

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 role of “**VP-Compliance**”.

Job Profile

NaBFID is looking to onboard a senior compliance professional with solid understanding of compliance domain and a credible network of relationships in the financial sector who will play a vital role in ensuring smooth and efficient functioning of the organization from a compliance standpoint.

S/he will be responsible for formulating and implementing NaBFID’s compliance framework and policy as per applicable regulatory guidelines and statutes. S/he will be responsible for engaging and building long-term relationships amongst stakeholders such as RBI, SEBI, other domestic regulators, government authorities, and international regulators, as applicable.

As a key member of the leadership team, s/he will be expected to provide reasonable assurance to the senior management and the Board that there are effective and efficient policies and procedures in place, well understood and respected by all employees, and that the organisation is complying with all regulatory requirements.

Job Title	Chief Compliance Officer	Grade	VP
Department	Compliance	Reporting To	CCO
Location	Mumbai	Team	Sr Analyst, Analyst
Age	Maximum 55 years (as on date of advertisement).		
No vigilance case or adverse observation from RBI, other regulators should be pending against the candidate identified for appointment as the VP-Compliance. Should have a clean track record and unquestionable integrity			

Primary Job Duties/Responsibilities

The key job duties/responsibilities are enumerated below:

Overall Compliance

- Assist in building a strong compliance system, and a strong compliance risk management programme at NaBFID in accordance with changing laws and regulations and directives from government agencies like the RBI, SEBI, IRDAI, and international regulators as necessary.
- Build a strong risk and compliance-oriented culture in the organization by way of developing organizational processes and capabilities with the right governance, policy framework and technology enablement.
- Oversee and manage the execution of compliance activities, including regulatory approvals to operationalize NaBFID as a fully operational DFI.
- Conduct assessment of the compliance risk (at least once a year) and develop a risk-oriented activity plan for compliance assessment. The activity plan should be submitted to the Audit Committee for approval and be made available to the internal audit.
- Examine sustenance of compliance as an integral part of compliance testing and annual compliance assessment exercise
- Define, implement, and strengthen the Bank's Know Your Customer (KYC) and Anti Money Laundering (AML) framework in line with regulations and statutes.
- Review and implement the code of conduct and ethics at NaBFID.
- Define a framework and working model for identifying and resolving incidences of violations of NaBFID's internal policies as per applicable laws and provisions.
- Review and provide feedback on policies/SOPs/products from compliance risk point of view.

Stakeholder Management & Reporting

- Apprise the CCO, Board and senior management on regulations, rules and standards and any further developments.
- Report promptly to the CCO/ Board / Audit Committee / MD about any major changes / observations relating to the compliance risk.
- Periodically report on compliance failures/breaches to the Board/Audit Committee
- Monitor and periodically test compliance by performing sufficient and representative compliance testing. The results of the compliance testing should be placed to Board/Audit Committee/MD
- Work closely with the human resources function in conducting training programs in the domain of AML/ Combating the Financing of Terrorism (CFT) and regulatory developments affecting NaBFID.

Legal & Regulatory

- Coordinate the regulatory/supervisory inspections of RBI and other regulators and ensuring compliance with supervisory observations made by them in a time bound and sustainable manner.
- Ensure the core banking activities such as lending and resource raising are compliant with the defined statutes and regulations.

- Manage closure of all aspects arising from regulatory inspections and internal compliance reviews
- Prepare compliance plan and ensure its implementation of the same.
- Act as primarily liaison for RBI inspection and other audits compliance department and ensure that all findings are addressed and resolve within stipulated timelines.
- Provide proactive resolution of potential escalations of compliance matters that could result in violations of laws/rules.
- Ensure that the regulatory returns are filed on time and meet regulatory requirements.

Other activities

- Engage in continuous assessment of the adequacy of compliance policies, procedures and guidelines and formulating proposals for any amendments.
- Ensure up-to-date documentation of manuals and process notes governing business activities to comply with applicable laws, rules, and regulations.
- To provide oversight to secretariate function as required.

Professional Experience

- Minimum 12 years of experience in financial services; of which minimum 6 years should be in Audit / Finance / Compliance /Secretariat/ Legal / Risk Management functions (in RBI regulated entity).
- Good understanding of industry and risk management, knowledge of regulations, legal framework, and sensitivity to supervisors' expectations □ Ability to independently exercise judgement.
- Hands on experience in operationalizing/interpreting RBI regulations pertaining to credit will be preferred.
- Preferred experience in project & infrastructure finance compliance, IT compliance
- Knowledge of SEBI/RBI regulations relating to bond markets would be preferred.
- Brings a personality that minimizes conflict and drives positive discussions, collaborates effectively and is inclusive of disparate opinions.
- Impeccable integrity both professionally and personally.
- Structured approach to planning and project management.
- High level of team building capabilities, good staff skills – able to coach and mentor staff.

Educational Qualifications

Graduate / Postgraduate in any discipline from a recognized University / Institution Preferred:
CA, CS, MBA Finance, Certified Banking Compliance Professional by IIBF.

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 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 by 6:00 pm IST on 06-August-2024.

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