NaBFID | National Bank for Financing Infrastructure and Development

National Bank for Financing Infrastructure and Development *welcomes professionals to fill in* ***Business Analyst*** *positions on fixed term (short term contract basis)*

If you have a strong passion for continuous learning and aspire to excel in a merit-based environment that fosters innovation and excellence, Visit: https://nabfid.org/careers

Candidates are advised to regularly check the careers section of the Bank's website www.nabfid.org for details and updates.

Tentative date of Interview	04-Aug-2026

Please read the detailed advertisement carefully and ensure your eligibility

National Bank for Financing Infrastructure and Development (hereinafter referred to as Bank), set up under the National Bank for Financing Infrastructure and Development Act, 2021, and is amongst the principal entities 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). The Bank is poised to play an extremely crucial role in supporting infrastructure funding in the nation.

ADVERTISEMENT NO: NaBFID/REC/BNA/2026-27/01

The Bank will be recruiting for the following positions on fixed term (contract basis) from newly qualified chartered accountants who have registered themselves at https://icaiplacements.icai.org with Institute of Chartered Accounts of India (ICAI).

Job Code: Business Analyst
(https://icaiplacements.icai.org/)

S.No.	Stream	SC	ST	OBC	EWS	UR	Total	PwBD
1	Lending & Project Finance	2	2	2	1	3	10	3 (VI-1, HI-2)
2	Risk Management	1		1		3	5	
3	Compliance					1	1	
4	Internal Audit					1	1	
5	Investment & Treasury			1		1	2	
6	Accounts					3	3	
	Positions:	3	2	4	1	12	**22**	

Abbreviations: SC- Scheduled Castes, ST- Scheduled Tribes, OBC- Other Backward Classes, EWS-Economically Weaker Section, GEN-General, PwBD-Persons with Benchmark Disability, VI-Visually impaired, HI-Hearing impaired, LD-Locomotor disability

The number of vacancies mentioned above is provisional and can be modified/cancelled, without any intimation, which will be at the sole discretion of the Bank.

- SC/ ST candidates will have to submit the Caste certificate issued by Competent Authority on the format prescribed by the Government of India, whenever required by the bank.

* Reservation for OBC in recruitment is governed by office Memorandum No. 36012/22/93Estt.(SCT) dated 08.09.1993 as amended from time to time by department of Personnel & Training, Ministry of Personnel Public Grievances & Pensions, Government of India.

Vacancies reserved for OBC category are available to only 'Non-Creamy Layer' OBC candidates. 'Creamy layer' OBC candidates are not entitled to OBC reservation, hence, they should indicate their category as 'General' as applicable.

OBC category candidates should submit the OBC certificate on **format prescribed by Govt. of India** containing the 'Non-creamy layer' clause, valid for the year 2026-27/ current year i.e. issued during the period 01.04.2026 to date of interview, should be submitted by such candidates, if called for interview. The candidate should be able to submit the requisite OBC certificate in the prescribed format during document verification, whenever required by the bank.

** Reservation for Economically Weaker Section (EWS) in recruitment is governed by Office Memorandum no. 36039/1/2019-Estt (Res) dated 31.01.2019 of Department of Personnel & Training, Ministry of Personnel, Public Grievance & Pensions, Government of India.

Disclaimer: *"EWS vacancies are tentative and subject to further directives of Government of India and outcome of any litigation. The appointment is provisional and is subject to the Income & Asset certificate being verified through the proper channels."* **Benefit of reservation under EWS category can be availed upon production of an "Income & Asset Certificate" issued by a Competent Authority in the format prescribed by Government of India for the relevant financial year as per the extant DoPT guidelines.** The EWS candidates are required to produce for verification the 'Income & Asset Certificate' issued based on gross annual income for the Financial Year 2025-26 and valid for the year 2026-27, as per extant DoPT guidelines, on the date of document verification as and when required by the bank.

- Candidates belonging to the reserved category including, for whom no reservation has been mentioned, are free to apply for vacancies announced for General category provided, they must fulfil all the eligibility conditions applicable to General category.
- There is no reservation for Ex-servicemen in Officers' Cadre.
- The reservation under various categories will be as per prevailing GOI Guidelines.

Reservation for Persons with Benchmark Disabilities (PwBD):

Horizontal reservation has been provided to Persons with Benchmark Disabilities as per section 34 of "The Rights of Persons with Disabilities Act (RPWD), 2016". The position(s) is/are identified suitable for the Persons with undernoted categories of disabilities as defined in the Schedule of RPWD Act 2016:

Suitable Category of Benchmark Disabilities	Functional Requirement
a) B - Blind, LV - Low Vision b) HH - Hard of Hearing c) One Arm, Both Arms, One Leg, Both Leg, Cerebral Palsy, Leprosy Cured, Dwarfism, Acid Attacked Victims, Muscular Dystrophy, Spinal Deformity (SD) and Spinal Injury (SI) without any associated neurological/ limb dysfunction. d) Autism Spectrum Disorder (Mild), Intellectual Disability, Specific Learning Disability, Mental Illness.	S-Sitting, W-Walking, MF- Manipulation by Fingers, BN-Bending, ST- Standing, RW- Reading and Writing, SE- Seeing, H-Hearing C-Communication

Visual Impairment (VI): Only those Visually Impaired (VI) persons who suffer from any one of the following conditions, after best correction, are eligible to apply.

a. Blindness: i. Total absence of sight; OR ii. Visual acuity less than 3/60 or less than 10/200 (Snellen) in the better eye with best possible correction; OR iii. Limitation of the field of vision subtending an angle of less than 10 degree. OR

b. Low Vision: **i.** Visual acuity not exceeding 6/18 or less than 20/60 upto 3/60 or upto 10/200 (Snellen) in the better eye with best possible corrections; OR **ii**. Limitation of the field of vision subtending an angle of less than 40 degree up to 10 degree.

Hearing Impaired (HI): Hard of Hearing: means person having 60 DB to 70 DB hearing loss in speech frequencies in both ears.

Locomotor Disabilities (LD): Only those persons are eligible to apply under Locomotor Disability (LD) category who have inability to execute distinctive activities associated with movement of self and objects resulting from affliction of musculoskeletal or nervous system or both, including Cerebral Palsy, Leprosy Cured, Dwarfism, Muscular Dystrophy, Acid Attack Victims, Spinal Deformity (SD) and Spinal Injury (SI) without any associated neurological/ limb dysfunction. Orthopedically challenged persons are covered under locomotor disability with following benchmark:

i. OA - One arm affected (Right or Left)
ii. BA – Both arms affected
iii. OL - One leg affected (Right or Left)
iv. BL – Both Leg affected

Persons with OA & BA category should have normal bilateral hand functions.

a. "**Leprosy cured person**" means a person who has been cured of leprosy but is suffering from:

   i. Loss of sensation in hands or feet as well as loss of sensation and paresis in the eye and eye-lid but with no manifest deformity;

   ii. Manifest deformity and paresis but having sufficient mobility in their hands and feet to enable them to engage in normal economic activity.

   iii. Extreme physical deformity as well as advanced age which prevents him/ her from undertaking any gainful occupation, and the expression "leprosy cured" shall be construed accordingly.

b. "**Cerebral palsy**" means a Group of non-progressive neurological conditions affecting body movements and muscle coordination, caused by damage to one or more specific areas of the brain, usually occurring before, during or shortly after birth.

c. "**Dwarfism**" means a medical or genetic condition resulting in an adult height of 4 feet 10 inches (147 centimeters) or less;

d. "**Muscular dystrophy**" means a group of hereditary genetic muscle disease that weakens the muscles that move the human body and persons with multiple dystrophy have incorrect and missing information in their genes, which prevents them from making the proteins they need for healthy muscles. It is characterized by progressive skeletal muscle weakness, defects in muscle proteins, and death of muscle cells and tissue;

e. "**Acid attack victims**" means a person disfigured due to violent assaults by throwing of acid or similar corrosive substance.

Intellectual Disability: means a person who has significant limitation both in intellectual functioning (reasoning, learning, problem solving) and in adaptive behaviour which covers a range of every day, social and practical skills, including

a) "**Specific learning disabilities"** means a heterogeneous group of conditions wherein there is a deficit in processing language, spoken or written, that may manifest itself as a difficulty to comprehend, speak, read, write, spell, or to do mathematical calculations and includes such conditions as perceptual disabilities, dyslexia, dysgraphia, dyscalculia, dyspraxia and developmental aphasia;

b) "**Autism spectrum disorder"** means a neuro-developmental condition typically appearing in the first three years of life that significantly affects a person's ability to communicate, understand relationships and relate to others, and is frequently associated with unusal or stereotypical rituals or behaviours.

Multiple Disabilities: (more than one of the above specified disabilities) including deaf blindness which means a condition in which a person may have combination of hearing and visual impairments causing severe communication, developmental, and educational problems.

Note:

1. Definition of the above specified disabilities will be as per "THE RIGHTS OF PERSONS WITH DISABILITIES ACT, 2016" and reservation shall be in accordance with such instructions as are issued by the appropriate Government from time to time.
2. Candidates falling under all the above categories of PwBDs will be eligible to apply against the advertised vacancies as given above.
3. The disability conditions falling under the category "likely to improve" under temporary disability category, are not eligible for reservation.
4. The conditions I.e. "progressive, non-progressive or not likely to improve" are to be treated eligible for reservation.

B. ELIGIBILITY

The cut-off date for all the eligibility criteria i.e. Age, Educational Qualification will be as on 30.06.2026.

Candidates are requested to ensure that they fulfil the eligibility criteria for the position applied for as on date of eligibility.

Educational Qualification: The candidate should have cleared final CA exam as on the cut-off date.

C. AGE AS ON 30.06.2026:

Minimum: 21 years, Maximum: 32 years

The candidate should not be more than 32 years old as on June 30, 2026. Relaxation in age for

- SC/ST candidates - 5 years,
- OBC candidates - 3 years,
- PwBD candidates - 10 years

Note: Cumulative Age Relaxation will not be available either under the above items or in combination with any other items.

a. The maximum age indicated is for General/EWS category candidates. Reservation for candidates belonging to reserved category will be in accordance with the prevailing Govt. of India guidelines.
b. PwBD candidate should produce a certificate issued by a competent authority as per the Govt of India guidelines.
c. For persons with specified disabilities covered under the definition of Section 2(s) of the RPwD Act, 2016 but not covered under the definition of Section 2(r) of the said Act, i.e., persons having less than 40% disability and having difficulty in writing.
d. Candidates must state their reservation status clearly in the application.
e. Applicants seeking age relaxation are required to submit copies of necessary certificate(s), at the time of interview/ joining the Bank in the GOI prescribed formats (if any).
f. No change in category of any candidate is permitted after registration of online application, and No correspondence/ email/ phone call will be entertained in this regard.

INDICATIVE JOB PROFILE

Sr	Stream	Indicative Job Profile/Desired Skills
	Lending Operations (Lending & Project Finance)	• Credit Appraisal and Financial Analysis: Conduct comprehensive credit assessments of lending proposals by analyzing financial statements, business models, cash flow projections, sponsor strength, project risks, security structure, and repayment capacity to support informed credit decisions in line with NaBFID's credit policies. • Financial Model Validation and Project Evaluation: Review and validate project financial models by assessing key assumptions, sensitivities, and projections against the Techno-Economic Viability (TEV) report, industry benchmarks, market trends, regulatory requirements, and sector outlook to ensure the financial and economic viability of the project. • Documentation, Conditions Precedent Compliance, and Disbursement: Coordinate with the Legal and Loan Operations/Documentation teams and other internal stakeholders to ensure timely execution of loan documentation, verification of sanction terms and Conditions Precedent (CPs), and initiation of disbursement upon satisfactory compliance with approved sanction conditions. • ESG Monitoring, Early Warning Signals (EWS), and Asset Quality Review: Track Environmental, Social and Governance (ESG) parameters, monitor Early Warning Signals (EWS), conduct periodic

		asset quality reviews, and identify stress indicators to facilitate timely risk mitigation and maintain the overall health of the credit portfolio. • Credit Monitoring and Portfolio Management: Monitor the performance of sanctioned exposures through periodic review of financials, project implementation status, covenant compliance, and key risk indicators. Identify emerging risks, recommend corrective actions, and ensure compliance with internal credit policies and regulatory guidelines • Any other work assigned by NaBFID.
	Investment & Treasury	• Responsible for settlement & accounting of all treasury trades, reconciliation and balancing of books, valuation of securities and ensure timely submission of regulatory statements, audit & MIS. • Exposure to accounting and settlement of various trades and preparation of treasury balance sheet. • Exposure to finance and treasury activities, including banking, cash and liquidity management, and capital & debt markets. • Any other work assigned by NaBFID.
	Accounts	• Support the Bank's financial reporting, financial planning and analysis in alignment with emerging business requirements and statutory standards • Contribute to the preparation and analysis of financial statements, management information, and business performance to facilitate strategic decision-making by senior management. • Partner with business, finance, treasury, and operational teams to evaluate financial implications of transactions, products, and business initiatives • Drive financial analysis, budgeting, forecasting, and performance monitoring activities • Participate in strengthening the Bank's accounting framework, financial control environment and process transformation initiatives through automation and best-in-class practices. • Engage with auditors, tax authorities, regulators, and other key stakeholders on matters relating to financial reporting, accounting, and taxation. • Leverage Banking / Payments, Accounting, and Loan Management Systems (LMS) to support process execution, financial analytics and reporting • Undertake strategic projects and other assignments contributing to the growth and institution-building objectives • Any other work assigned by NaBFID.
	Risk Management	• Assist the team in carrying out credit risk assessment of new credit proposals in-line with existing Policies and SOPs • Conduct periodic reviews of the existing portfolio including review of internal credit ratings and prepare notes detailing rating rationale • Perform regular account monitoring including monitoring of various regulatory and management exposure limits at account and group level • Assist in determination of provisioning requirements as per extant guidelines • Maintain and safekeep all essential documentation, prepare and maintain regular MIS as required • Ensure submissions to and compliance with all auditors (internal, statutory, concurrent) and regulatory requirements • Assist in development and testing of internal credit rating models • Assist the team in updating and reviewing internal policies and SOPs and ensure the updated policies are applied consistently throughout the credit-approval lifecycle

		• Collect necessary data to track industry developments and prepare industry update reports; undertake thematic and industry-specific reviews to identify emerging risk trends Assist in development and testing of internal credit rating models as and when required • Maintain active collaboration with all stakeholders at each stage of the loan-life cycle and engage proactively in a wide range of assignments as required • Any other work assigned by NaBFID.
	Internal Audit	• Plan, execute, and report on Risk Based Internal Audit covering business operations, infrastructure lending and project finance, and other support functions. • Evaluate the effectiveness of Internal Controls, governance mechanisms and risk management processes in line with RBI and NaBFID policies. • Review compliance with regulatory requirements, internal guidelines and relevant statutes applicable to financial institutions. • Conduct process walkthroughs and control testing to identify operational inefficiencies, control gaps and opportunities for improvements. • Prepare comprehensive audit reports, highlighting findings, risk implications, actionable recommendations and management responses. • Support in developing and updating the Annual Audit Plan based on Institutional Risk Assessments and emerging business priorities. • Perform follow-up reviews to ensure timely compliance of the audit findings. • Assist in automation and data analytics initiatives within the Internal Audit function to enhance audit coverage and insight generation. • Maintain documentation in compliance with Internal Audit standards and Internal Policies. • Undertake any other responsibilities assigned by the VP-Internal Audit or Head-Internal Audit. • Uphold objectivity, confidentiality, and professional integrity in all audit assignments, ensuring trust and transparency in reporting. • Contribute to maintaining an effective risk-based annual audit plan by supporting risk assessment, planning and prioritization exercises. • Facilitates coordination with external auditors and regulatory reviewers, ensuring zero major observations or deficiencies related to internal audit. • Any other work assigned by NaBFID.
	Compliance	• Design, implement, and continually strengthen bank's Compliance Governance Framework in alignment with the NaBFID Act, RBI guidelines, and global best practices. Assist in preparing and delivering structured compliance reports, dashboards, and thematic updates to the Board, Audit Committee, and other Board-level committees, compliance Oversight Committee, prepare agendas and background notes. • Monitor regulatory circulars, notifications, supervisory expectations, and emerging regulatory trends from RBI, FIU-IND, SEBI, CBDT, IRDAI, MCA, and international bodies. • Assist in Advising on regulatory interpretation for product structuring, new initiatives, policy changes, and emerging business strategies. Assist in providing advisory on AML/CFT, KYC/CDD, sanctions compliance, beneficial ownership, PEP management, correspondent relationships, and ABAC requirements. • Any other work assigned by NaBFID.

- Candidates should possess excellent communication skills and should be proficient in the use of computers and information technology.
- The annual fixed compensation for Business Analyst, appointed in the service of the Bank will be Rs 16.67 lakh (approximately). Apart from this, variable pay (performance bonus) of upto 20% on fixed compensation may be paid based on the performance, as decided by the Bank from time to time.
- Compensation may be revised at suitable intervals, as approved by the Board.
- Group Insurance (Medical, Accidental & Term Life) will be provided by the Bank, which will be over and above the compensation mentioned above.
- The selection process will comprise of Personal Interview.
- Candidates who are shortlisted from the eligible basket will be called for Interview numbering 5 to 15 times of the position wise vacancies, as decided by the bank later.
- Depending upon the requirement and suitability of the candidates, the Bank reserves the right to cancel / restrict / curtail / enlarge the recruitment process including the number of vacancies, if need arises, without any further notice and without assigning any reason therefor.
- No correspondence will be entertained from any ineligible and non-selected candidate.
- In all matters regarding eligibility, the selection process, the stages at which the scrutiny of eligibility is to be undertaken, documents to be produced for the selection process, assessment, prescribing minimum qualifying standards in the selection process, number of vacancies, communication of results, etc., the Bank's decision shall be final and binding on the candidates and no correspondence shall be entertained in this regard.
- Selected candidates, who are already in service, must produce a proper relieving letter / discharge certificate in original from their present employer at the time of joining, failing which they shall not be allowed to join the Bank.
- Candidates serving in Govt./Quasi Govt. offices, Public Sector undertakings including Nationalized Banks and Financial Institutions are advised to submit 'No Objection Certificate' from their employer at the time of interview.
- The appointment of selected candidate is subject to his / her being declared medically fit, as per the requirement of the Bank.
- In case it is detected at any stage of recruitment that a candidate does not fulfil the eligibility norms and / or that s/he has furnished any incorrect / false information or has suppressed any material fact(s), his / her candidature will be cancelled. If any of these shortcomings is / are detected even after appointment, his /her services are liable to be terminated without notice.
- Any legal proceedings in respect of any matter of claim / dispute arising out of this advertisement and / or an application in response thereto can be instituted only in Mumbai and courts / tribunals / forums at Mumbai only have sole and exclusive jurisdiction to try any clause / dispute.
- The Bank reserves the right to cancel the recruitment process entirely/ partly at any stage.
- The decision of the Bank in all matters relating to recruitment will be final and binding on the candidate. No correspondence or personal enquiries shall be entertained by Bank in this behalf.
- The total marks allotted for Interview are 100. The minimum qualifying marks in interview will not be less than 40% for GEN/EWS (35% for SC/ST/OBC/PwBD candidates).
- However, the bank reserves the right to waive/ modify the minimum qualifying marks of any stage, without any prior intimation.
- Instances for providing incorrect information and / or process violation by a candidate detected at any stage of the selection process will lead to disqualification of the candidate from the selection process and s/he will not be allowed to appear in any recruitment process of Bank in the future. If such instances go undetected during the current selection process but are detected subsequently, such disqualification will take place with retrospective effect.

SELECTION PROCESS

NaBFID will be shortlisting candidates for personal interview from the newly Qualified Chartered Accountants who have registered themselves at https://icaiplacements.icai.org with Institute of Chartered Accountants of India. Interviews of the short-listed candidates will be conducted at Mumbai Centre of ICAI only.

Any other means/mode of application will not be entertained. HARD COPY OF APPLICATION AND OTHER DOCUMENTS ARE NOT TO BE SENT TO THIS OFFICE. <u>Any Applications sent directly to NaBFID will not be entertained under any circumstances.</u>

Date: 10.07.2026 **Executive Vice President – Human Resource**