



पंजाब नैशुनल बैंक  
...भरोसे का प्रतीक !



punjab national bank  
...the name you can BANK upon !

HUMAN RESOURCES DIVISION, HEAD OFFICE  
मानव संसाधन प्रभाग, प्रधान कार्यालय  
PLOT NO. 4, SECTOR 10, DWARKA, NEW DELHI - 110075  
प्लॉट नं 4, सेक्टर 10, द्वारका, नई दिल्ली - 110075

Opening Date for Submission of Online Application	12.09.2025
Closing Date for Submission of Online Application	05.10.2025

**PUNJAB NATIONAL BANK INVITES ONLINE APPLICATIONS FROM INDIAN  
CITIZENS FOR ENGAGEMENT AS CHIEF DEFENCE BANKING ADVISOR  
(CDBA) ON CONTRACTUAL BASIS**

**1. ELIGIBILITY CRITERIA**

Name of the Post	Vacancies	Age (as on 11.09.2025)	Rank in Indian Army or Equivalent Rank in Indian Air Force/ Indian Navy
Chief Defence Banking Advisor	01	Less than 62 years	Superannuated or Superannuating within three months from the date of advertisement from the rank of Major General/Air Vice Marshal/ Rear Admiral with a satisfactory service record.

**NOTE:**

- Candidate who is under investigation or has been imposed major penalty/ proved guilty in any departmental or judicial inquiry in his/ her entire service career is not eligible for consideration.
- Candidate who served in ranks higher than those mentioned above is not eligible to apply.

**2. TERMS OF ENGAGEMENT**

**2.1 PERIOD OF CONTRACT**

The advisor will be engaged initially for a period of one year, and the period of contract will be further reviewed on a yearly basis, if considered necessary. The term of engagement will automatically expire permanently on attaining 65 years of age or 05 years of engagement - whichever is earlier.

## 2.2 REMUNERATION

- a. The total compensation of the Chief Defence Banking Advisor (CDBA) shall be **Rs. 30.24 lacs per annum** including fuel expenses, vehicle cost, driver cost, leased accommodation facility and telephone bill.
- b. CDBA shall be eligible for fuel cost as applicable to TEG Scale VIII official i.e. CGM and equivalent rank in the Bank.
- c. Car provided to CDBA would be as applicable to TEG Scale VIII official i.e. CGM and equivalent rank in the Bank.
- d. Expenses incurred on travel on duty (out of station of place of posting) will include travel fare, lodging and diem as per entitlement of Bank's Chief General Manager for CDBA.
- e. CDBA will not be entitled to dearness allowance or any other perquisites/ allowances other than the one which is a part of the compensation package.
- f. CDBA will not be eligible for any kind of staff loan, medical aid/ benefits, superannuation benefits, travel concessions, leave encashment, entertainment, newspaper, cleaning expenses, insurance or any other staff benefit scheme.
- g. Income tax, professional tax, any other tax/ statutory liability will be borne by the CDBA.

## 2.3 LEAVES

One day leave per month will be provided to CDBA if his/her job profile requires visiting office regularly, otherwise, if he/ she is engaged on work from home/ offsite basis, no leave of any kind will be provided. Balance of the leaves shall not be allowed to be carried over to the next year and there will be no provision for encashment of leaves.

## 2.4 ROLES AND RESPONSIBILITIES

The following will be the key roles and responsibilities of the CDBA:

- a. To liaise with Army Headquarters/other defence forces' HQ /paramilitary forces for expanding the relationship between Army/other forces and PNB at the institutional level and also increasing the spread of Bank's Defence business with their personnel including officers.
- b. Arranging meeting with Army HQ/ Command HQ/other defence Forces' HQ etc, when senior functionaries of PNB want to call on them.
- c. Arranging presentations at Army HQ/Command HQ/Regimental centres/Naval HQ/Air HQ.
- d. Acting as One point contact for the Army HQ/Navy HQ/Airforce HQ
- e. Assisting PNB in identifying locations for branch expansion and also setting up of ATMs and e-lobby (Multi-functional Kiosks).

- f. Coordinating with DBAs for marketing Rakshak Plus/other institutional business and handling complaints.
- g. Any other task identified by Bank with respect to growth of Defence Business, from time to time.

## **2.5 LOCATION**

The CDBA shall be posted at the PNB Corporate Office, Dwarka, New Delhi. However, the Bank reserves the right to relocate the candidate anywhere in India as per the Bank's requirement.

## **2.6 OTHER TERMS & CONDITIONS**

- a. Performance of CDBA will be subject to review on a half yearly basis.
- b. CDBA will have to execute a non-disclosure/ confidentiality agreement under which he/ she shall agree not to disclose any information/ data which he/ she is privy to while in the contractual appointment and shall take reasonable security measures to prevent accidental disclosure. They will also have to sign a legal undertaking stating that there will be no conflict of interest of any kind from their side with the Bank.
- c. In case of serving officer, he/ she will have to produce a letter of 'No Objection' from his/ her current organization at the time of interview and will have to resign/ get relieved from the services of current organization if he/ she gets selected.
- d. Engagement will be of full-time nature i.e. once engaged; the executive cannot be involved in any other kind of employment by any other employer.
- e. The selected candidate will have to produce a report of medical fitness from a medical practitioner (MBBS Doctor) at the time of joining the Bank.
- f. This engagement will not be treated as re-employment as the engagement will be purely of contractual nature and either party will have the right to terminate the contract with prior notice of 15 days.
- g. In case of unsatisfactory performance, the engagement will be cancelled, even before completion of the period of assignment.
- h. The CDBA should attend the allotted work on all working days and should be present in the office during the working hours except the events when he/ she is supposed to go on approved visits.

### **3 SELECTION PROCEDURE**

- a. The selection will be made on the basis of Personal Interaction/ Interview at our Corporate Office in Dwarka. However, the Bank may decide the modalities of selection depending on the number/ scope of applications received.
- b. Number of candidates to be shortlisted will be decided by the Bank based on their qualification, experience, overall suitability or any other parameters as decided by the Bank for Interview. The shortlisted candidates will be called for the selection process and merely applying/being eligible for the post does not entitle the candidate to be eligible/invited for further selection process.
- c. The qualifying marks in Interview will be decided by the Bank.
- d. The officers superannuating within three months from the date of publication of advertisement (**i.e. on or before 11.12.2025** from Defence services) may also be shortlisted but they shall get their assignment only after their superannuation.

#### **3.1 List of Documents to be produced before Personal Interview**

The following documents in original together with a self-attested photocopy in support of the candidate's eligibility and identity are to be invariably submitted at the time of interview or as and when required by the Bank, failing which the candidate may not be permitted to appear for the interview. Non submission of requisite documents by the candidate will debar his/her candidature from further participation in the recruitment process.

- i. Printout of the valid Interview Call Letter
- ii. Valid system generated printout of the online application form
- iii. Proof of Date of Birth (Birth Certificate issued by the Competent Municipal Authority or SSLC/ Std. X Certificate with DOB)
- iv. Photo Identify Proof and Address Proof (Officially Valid Documents)
- v. Passport, if held
- vi. Relevant documents in support of Educational Qualification: Individual Semester-wise/ Year-wise Mark sheets & Certificates including final degree certificate.
- vii. Certificate of Military Training Courses as mentioned in the online application
- viii. Certificate of Honours / Awards received during Defence Service as mentioned in the online application.
- ix. Caste Certificate issued by the Competent Authority strictly in the prescribed format as stipulated by Government of India in case of SC / ST / OBC category candidates. Caste Name mentioned in certificate should tally letter by letter with Central Government list / notification and the OBC caste certificate shall invariably contain "Creamy Layer" clause.
- x. Disability certificate in prescribed format issued by the District Medical Board in case of Persons with Benchmark Disability.
- xi. An Ex-serviceman candidate has to produce a copy of Service or Discharge Book along with Pension Payment Order and documentary proof of rank last /

presently held (substantive as well as acting) at the time of Interview. Those who are still Serving in Armed Forces should submit a certificate from the Competent Authority that they will be relieved from Defence services on or before 11.12.2025.

- xii. Candidates serving in Government/ Quasi Govt Offices/ Public Sector Undertakings (including Nationalised Banks and Financial Institutions) are required to produce a “No Objection Certificate” from their employer at the time of interview.
- xiii. Relevant documents in support of the work experience declared (including appointment letter, salary slip, experience certificate, relieving letter etc.), awards and recognition during professional career.
- xiv. Any other relevant documents in support of eligibility.

**NOTE:**

- a. Candidate will not be allowed to appear for the Interview if he/ she fails to produce the relevant eligibility documents as mentioned above. Non-production of relevant eligibility documents as and when demanded by the Bank shall make the candidate ineligible for further process of recruitment.
- b. If any candidate is found ineligible while verifying the documents, he/ she shall not be allowed to appear for Personal Interaction/ Interview.

### **3.2 Interview Call Letters**

Call letters for interview will be sent through email or will be made available on the Bank's website for download. Date of commencement of downloading interview call letters will be intimated by way of separate notice on the Bank's website. Hence, the candidates are advised to visit the Bank's website frequently for the date of commencement of downloading interview call letters. **NO HARD COPY WILL BE SENT TO THE CANDIDATES.**

### **4. APPLICATION FEE**

No fee is applicable for the post of CDBA.

### **5. HOW TO APPLY**

Candidates can only apply online, and no other mode of application will be accepted.

#### **5.1 Pre-Requisites for Applying Online**

Before applying online, candidates should keep ready a scanned copy of their photograph, signature, left hand thumb impression, proof of age, Complete Service/ Discharge Book (for retired officials) or Certificate of Service (for officials superannuating on or before 11.12.2025), Pension Payment Order, Educational Qualification certificates and other relevant documents.

## 5.2 Procedure for Applying Online

- a. Candidates are required to apply online through website <https://pnb.bank.in/>. **No other means/ mode of application will be accepted.** They will have to click on “CLICK HERE TO APPLY ONLINE” tab under the Recruitments/Careers → “Engagement of Chief Defence Banking Advisor on Contractual Basis” Notice.
- b. Candidates are required to have a valid personal Email ID and Mobile Number. It should be kept active till completion of this recruitment project. Bank may send call letters for interview etc. to the registered email ID. In case, a candidate does not have a valid personal email ID, he/she should create his/ her new email ID before applying online. Under no circumstances, he/she should share/ mention email ID to/ or of any other person.
- c. The name of the candidate and his/ her father/ husband etc. should be spelt correctly in the application as it appears in the certificates/ mark sheets/photo identity proofs etc. Any change/ alteration found may disqualify the candidature.
- d. An Email/ SMS intimation on successful registration of the application will be sent to the candidate’s Email ID/ Mobile Number specified in the online application form as a system generated acknowledgement. If a candidate does not receive the email/ SMS intimation at the email ID/ mobile number specified by him/ her, he/ she may consider that his/ her online application has not been successfully registered.
- e. An online application which is incomplete in any respect such as without proper passport size photograph, signature, left hand thumb impression, or other attachments uploaded in the online application form will not be considered as valid.
- f. Any information submitted by an applicant in his/ her application shall be binding on the candidate personally and he/she shall be liable for prosecution/ civil consequences in case the information/ details furnished by him/ her are found to be false at a later stage.

Please note that all the particulars mentioned in the online application including Name of the Candidate, Date of Birth, Address, Mobile Number, Email ID etc. will be considered as final and no change/modification will be allowed after submission of the online application form. Candidates are hence requested to fill in the online application form with utmost care as no correspondence regarding change of details will be entertained. Bank will not be responsible for any consequences arising out of furnishing of incorrect and incomplete details or omission to provide the required details in the online application form.

### Note:

- a. After completing the procedure of applying online, the candidate should take a printout of the system generated online application form and ensure the particulars filled in are accurate.
- b. Candidates are advised in their own interest to apply online much before the closing date and not to wait till the last date to avoid the possibility of disconnection/

inability/ failure to log on to the authorised Bank's website on account of heavy load on internet/ website jam.

- c. Bank does not assume any responsibility for the candidates not being able to submit their online application forms within the last date on account of the aforesaid reasons or for any other reason beyond the control of the Bank.
- d. Signature in CAPITAL LETTERS will NOT be accepted.
- e. All files uploaded in online application should be of the specified size and be clearly visible so as to determine the eligibility or else, the candidate's application may be rejected.

## **6. GENERAL INSTRUCTIONS**

- i. Before applying for the post, the candidate should ensure that he/ she fulfils the eligibility and other norms mentioned above as on the specified date and that the particulars furnished by him/ her are correct in all respects.
- ii. In case it is detected at any stage of recruitment, that a candidate does not fulfill the eligibility norms and/or that he/ she has furnished any incorrect/false information or has suppressed any material fact(s)/information, his/ her candidature will automatically stand cancelled. If any of the above shortcoming(s) is/are detected even after appointment, his/ her appointment is liable to be terminated. In such an eventuality, the candidate may also render himself/ herself liable to criminal prosecution.
- iii. The Bank would be free to reject any application at any stage of the recruitment process, if the candidate is found ineligible for the post. The decision of the Bank regarding eligibility of the candidate, the stage at which scrutiny of eligibility is to be undertaken, qualifications and other eligibility norms, documents to be produced for interview etc. and any other matter relating to recruitment will be final and binding on the candidates. No correspondence or personal enquiries shall be entertained by the Bank in this regard.
- iv. Mere submission of application against the advertisement and apparently fulfilling the criteria as prescribed in the advertisement does not entitle the candidate to be called for interview or claim any right of employment with the Bank. Only shortlisted applicants will be called for interview.
- v. Incomplete applications will be rejected outrightly.
- vi. Canvassing in any form will be a disqualification.
- vii. A recent, recognizable color passport size photograph, which should be the same as the one uploaded in the online application form, should be firmly pasted on the call letter for Interview and duly signed across by the candidate. Candidates are advised not to change their appearance till the recruitment process is complete. Failure to produce the same photograph at the time of interview may lead to disqualification. A candidate should ensure that the signature appended by him/ her in all the places viz. call letter, attendance sheet etc. and in all correspondences with the Bank in future should be identical and there should be no variation of any kind.

- viii. Candidates who are serving in Government/ quasi govt. offices/ Public Sector Undertakings (including Nationalized Banks and Financial Institutions) will be required to produce a "No Objection Certificate" from their employer at the time of interview, in the absence of which, their candidature may not be considered. In case of appointment, candidates will be required to produce an unconditional discharge certificate from the employer at the time of taking up the contractual appointment, if applicable.
- ix. While applying, the candidate will be required to provide details regarding criminal case(s) pending against him/ her, if any. The Bank may also conduct independent verification, inter alia including verification of police records etc. The Bank reserves the right to deny the appointment depending upon such disclosures and/ or independent verification.
- x. It is a contractual appointment, and the CDBA would not be entitled to claim any regular employment or any other benefit from the Bank in future.
- xi. He/ she shall undertake that he/ she will not sub-contract/ sub-assign the assignment.
- xii. Candidates will have to appear for the Personal Interaction/ Interview at their own expense.
- xiii. Request for change of contact number/ address/ email ID/ Interview centre will not be entertained.
- xiv. Bank takes no responsibility for any delay in/ non-receipt or loss of any communication.
- xv. Candidate should have a valid email ID, which shall be indicated in the application form and kept active during the period of the recruitment process to receive call letter and other communications, if any.
- xvi. Any dispute arising out of and/ or pertaining to the process of recruitment under this advertisement shall be subject to the sole jurisdiction of the Courts situated at NCT of Delhi.
- xvii. In case any dispute arises on account of interpretation of version other than English, English version will prevail.
- xviii. **Candidates are advised to regularly visit the Bank's website <https://pnb.bank.in/> under Recruitments/ Careers for updates/ notices/ instructions.**



**7. DISCLAIMER**

- i. The Bank reserves the right to cancel/ discontinue/ change the recruitment process at any stage, depending upon exigencies or otherwise and decision of the Bank in respect of all matters pertaining to this recruitment will be final and binding on all the candidates.
- ii. **Any notice/ communication meant for the candidates displayed on Bank's website or conveyed to the Email ID mentioned in the application form, shall be deemed to be sufficient service of communication upon the candidate, for all purposes.**
- iii. Bank reserves the right to cancel the recruitment process partly/entirely at any time, if required, without issuing any further notice or assigning any reason thereof.

**Dated: 11.09.2025**

**GENERAL MANAGER (HRD)**