

About NaBFID

National Bank for Financing Infrastructure and Development (NaBFID) has been set up under an Act of Parliament (NaBFID Act, 2021), as the principal entity for infrastructure financing in the country. The entity is regulated and supervised as an All-India Financial Institution (AIFI) by the Reserve Bank of India (RBI). NaBFID is poised to play an extremely crucial role in supporting infrastructure funding by driving the development of innovative financing instruments and development of bond and derivatives markets and promoting best practices in financing and data-driven risk management.

*NaBFID is looking to hire a strong leadership team, committed to the cause for which NaBFID is set up and to help with the national agenda, inviting applications for the role of “**Head – Credit Risk and Policy**”*

Job Profile

NaBFID is looking to onboard an experienced leader who will ensure the overall health of the portfolio by designing and developing a sound credit risk management strategy.

S/he will be responsible for the overall credit risk management and control for all proposals (during their entire life cycle) of the Institution. S/he will also oversee all proposals post the sanction stage to ensure compliance and review the credit behavior of all portfolio accounts.

Job Title	Head – Credit Risk and Policy	Grade	EVP
Department	Credit Risk and Policy	Reporting To	DMD - Chief Risk Officer
Location	Mumbai	Team	To be built
Age	55 years and below (As on date of advertisement)		

Primary Job Duties/Responsibilities

The key job duties/responsibilities are enumerated below:

Credit Policy Formulation

- Formulation of institution’s policy and procedures in line with regulatory guidelines and keeping pace with the changing market & technology environment and periodic reviews thereof
- Develop and maintain the Internal Credit rating models for the Institution and coordinate all such engagements with the Rating Model vendors / external parties, on an ongoing basis.
- Validation of the Internal Credit Rating models to be carried out on a periodic basis. Development of an Internal Credit Rating Framework documenting the rating methodology and various credit rating models employed by the Institution.
- Establish portfolio due diligence, post sanction monitoring processes and governance framework for the loan portfolio within the overall risk management and governance framework.
- Design processes for structured loan, portfolio due diligence and analysis tools and solutions for better credit decisioning

- Establish credit policies and processes, portfolio analytics and reporting mechanisms, governance/reporting and tracking for a portfolio of complex project financing loans.
- Formulate the sectoral and client level lending guidelines, including recommendations for policy, implementation of risk analysis/tools through adequate operating guidelines.
- Ensure that the overall quality of credit portfolio and growth trajectory is maintained as per the mandate given by the Board.

Risk Assessment

- Monitor and review portfolio trends and assess various parameters (e.g., loss metrics, delinquency ratios, bounce rates etc.) to ensure adherence to risk quality and targets.
- Undertake credit risk assessment of all proposals. Assess the economic viability of the loan proposals by way of reviewing the appraisals done by business teams to determine if a loan can be structured within the risk framework of the Institution.
- Develop new product risk policies / changes to policies periodically to enable growth of business with a healthy portfolio.

Risk Mitigation

- Create rating models to monitor risk parameters on a periodic basis, identify trends and plan mitigation actions by changing/ adding policy.
- Seek feedback from the field to continuously assess location specific changes to policy.
- Publish risk data on a periodic basis to shareholders, business senior management to ensure timely corrective actions are taken for the business – provide input to management on loss making segments, bottom performing portfolio.

Process Improvement

- Develop new processes to reduce the risk and bring market intelligence and adopting best practices.
- Liaison with business heads to implement process changes which mitigate risk and work with them to champion the change within their team.
- Evaluate and build detailed controls to ensure all policies and process are implemented and executed as defined in the document.

Business Understanding and Stakeholder Management

- Collaborate with multiple internal teams (Project Finance & Lending, Legal, Risk, Finance, Operations etc.) and external partners (customers, external counsel, consultants etc.) for overall administration of Institution's lending portfolio.
- Build effective relationships with external stakeholders, including regulatory agencies, auditors, and industry peers.
- Work along with the business team to coach, oversee and develop staff engaged in underwriting complex loans including establishing underwriting standards for complex loans.
- Timely dissemination of guidelines and instructions from RBI on credit related matters providing clarification to operating units & maintaining regular contacts with RBI, IBA, DFS etc.
- Provide clarification to the business departments on credit policies and procedures as required

- Attending banking policy related matters including participation in various forums outside the institution

Professional Experience

- Minimum 20 years of experience in financial sector, of which 5 years should be in credit risk, credit policy, credit monitoring and corporate credit, of which 2 years should be at senior management level
- The candidate should have overall experience in credit underwriting / credit risk assessment and/ or formulation/ review of credit related policies in the domain of Infrastructure Project Finance / Corporate Finance. Experience in an institution in the business of infrastructure lending will be highly desirable and preferred
- In-depth understanding of infrastructure financing across various sectors and expertise to oversee appraisal and / or credit risk assessment of infrastructure projects and borrowers will be highly desirable and preferred
- Experience in policy formulation and implementation, laying down systems and procedures for credit related matters (including portfolio management / credit monitoring related matters) in a large organization
- In-depth understanding of relevant regulatory guidelines across infrastructure finance / wholesale banking
- Deep understanding and experience of IT tools/software application required for credit processes and monitoring/reporting as required by the Regulator/Board etc.
- Should have experience in project management and infrastructure sector lending
- Should be proficient in clear and concise writing, drafting policies, etc.

Educational Qualifications

Graduate / Postgraduate in any discipline from a recognized University / Institution

Preferred: CA, MBA Finance or equivalent

Term

Contractual Engagement will be for a minimum of 3 years to maximum of 5 years, which may be renewed for additional term at the discretion of the NaBFID.

Remuneration

Remuneration will be offered based on qualification, experience, suitability, last drawn salary, and market benchmark and shall not be a limiting factor for suitable candidates.

Interested candidates (Indian Citizens) may send their CVs (including a passport sized photograph) via email to recruitment@nabfid.org. **The subject line should STRICTLY be "APPLICATION FOR THE POST OF <Job Code>".**

All applications will be held in strict confidence and should be received on or before 18-July-2023 by 06:00 pm IST.

Selection will be solely at the discretion of NaBFID's Selection Committee, and their decision will be final.