institute also runs the Post Graduate Diploma in Financial Technology (PGDFT), a full-time on-campus one-year programme.

i. Job Location : Hyderabad

ii. Engagement Areas:

a. **COO** (Second in Management hierarchy of the Institute)

b. **CTO-cum-CIO**

c. **Project Administrators**

i. Certifying Authority

ii. Domain Registrar

iii. SACHET – IBCART 3.0

iv. Cyber Range for Supervisory Assessment

v. Application/Platform Development

d. Lead/Senior Associates, System Associates/System Engineers

i. Project Management/Business Analyst

ii. Enterprise Level Network and Security

iii. Data and Analytics

iv. Cyber Security Operations

v. DevSecOps Operations

vi. Cyber Forensics

vii. Full stack/Java Developers

viii. Oracle Database Administration and Management

ix. QA Testing

iii. Job Brief: We are looking for appropriate technology and financial domain enthusiasts, to plan, implement, supervise and upgrade, which includes

formulating overall strategy, managing people, process and technology. To be successful in these roles, one should be a thoughtful leader and a confident decision-maker, helping people to develop and be productive, while ensuring research, academic and IT-enabled product/platform development activities.

- iv. The aspirant must be a strategic thinker with a keen eye for details. The COO and CTO-cum-CIO will report to the Director of the Institute, for other posts reporting structure will be appropriately designed, mostly horizontally to meet the operational synergy.

v. Primary Responsibilities - COO and CTO-cum-CIO

- a. Leading and mentoring Cross-Functional Teams
- b. Supervision, Review, Monitoring and Dashboarding
- c. Set policies and processes, design strategy, set goals and objectives, making operational decisions and supervising staff.
- d. Evaluate the budgets to optimize expenses, manage processes to ensure efficiency of business procedures.
- e. Formulate strategy to ensure effective internal controls, improve operations, financial performance, provide solutions to emerging challenges, etc.
- f. Oversee day-to-day operations, recruitment and training of new employees.
- g. Collaborate with internal and external stakeholders to achieve the Institute's goals.

vi. Eligibility and Skills

- a. Proven relevant experience of 10-12 years in respective relevant areas of operations/work for planning, Implementation and Operations - overseeing the 360 degrees activities of the entities, banks, financial entities, Tech-Startups, ICT OEMs/Service Providers, etc.
- b. Strong analytical ability to implement innovative changes
- c. Excellent communication skills
- d. Outstanding organizational and leadership skills
- e. Problem-solving aptitude

**Details of Qualifications Experience and Job Requirement
for each position is Annexed.**

- vii. **Term:** Contract appointment for three years, extendable subject to effective performance based on Annual performance review by the designated competent authority of the Institute.

- viii. **Compensation:** Market aligned appropriate compensation structure with scope of internal vertical/horizontal upgradation across the functional areas based on assessment of engagement level and impactful performance.
- ix. **Housing:** The Institute's Quarter facility is available in RBI Quarters Campus, Begumpet.

Rules and Regulations

1. The completion of the period of contract will not confer any right whatsoever for further continuation, extension of term in the Institute.
2. Only shortlisted applicants will be contacted.
3. Selected candidates will enter into an Employment Agreement containing *inter alia* Code of Conduct and Non-disclosure agreement.
4. Interested candidates may forward their application form as attached along with CV, photograph, identification document (like Aadhaar Card, etc.) and a Covering Letter, highlighting how he/she will fit for the position to "The Director, IDRBT, Castle Hills, Road No.1, Masab Tank, Hyderabad – 57" by e-mail to careers@idrbt.ac.in. The preliminary scrutiny of the candidature and suitability will be considered on the strength of the information submitted in the Application.
5. This is a Rolling Advertisement.



Job Profile - COO

- The COO will exercise general supervision and control over the affairs of the Institute and implement the decisions of the Governing Council of the Institute under the leadership of the Director.
- The key requirements for the position are exceptional leadership and institution building skills and a commanding strategic vision; the ability and drive to further the Institute's mandate and the ability to enthuse, inspire and motivate the staff and students.
- He/she would identify critical trends in fintech and the focus areas for research and development activities to be taken up by the Institute, which would help the central bank and banks in India to adopt right technology solutions.
- He/she would supervise and lead a team of qualified technologists, academicians and would ensure that the Institute develops centers for excellence in the areas of emerging technologies in terms of policies of the Institute.
- He would also build a network of experts from banks, academia and fintech sector.

Eligibility

- a) Age: The age of the applicants should not be more than 55 years as on January 1, 2026.
- b) Experience: Candidate should have relevant work experience within banks, financial industry, technology sector or academia. A deep knowledge of financial technology related issues combined with outstanding administrative skills and track record of leading projects to a successful conclusion.

CTO-cum-CIO

Experience/ Qualifications

- a) 12-15 years of experience in IT support and infrastructure experience with managing of minimum 50-member team.
- b) Hands-on Experience in Infra Security & Monitoring
- c) On-premises Virtualization & Cloud Platform
- d) LAN/WAN Network Implementation & Security
- e) Identify opportunities to embed emerging solutions across business functions and automate infrastructure operations.
- f) Candidates are expected to carry out 30% of their responsibilities in an individual

- contributor capacity and oversee high-performance team.
- g) Establishing Secure PROD & Non-PROD environments.
- h) BCP/DR best practices to maintain committed Uptime.
- i) Setting cloud (private) and Virtualisation infrastructure to support organisational IT infrastructure needs.
- j) Exposure to public procurement for IT hardware, software & product purchase and implementation.

Responsibilities:

- a) Responsible for heading IT Infrastructure on 360-degree basis
- b) Assessing Institute's technology needs and upgrade on sustainable basis.
- c) IT Assets Management & capacity planning (Hardware & Software) for Development & production environments - Setting short and long-term IT implementation goals
- d) ISMS Security compliance on sustainable basis - Escalate risks and proactively takes ownership for resolution - best practice adherence, Incident and change Management, also learning and finetuning for resilience.
- e) Network & security operations and compliance.
- f) Planning and directing new hardware and software deployments
- g) Protecting sensitive data, systems, and applications from external threats
- h) Managing other IT professionals, guiding IT teams to perform their role closely with their other Business units and Verticals and other senior-level executives to ensure all business-critical systems operate efficiently.
- i) To develop specialized data security and information management policies that can help mitigate a wide range of emerging cybersecurity risks.
- j) Strong communication skills with ability to handle multiple tasks concurrently with stringent timelines
- k) Track milestones and deliverables and provide regular status reporting to all levels of stakeholders.

Project Administrators		
a)	Certifying Authority	<u>Qualification</u> Essential: BE / B.Tech / M.Tech in Computer Science / IT / Electrical and Electronics or equivalent OR MCA, BCA with PG qualification in relevant field Desirable: OEM Certification in relevant work areas.
b)	Domain Registrar	
c)	SACHET – IBCART 3.0	
d)	Cyber Range for Supervisory Assessment	
e)	Application/Platform Development	

Lead/Senior Associates/Associates/System Engineers		
a)	Project Management/Business Analyst	<u>Qualification</u> Essential: BE / B.Tech in Computer Science / IT / Electrical and Electronics or equivalent OR MCA, BCA Desirable: OEM Certification in relevant work areas. <u>Experience</u> in <u>relevant work areas</u> ✓ Lead Associate:– 4-6 years ✓ Senior Associate:– 2-4 years ✓ Associate/System Engineers – Minimum one year
b)	Enterprise Level Network and Security	
c)	Data and Analytics	
d)	Cyber Security Operations	
e)	DevSecOps Operations	
f)	Cyber Forensics	
g)	Full stack/Java Developers	
h)	Oracle Database Admin & Mgmt.	
i)	QA Testing	
Project Administrators – Brief Job Description		
a)	Certifying Authority	Management of operation, technological, security, customer service, etc., in compliance with regulatory standards of Controller of Certifying Authorities
b)	Domain Registrar	Management of operations, technological including Application upgrade, security, customer service, and other domain-related services for registration, renewal, and transfer of domain names for “.bank.in” and “.fin.in” .
c)	SACHET – IBCART 3.0	Managing advanced security controls, ingesting threat data via APIs, and delivering contextual insights to strengthen financial institutions’ cyber defenses
d)	Cyber Range for Supervisory Assessment	Managing threat data ingestion, analyzing cyber risks, and delivering actionable insights to enhance banking sector resilience against evolving threats.
e)	Application/Platform Development	Designing, building, and maintaining scalable software solutions and digital platforms. Responsibilities include coding, testing, and deploying applications, integrating APIs.
Lead / Senior Associates / Associates / System Engineers		
a)	Project Management/Business Analyst	✓ Leading project planning and execution while analyzing business needs to deliver effective solutions. ✓ The role bridges stakeholders and technical teams, ensuring requirements are clearly defined, risks are managed, and project goals are met on time and within scope

b)	Enterprise level Network and Security	✓ Designing, implementing, and maintaining complex network infrastructures ✓ Develop and enforce security policies to protect against threats. ✓ Key responsibilities include network design, security assessments, incident response, and managing security systems like firewalls, VPNs, and intrusion detection systems. ✓ The role requires deep knowledge of network protocols, security frameworks, and specific hardware from reputed OEMs.
c)	Data and Analytics	✓ Collecting, analyzing, and interpreting complex datasets to drive strategic decisions. Proficiency in SQL, data visualization tools (Power BI, Tableau), and statistical analysis is essential. Experience with programming languages like Python or R. ✓ Knowledge of data engineering and building data pipelines. ✓ Responsibilities include participation in AI based research, performing statistical analysis, and uncovering trends that support growth, efficiency, and innovation. ✓ Strong leadership, strategic thinking, and excellent communication and interpersonal skills are crucial for managing teams and stakeholders.
d)	Cyber Security Operations	✓ Monitor, detect, and respond to security threats across enterprise systems and networks. ✓ Managing incident response, conduct vulnerability assessments, and implement protective measures to safeguard digital assets and ensure compliance. ✓ Threat intelligence and threat hunting capabilities. ✓ Incident response and problem-solving skills.
e)	DevSecOps operations	✓ Integrating security practices security tools, cloud environments, and CI/CD pipelines into the DevSecOps lifecycle. ✓ Proficiency in secure coding principles, security practices, threat modeling, and risk assessment. ✓ Experience with automation, scripting (e.g., Python, Bash), manage vulnerabilities, and enforce compliance standards ✓ Development of infrastructure as code.
f)	Cyber/Digital Forensics	✓ Proficiency in operating systems (Windows, Linux, macOS), file systems, digital forensics tools, and malware analysis. Experience with cloud forensics, cybersecurity frameworks like MITRE ATT&CK, and SIEM tools is also valuable. ✓ Strong analytical and logical reasoning skills, meticulous attention to detail, and the ability to stay calm under pressure. ✓ Legal knowledge: Understanding of legal procedures related to digital evidence and data privacy laws.

g)	Full stack/Java Developers	✓ Proficiency in Java, including server-side frameworks like Spring and Hibernate, Front-end technologies such as HTML, CSS, and JavaScript, Angular, React. ✓ Experience with databases (e.g., Oracle, and API design (RESTful APIs). ✓ Strong problem-solving, debugging, and optimization skills. ✓ Experience with cloud environments (e.g., AWS) and containerization technologies (e.g., Docker, Kubernetes) is often a plus
h)	Oracle database administration and management	✓ Knowledge of Oracle database management systems, including installation, configuration, and maintenance utilities. ✓ Experience with performance tuning, backup/recovery strategies and security management. ✓ Ability to identify the root cause of problems and resolve them effectively. ✓ Proficiency in scripting languages to automate repetitive tasks. ✓ Implement security protocols to support enterprise-level applications. ✓ Certifications: Industry certifications are preferred.
i)	QA Testing	✓ Ensuring software quality by designing test cases, executing manual and automated tests, and identifying bugs. And collaborating with development teams to validate functionality, performance, and security, ensuring reliable and user-friendly applications. ✓ Proficiency in various testing methods (e.g., black box, white box), familiarity with bug tracking software, and the ability to write test cases.

The Age of CTO / Project Administrators / Lead / Senior Associates / Associates / System Engineers should not be more than 40 years as on January 1, 2026.
