

NOTICE FOR ENGAGING FOR THE POST OF BC SUPERVISORS ON CONTRACTUAL BASIS

Bank of Baroda (BOB), one of the India's Largest Public Sector Bank Invites Offline Application from Indian Citizens for the Post of BC Supervisor on Contractual Basis.

The Candidates should be resident of Chhattisgarh State and Proficient in Local Language.

SR NO.	District	Number of Vacancies	Last Date of Submission of Application	Regional Office Address for Submission of Application
1.	BASTAR	Total 6	20.05.2024	Bank of Baroda, Regional Office, Dhamtari, 1 st Floor, Sonkar Plaza, Rudri Road, Dr. Ambedkar Ward, Dhamatri, Pin- 493773
	BIJAPUR			
	DANTEWADA			
	GARIABAND			
	KANKER			

Banks will be hiring BC Supervisors for mentioned Districts of Chhattisgarh State - Where Business Correspondents Agents are functioning.

BEFORE FILLING THE APPLICATION -

Candidates should go through Bank of Baroda Official Website for Details of Advertisements along with Assignment of Job Profile, Payment of Monthly Remuneration.

<u>PATICULARS</u>	<u>CRITERIA</u>
<u>ELIGIBILTY</u>	<p><u>For Retired Bank Employees</u></p> <ul style="list-style-type: none"> • Retired officers (including voluntarily retired) of any PSU bank up to the rank of Chief Manager may be appointed for the purpose. • Retired clerks of Bank of Baroda having passed JAIB with good track record. <ul style="list-style-type: none"> • All Applicants should have rural banking experience at least 3 years. • The maximum age for continuation of BC supervisors will be 65 years. <p><u>For Other Candidates</u></p> <ul style="list-style-type: none"> • Minimum qualification should be graduate with Computer knowledge (MS Office, email, Internet etc.), however qualification like M.Sc. (IT)/ BE (IT)/ MCA/MBA will be given preference. • Should be in the age group of 21-45 years at the time of appointment. • The maximum age for continuation of BC supervisors will be 65 years.
<u>Other eligibility Criteria:</u>	<ul style="list-style-type: none"> • Due diligence along with proper verification of KYC, CIBIL Score, other enquiries etc will be carried out at the time of appointment (Those who are having adverse record, or terminated/ dismissed from past service etc. will not be considered). • Police verification will be arranged and conducted in respect of each selected applicant before assignment of duty. • Applicants should be willing and in a position to visit villages in the district for supervision and other activities as and when assigned on periodic intervals. • Should have accommodation near the Regional Office/Link branch and not in any case outside the district for which selection is to be made. • While Assigning BC Agents to a Supervisor, it should be ensured that NO BC Agent is related to the Supervisor as a Family Member, Blood Relation, Close Relative or having any Business Relations.
<u>Assigning BCs TO Supervisor</u>	BC Supervisors will be allotted 35-40 BC Agents. The number of BCs to be monitored by BC supervisors may be escalated on higher side.
<u>Period of Contract</u>	The contract will be initially for a period of 12 months subject to review after every 6 months.

<p><u>Selection and Approval of BC Supervisor:</u></p>	<p>The selection will be held through interview process by a committee headed by Regional Head which will also Include Deputy Regional Manager, Chief Manager/Officer in Charge of Financial Inclusion & Chief Manager/Officer in Charges Looking after Rural & Agriculture Banking in the Region. Based on the recommendations of the committee, the Regional Head would approve the appointment of individual BC Supervisor.</p>
<p><u>Roles and Responsibilities of BC Supervisor</u></p>	<ul style="list-style-type: none"> • Monitor 35-40 BCs assigned to them. • Ensure that banking services are available to the identified villages/ SSAs (Sub Service Areas)/ Non-SSAs including communities in urban/metro areas. • Educate BCs about their roles and responsibilities. • Ensure redressal of grievances of customers/BCs and submit feedback to link branch with copy to Regional Office. • Conduct meetings in the villages/SSAs/Non-SSAs as well as communities in their operational area to encourage villagers/customers for availing of banking services of our bank and submit the report to Regional Manager. • Visit to allocated villages/ SSAs/ Non-SSAs as well as communities in their operational area and BC points in the district at least once in 15 days and submit the report to FI coordinators of the Region. • Monitor & Control the activities of the BCs in coordination with link branch. BC supervisors must ensure that BCs remain active. • Ensure that the BCs are operational during the working hours as per extant guidelines of the bank. To ensure that the BCs are available on daily basis and transactions in the BC points are taking place as per prescribed norms/guidelines. • Ensure that BCs are not <i>doing</i> any type of off-line transactions at BC points. • Ensure that BCs are engaged in cross selling of our bank's and third party products. • Ensure that BCs are engaged <i>in</i> recovery of our bank's dues. • Conduct financial literacy sessions with villagers/communities during visit to the villages/ BC points. • Ensure that BCs have displayed the Dos & Don'ts board at BC points.

- Ensure that BCs are issuing only system generated slips to customers.
- Ensure that BCs are not using any stationery of the bank.
- BC Supervisor must take feedbacks from local customers regarding functioning of the BC agent during his visit and submit the feedback/Report to Regional Office.
- Plan and organize camps in consultation with the link branch /Regional Office from time to time for achieving various targets.
- Coordinate with the branch and service provider for appointment of BCs for suitably identified locations. In case of attrition of BCs, coordinated action should be taken for substitution of BCs at the earliest to ensure that continued banking services are available to customers.
- To identify BCs for uncovered villages allotted by DFS.
- Ensure that the details of field BC and officer visiting the village are displayed in the village.
- Coordinate and interact with link branch, Regional Office and Corporate BCs and submit the suggestions for improvement of BC activities, if any.
- Arrange for locational training programs on technical updates, operational guidelines etc for BCs.
- The BC Supervisor will monitor the performance of each BC through dash board.
- The BC Supervisors will be responsible for fixation of targets and monitoring the progress vis-a-vis target. BC Supervisor will be evaluated based on the performance and achievement of various targets of BC agents.
- Region should allocate village wise monthly targets for business development under financial inclusion to link branches. The BC supervisors would monitor the business development in village vis-a-vis targets. In the case of non-achievement of targets of financial inclusion in case more than 50% of BCs under particular supervisor for consecutive 2 months or any 2 quarters, the performance will be reviewed for continuation of service by Regional Head and if deemed fit, he/she can be discontinued with prior approval of Zonal Head. BC wise target has been allotted to all the corporate BCs by FI department HO.

	<ul style="list-style-type: none"> • Perform quarterly Verification of Cash with BCs and submit report to the link branch. • BC Supervisor should submit a monthly report of their performance to Regional FI Coordinator in the prescribed format devised by respective Regional Offices. • Any other duties assigned by the bank as and when assigned. 				
<p><u>Remuneration:</u></p>	<p><u>Monthly Remuneration will Comprising both fixed and variable components.</u></p> <p>The variable components will be ascertained based on the score secured by each BC agent on various parameters.</p> <table border="1" data-bbox="703 831 1326 960"> <tr> <td>Fixed Component</td> <td>Variable Component</td> </tr> <tr> <td>Rs. 15,000/-</td> <td>Rs. 10,000/-</td> </tr> </table>	Fixed Component	Variable Component	Rs. 15,000/-	Rs. 10,000/-
Fixed Component	Variable Component				
Rs. 15,000/-	Rs. 10,000/-				

Scoring & Variable Component

Sr. No	Scoring	Variable component
1.	>=30-39	Rs.4000/-
2.	>= 40-49	Rs. 5000/-
3.	>=50-59	Rs. 6000/-
4.	>=60-69	Rs. 7000/-
5.	>=70- 79	Rs. 8000/-
6.	>=80-89	Rs. 9000/-
7.	>=90-100	Rs. 10,000/-

TERMINATION OF SERVICES:

- Bank has the right to initiate termination of contract by giving 30 days' notice. However, in case of non-satisfactory conduct /misbehaviour, bank reserves the right to terminate the contract instantly without any prior notice. The authority for deciding such cases will be Regional Head.
- Bank should blacklist the Supervisor who has been involved in fraud and a list should be circulated to Zones/Regions at regular intervals to avoid engagement in any other Zone/Regions.
- The BC Supervisor can also initiate for termination of contract by giving 30 days' notice.

RENEWAL OF CONTRACT

Region will review the performance of the BC supervisors on half-yearly basis. On the basis of the performance the contract will be renewed for next 6 months.

-
- Duly filled Application as per attached Annexure – I with enclosure of Education Qualification and other relevant KYC Documents sent in Hard copy only will be considered valid.
 - Please sent the application on below mention address with title on envelope stating as “APPLICATION FOR THE POST OF BUSINESS CORRESPONDENT SUPERVISOR ON CONTRACTUAL BASIS”

APPLICATION TO BE SENT ON ADDRESS –

Bank of Baroda, Regional Office, Dhamtari,
1st Floor, Sonkar Plaza, Rudri Road,
Dr. Ambedkar Ward, Dhamatri,
Pin- 493773
