

RECRUITMENT FOR IT DEPARTMENT

Roles:

- 1) Enterprise Architect
- 2) Chief Information Security Officer (CISO)
- 3) Data Architect
- 4) Technology Manager
- 5) Application, Functional, Analytics Manager
- 6) Release Manager
- 7) Data Analyst
- 8) Business Analysts
- 9) Governance Head – Digital Transformation

Can Fin Homes Limited (CFHL), is a listed Company with AUM of more than Rs.32,000 Cr, incorporated under Companies Act, 1956. The Company is a Housing Finance Company, registered with National Housing Bank and regulated by Reserve Bank of India. The Company is looking for recruitment of suitable candidates for the following positions:

- 1) Assistant General Manager
- 2) Chief Managers
- 3) Senior Managers
- 4) Managers/Officers

Candidates can apply **ON-LINE** by clicking on the link <https://www.canfinhomes.com/career.aspx>

Candidates are advised to read the notification and ensure their eligibility before submitting the online application.

Age, Eligibility Criteria & other details as on 01/11/2023

The age, educational qualification & eligibility criteria shall be reckoned as on 01/11/2023.

Qualification & Experience:

SL No.	1.
Role	Chief Information Security Officer (CISO)
Experience	10+
Age	Preferably below 45
Certifications	CISA/CISSP/CISM/CCISO
Educational Qualification	BE/BTech/ME/MTech/MCA
Job Description	<ul style="list-style-type: none"> Certified dynamic professional with extensive practical experience in Cyber Security. Represent the Company and Single point of contact for all Cyber Security/Information Security related matters. Attend to all VAPT and Security Audit related matters including floating of RFP/RFQ and vendor onboarding and getting VAPT/Security Audit done and ensure prompt closure of observations including OWASP top 10 observations by coordinating with other stake holders. Implementation of tools like, but not limited to DLP/PIM/PAM/WAF/Firewall etc. Implementation of SIEM/SOC. Monitoring and Control. Responsible for Implementing and ensuring compliance to RBI/NHB/Parent Bank/ other directions relating to HFC. Also responsible for overall IT Security Operations, Cloud Security, Security Service Delivery, related Project Planning and Management/People Management. Working closely with stake holders in planning/strategizing, architecting, documenting, and implementing various security related infrastructure solutions, processes, and risk-based controls. Should be willing to work in shifts as per project requirements. Any other work entrusted by the Company from time to time.

SL No.	2.	
Role	Enterprise Architect	
Experience	14+	
Age	Preferably below 45	Location: Bengaluru
Certifications	Azure Architect, TOGAF Enterprise Architecture Practitioner	
Educational Qualification	BE/BTech/ME/MTech/MCA	
Job Description	<ul style="list-style-type: none"> • Responsible for establishing, updating, implementing and monitoring the enterprise architecture to provide effective and efficient information and technology support for the organization's strategy and processes. • Assisting clients with application architecture design, assessment and optimization including definition, documentation and implementation of new application architectures; review and evaluation of key attributes of existing application architectures and recommendation and validation of improvements to existing Application Architectures. • Provide application architectural blueprints and documentation of requirements using industry-standard platforms; should be well versed in banking/insurance technology stack. • The Enterprise Application Architect will work closely with portfolio leaders to develop application strategies, Technology roadmaps, establish new standards and develop application target architectures. • Provide technical design and architectural strategy to design and project teams, to ensure applications are integrated and adhere to stated architectural and design principles and standards as per industry best practice, reduce overall costs, increase efficiencies, provide value and capabilities as required, reduce risks and provide for needed security requirements. • Hands on experience in implementing application to application integration solutions – cloud based platforms. • Must have design experience. Ability to develop and/or review detailed design documents for infrastructure and application to application integration. • Have cloud migration/re-platform/re-architecture design and architectural knowledge on Azure. • Understanding infra and security components such as Compute, Storage, Network, Firewall, WAF, SOC, SIEM, DLP, NOC etc. • Expertise in SDWAN and HSM; Experience in infra design of Data centers, connectivity, migration and management. • Knowledge of cloud computing technologies, cloud applications and developing and organizing cloud systems; Cloud native development as well as could migration experience; in depth knowledge on IaaS, SaaS, PaaS knowledge; Cloud governance, billing, costing & resource optimization. • Responsible for establishing, updating, implementing and monitoring the enterprise security architecture to provide effective and efficient information and technology support for the organization's strategy and processes • Designing and implementing cloud security strategies and policies that meet an organization's specific needs. • Delivering in collaboration with the cloud enablement teams and cloud operations teams a robust and innovative security architecture for cloud platform-based security control deployments. • Responsible for ensuring that all cloud platform security designs, blueprints, and artefacts are maintained and adhere to good practice. • Responsible for identifying and recommending cloud platform component design changes to achieve compliance with security policies and the enterprise security architecture blueprints and roadmaps. • Continuously improve, document, and train development teams on the secure deployment tool chain in SaaS and associated processes, moving towards more automation and shorter turn-around times. • Ensuring the security of cloud-based applications against unauthorized access, theft, and other threats. • Architectural Impact analysis corresponding to the changes in the system & integration with the existing as well as new applications in the target system • Analyse Change Request impacts on architecture stand point and take part in design and implementation level activities on day to day basis and provide sign off. 	

SL No.	3.	
Role	Data Architect	
Experience	12+	
Age	Preferably below 45	Location: Bengaluru
Certifications	TOGAF Practioner Certified, Certified Data Management Professional (CDMP)	
Educational Qualification	BE/BTech/ME/MTech/MCA	
Job Description	<ul style="list-style-type: none"> • Responsible for the design and implementation of the enterprise-wide data strategy, ensuring the strategy supports the current and future business needs. • The role will involve collaborating with Business and IT stakeholders at all levels to ensure the enterprise data strategy and associated implementation is adding value to the business. • Developing and implementing an overall organizational data strategy that is in line with business processes. The strategy includes data model designs, database development standards, implementation and management of data warehouses and data analytics systems. • Identifying data sources, both internal and external, and working out a plan for data management that is aligned with organizational data strategy. • Coordinating and collaborating with cross-functional teams, stakeholders, and vendors for the smooth functioning of the enterprise data system. • Managing end-to-end data architecture, from selecting the platform, designing the technical architecture, and developing the application to finally testing and implementing the proposed solution. • Defining and managing the flow of data and dissemination of information within the organization. • Integrating technical functionality, ensuring data accessibility, accuracy, and security. • Conducting a continuous audit of data management system performance, refine whenever required, and report immediately any breach or loopholes to the stakeholders. • Envision data pipelines and how data will flow through the enterprise. • Maintain a repository of all data architecture procedures and artifacts. • Strong knowledge of industry best practices around data architecture in both cloud based and on prem solutions. • Experience of architecting data solution across hybrid (cloud, on premise) data platforms. • Excellent problem solving and data modelling skills (logical, physical, sematic and integration models) • Ensuring the security of cloud-based data against unauthorized access, theft, and other threats. • Have cloud migration/data migration design and architectural knowledge on Azure • Analyse the data impact of any Change Request and take part in design and implementation level activities on day to day basis. 	

SL No.	4.	
Role	Technology Manager	
Experience	10+	
Age	Preferably below 40	Location: Bengaluru
Certifications	PMP Preferred, Azure Cloud Certification preferred, DevOps Certified	
Educational Qualification	BE/BTech/ME/MTech/MCA	
Job Description	<ul style="list-style-type: none"> • Deep understanding of software development & SDLC; Experience in handling a team of developers; • Experience in Data Strategy, Data Architecture, Data modelling, Data governance etc.; • Build complex data models; designing and customizing reports • Knowledge for assisting in analysis on complex and dynamic data that allows to retrieve, combine, explore and visualize data from the various sources. 	

SL No.	5.	
Role	Application, Functional, Analytics Manager	
Experience	10+	
Age	Preferably below 40	Location: Bengaluru
Certifications	Banking/Housing Finance Certifications, Power BI Certification	
Educational Qualification	BE/BTech/ME/MTech/MCA	
Job Description	<ul style="list-style-type: none"> • Experience in application development and software delivery, understand HFC(Housing Finance Company) business functions, Track project/program status, Provide subject matter expertise. • Ensure continual improvement of IT Operations, including branch operations; achieving stability of IT Operations and Applications, diagnose and resolve issues aligned. • Knowledge for assisting in analysis on complex and dynamic data that allows to retrieve, combine, explore and visualize data from the various sources. 	

SL No.	6.	
Role	Release Manager	
Experience	10+	
Age	Preferably below 40	Location: Bengaluru
Certifications	ITIL 4 Managing Professional, DevOps Certified	
Educational Qualification	BE/BTech/ME/MTech/MCA	
Job Description	<ul style="list-style-type: none"> • Experience in creation of test cases and scenarios, Experience in SIT and UAT • Experience in Agile/Waterfall methodologies and Release lifecycle management • Understanding and experience in end-to-end software development lifecycle • Must have sound knowledge of configuration management and code repositories and DevOps tools. 	

SL No.	7.	
Role	Data Analyst	
Experience	6+	
Age	Preferably below 40	Location: Bengaluru
Certifications	Banking/Housing Finance Certifications, Data mining/ analysis certification	
Educational Qualification	BE/BTech/ME/MTech/MCA	
Job Description	<ul style="list-style-type: none"> • Strong analytical skills to gather and interpret data • Proficiency in data analysis tools and software • Knowledge of database management and reporting • Expertise in Microsoft Excel, and the ability to create and present insightful reports and dashboards. 	

SL No.	8.	
Role	Business Analysts	
Experience	5+	
Age	Preferably below 40	Location: Bengaluru
Certifications	Banking/Housing Finance Certifications, Power BI Certification	
Educational Qualification	BE/BTech/ME/MTech/MCA	
Job Description	<ul style="list-style-type: none"> • Understanding of functional aspect of the system; Experience in working as a BA for financial sector/HFC (Housing Finance Company). • Coordinate with multiple stake holders, and act as a bridge between functional, technical and System Integrator stakeholders. 	

SL No.	9.	
Role	Governance Head – Digital Transformation	
Experience	12+	
Age	Preferably below 50	Location: Bengaluru
Certifications	PMP Preferred, Azure Cloud Certification preferred	
Educational Qualification	BE/BTech/ME/MTech/MCA	
Job Description	<ul style="list-style-type: none"> • Expert and in compliant with regulatory norms; Understanding of implementation and maintenance of IT Policies like IS Audit Policies, IT & IS Policies • Experience in framing IT Compliance and Audit policies; supporting CIO to ensure IT Policies and regulatory requirements are complied with. • Deep understanding of IT sourcing, IT procurement managing the overall budget & billing of IT vendors • Experience in managing end to end delivery/program/project planning and implementation. Taking ownership of end to end program governance and delivery. • Experience in digital transformation projects in BFSI industry. • Experience working in Agile/Waterfall/Scrum environment; PgMP/PMP certified. 	

SUBMISSION OF ONLINE APPLICATION:

The guidelines for filling the on-line application are as follows:

- All candidates should have a valid mobile number / personal mail ID for login and the same should be kept active till the completion of this recruitment process.
- Candidates are required to upload their photograph and signature.
- Incomplete application will not be valid.
- Candidates should fill in the details in the On-line application at the appropriate places and click on the "SUBMIT" button. Application no. shall be generated. Candidates are advised to verify every field for any correction before submission.
- All communication will be sent to the candidate by e-mail only.

Candidates need not send any print out of Application, documents, etc. by post or other means.

SELECTION PROCEDURE & CALL LETTERS:

The selection shall be by way of Short-listing of the online applications received for the required location. Depending upon the number of vacancies, Company reserves the right to shortlist the candidates, based on their academic qualification score & experience in the relevant field and only those shortlisted candidates will be called for Virtual Interview.

The shortlisted candidates will be informed by email for Virtual interview. The details of time & date alongwith the link to log in for Virtual Interview will be informed to the shortlisted candidates through e-mail only and no separate communication will be sent to the applicants.

The final selection will be on the basis of rank lists drawn based on the total marks secured in the interview and other criteria. The selection of the candidates by the Company is final and binding on the candidates.

ACTION SHALL BE TAKEN AGAINST CANDIDATES IF FOUND GUILTY OF MISCONDUCT:

Note that, candidates should not furnish any documents/particulars that are false, tampered, fabricated or suppress any material information while submitting the application

GENERAL INSTRUCTIONS

- 1) Candidates should ensure that they fulfill the eligibility criteria before applying. The Company

- reserves the right to reject any candidate's application at any stage.
- 2) Canvassing in any form will be treated as disqualification.

The Company reserves the right of selection of candidates.

Date : 09/11/2023
Place : Bengaluru

Sd/-
General Manager