

SAYAJIRAO GAEKWAD FELLOWSHIP PROGRAM

In line with the Government of India's mission, "**Start up India - Stand up India**" and to be a part of the said drive initiated by the Government of India, Bank of Baroda is proud to launch the fellowship program, "**The Sayajirao Gaekwad Fellowship Program**" with the objective of supporting young individuals desirous of setting up their own Fintech, Rural, Agri, Financial Inclusion start-ups in due course and presently provide them with some specific experience of the Banking/Financial industry through some live projects proposed to be undertaken by them in the Bank.

PROGRAM HIGHLIGHTS

We are inviting bright, young minds who are desirous of embarking on an entrepreneurial journey to join us for a One Year stint in the Bank and avail the opportunity of on-the-field learning, a hands-on experience of the Banking / Financial world & development of their execution capabilities on a live Business project. Simultaneously, they will also work on their start-up idea and start giving shape to the same during their Fellowship period with the Bank. The Bank will provide them with the infrastructural support in developing their idea and if required, may also provide Industry Mentors for guiding them suitably. The Bank's projects that may be allotted to them will be in the following areas:

- FinTech projects (including Retail, SME, Digital, Artificial Intelligence, Analytics, Distributed Ledger)
- Rural, Agri and Financial Inclusion projects
- Other Banking & Finance projects of strategic importance to the Bank

Each Fellow would be assigned a Project Sponsor for the chosen project from the Bank, who would be responsible for guiding and steering the project with the chosen Fellow.

The chosen Fellows would be expected to provide inputs and assist the Project Sponsors in discovering, validating, detailing the design and executing the specified project allotted to them. The Fellows would also be expected to assist Product Sponsors in identifying target areas/verticals/markets with rigorous data and evidence backed research, and work closely with them on platform development, operationalizing and tracking the performance of the projects and partnerships.

ELIGIBILITY CRITERIA FOR APPLYING FOR FELLOWSHIP PROGRAM

- Bachelor's degree in Engineering (any) / Post Graduate qualification / Management / Other Disciplines from a premier college (IITs, IIMs, etc.) in India or abroad.
- 1-4 years relevant post qualification experience in areas of banking/ finance/ marketing/ strategy/ agriculture/ rural/ digital/ technology.
- Work experience in (Technology/ Digital Finance) entrepreneurial setup would be an added advantage
- Experience in supporting senior management in establishing partnerships and alliances
- Ability to manage multiple engagements and competing priorities in a rapidly growing, fast-paced, interactive, results-based team environment
- Excellent verbal, written (including technical writing), and presentation skills
- Demonstrated and deep analytical, research, organizational, and project management skills
- Experience in drafting reports and analyzing MIS
- Candidates who would like to start their own entrepreneurship ventures will only be selected, with preference given to the persons whose ideas get selected in the selection process.

REMUNERATION FOR THE FELLOWS

- A remuneration of INR 1 lakh per month would be paid as stipend, at the end of each month. No other benefits/ facilities/ perquisites will be provided.
- Travel/ conveyance expenses as may be required for execution of the project would be reimbursed by the Bank strictly on a case by case basis and as per actuals.

REPORTING MANAGER

- ❖ Each project would be mapped to a Project Sponsor who would be designated as Functional Head sponsoring the project.

TOTAL NUMBER OF FELLOWS

- ❖ The Bank proposes to select highly meritorious and enterprising candidates for awarding the Fellowship which may range from 40-50 candidates, depending on getting the right type and profile of candidates.

SELECTION PROCESS

The Bank shall adopt a rigorous selection process for awarding the Fellowship which includes the following:

- Initial / First level screening to short-list the candidates based upon academic and professional credentials, relevant experience, etc.
- 2nd level screening to further short-list candidates based on the entrepreneurial idea submitted.
- The short-listed candidates shall be called for an interaction before a special committee of the Bank which will include a presentation on their Business / Start-up Ideas, on a specified date, time and venue, which will be communicated to short-listed candidates by the Bank, separately.
- Announcement of the selected candidates post completion of the evaluation process shall be made through an announcement on Bank's website.
- The decision of the Bank in respect of the screening / short-listing & final selection shall be solely with the Bank & no correspondence of any kind will be entertained from any applicant with regard to consideration or reasons for non-consideration of their candidature.

OTHER CONSIDERATIONS UPON FINAL SELECTION & JOINING

- A suitable Project in the Bank shall be allotted to the selected candidate on which he / she shall work on during the -1- (One) year of their Fellowship program in the Bank.
- The Project Plan for the live projects would need to be submitted by the Selected Fellow in conjunction with the Project Sponsor and the same will need to be approved by the Project Sponsor i.e. the concerned Functional Head in the Bank.
- The Bank will define a quarterly assessment process for review of progress made in the project allotted to the said fellows. Fellows who have not achieved the required milestones as defined in the Project Plan would be advised suitably and thereafter, in case the progress is still not as per the defined requirement, the program can be discontinued for such candidate with one week's prior notice. The stipend would be paid only for the period of being designated as a Fellow by the Bank.
- The Bank would award a Fellowship Award to the selected candidates who have successfully completed the program. This would include a citation and a letter on the Fellowship issued by the Bank.
- The selected candidates will be required to work on full time basis with the Bank for the entire -1- (One) year duration of the fellowship

- After completion of their 1 year Fellowship program with the Bank, the candidates can go on to start their own Entrepreneurship ventures/start-ups. Bank may also provide funding/financial support as may be deemed feasible by the Bank, on appropriate terms and conditions to be decided at that time, though the same is not guaranteed by the Bank as a part of this program.
- The selection of a candidate does not in any manner create an employment nor does his selection entitle him to claim employment in the Bank. The selection is done only for specific and limited purpose of the Sayajirao Gaekwad Fellowship Program.

APPLICATION PROCEDURE:

Eligible and willing candidates are required to submit an Application form in online mode through Bank's website www.bankofbaroda.co.in. **The last date for submitting online Application form is 20.03.2017.** The link for submission of On-line application shall be removed from Bank's website upon expiry of the stipulated date.

The candidates shall be short-listed for participation in the selection process based on the eligibility criteria as prescribed above. The Bank reserves for itself the right to reject any application / candidature at any stage without assigning any reasons thereof and the decision of the Bank shall be final.

For any query, please mail us at sgfellowship@bankofbaroda.com.

Sd/-
HEAD (STRATEGIC HR & OD)
28.02.2017