



Advertisement No. ECGC/HO/01/2023

January 25, 2023

Recruitment of Specialist Officers on Contractual Basis (Full Time) -2022-23

ECGC invites applications for the posts of Chief Technology Officer and Deputy Chief Technology Officer from eligible candidates.

A.	Name of the Posts	Chief Technology Officer (CTO) & Deputy Chief Technology Officer (Dy CTO)
B.	Type of the Posts	Contractual on full time basis .
C.	No. of Posts	2 (1 CTO, 1 Dy CTO)
D.	Period of Contract	The term of the contract of CTO and Dy CTO would initially be for a period of three years , extendable, at the sole discretion of ECGC. The contract can be terminated at three months' notice on either side or salary and allowances (if any) in lieu thereof.
E.	Company Expectations from the CTO & Dy CTO	<ul style="list-style-type: none">• The CTO & Dy CTO should be an adequately experienced professional from the industry who will lead the digital transformation process in ECGC Ltd.• The CTO & Dy CTO should also plan the roadmap, design the architecture for ECGC's technology transformation to digitalization and paperless office.• As part of the exercise, CTO & Dy CTO would be responsible for identifying opportunities and risks for the transformational roadmap, including identification of competitive services, opportunities for innovation, and assessment of marketplace obstacles and technical hurdles to business success.• Evaluate and identify appropriate technology platforms for delivering ECGC's services.• To analyze and assess the new technologies and come up with innovative user-friendly products and services for the customers, agents and partners.• Evaluate the cost efficiency of emerging technologies and assess their applicability to the technology transformation.• Designing the high-level software architecture, modules

		<p>and components.</p> <ul style="list-style-type: none"> • Choosing the database solution and strategies etc. • Reviewing, modifying, consolidating and refining the technology platforms presently deployed in the company for meeting the technology roadmap and remaining competitive in the market place.
F.	Key Skills	<p>The Chief Technology Officer (CTO) & Dy CTO shall possess the following skills:</p> <ul style="list-style-type: none"> • First-hand knowledge in supervising development of large software solutions involving multiple integrations. • Exposure to implementing large scale BFSI Solutions preferably in Insurance Industry including ERP Solutions, Digitalization of products and services, Digital marketing, Networking, IT Infrastructure Solutions. • Up-to-date with technological trends to build and execute IT strategy which could impact the Company’s digital and financial assets. • Technical know-how: Technical architecture skills, technology process skills, Capacity and human capability building skills in IT. • Adaptability to different roles: Ability to work within both the executive and technical teams and wear different hats in each group. • Able to multitask, prioritize, and manage time efficiently • Able to build strong interpersonal relationships with peers, brand leaders, and other senior management throughout the company • Able to be a “big picture” thinker • Excellent leadership, team building, and management skills • Encouraging to team and staff; able to mentor and lead • Excellent verbal and written communication skills • Able to align multiple strategies and ideas • Confident in producing and presenting work • In-depth understanding of the industry • Excellent managerial, analytical and time-management skills • Strict adherence to company philosophy/ mission statement/ objectives
G.	Role & Responsibilities	<p>Short Term Goals: To be rolled out within a year</p> <ul style="list-style-type: none"> • The Company has undertaken an ambitious project of revamping its ERP software with the help of a reputed

		<p>government organization. CTO & Dy CTO has to take complete ownership of the SMILE project.</p> <ul style="list-style-type: none"> • Managing the Project management, UAT exercise, Go-live strategy and technological aspects of ongoing SMILE project • Outlining the Company's technological vision and IT Roadmap • Technical Lead for IT Projects • Supervise and monitor progress of various IT projects • Set up Change Management Board • Responsible for the development and mentoring of a set of mid to senior level techno functional IT team. • Preparing IT Training plans • Ensuring successful Implementation of Data Centre technologies • Support in planning and managing the post Go-Live challenges • Setting up mechanism for managing customer complaints relating to SMILE and their resolution • Making new software applications or modifications available for business with least turnaround time • Collaborate with business team, IT partners and business consultants • Keeping IT environment secure as per Company's IT/ IS Policies <p>Medium term Goals: To be rolled out within 1- 3 years</p> <ul style="list-style-type: none"> • Planning for Digital journey – Digital marketing and digitalization using web world and social media • Chalking out long term IT Strategy and roll-out • Planning Technology upgrades • Enhance and modernize the technical advancement in the Enterprise system • Enterprise Integration Services for integrating between the internal systems and external systems as required. • Planning DR and NDC implementation • Project for Digitization of company's data • Outline the goals for research and development. <ul style="list-style-type: none"> ○ Synergizing company's future business plan with IT strategy to use technology for R & D and innovation for creating business value in product & services. ○ Preparing R&D team (including business and technical) for product innovation using emerging technology, development, implementation • Laying ground for BPR (Business Process Reengineering) • Setup of Data warehouse and Business Intelligence (BI)
--	--	---

		<ul style="list-style-type: none"> • Staying on top of technology trends and developments. • Ensuring all technology practices adhere to regulatory standards. • Aspirational Long-term Goal: Converting IT department from Cost Centre to Profit Centre (carrying out third party consultancy and IT Projects implementation) to recover the investments made on man & machine and create business value. 	
H.	Eligibility Criteria		
I.	a	Age limit	As on 01/02/2023 candidate should not be above 57 years of age for the post of CTO and not more than 50 years of age for the post of Dy CTO. (Age may be indicated in Resume)
	b	Educational Qualification	<ul style="list-style-type: none"> • Bachelor’s degree in Information Technology, Computer Science, or related field (from recognized university); • Master’s degree in Information Technology or a technology-related discipline preferred (from recognized university) will be an added advantage
	c	Experience	<p>Minimum 15 years’ experience in IT field for CTO and 10 years for Dy CTO. Out of which:</p> <ul style="list-style-type: none"> • Eight to ten years’ experience preferably with software development background for both CTO and Dy CTO; minimum five years in management or leadership role or senior executive level position in banking & financial sector for CTO and preferably 2-3 years of experience in management for Dy CTO. Experience should be post minimum educational qualification. (Training & Teaching experience will not be counted for eligibility) • Experience with latest tools and technology relative to industry; .Net, C#, JAVA, SQL Server, PostgreSQL, MongoDB, Solr/ Elasticsearch, jQuery, IIS, Jenkins, Ansible, docker, GitHub, Grunt/Gulp, Kubernetes, MERN, MEAN stack etc. • Experience in DevOps, microservices development and implementation, Building and Leading high-performing IT Infra and application development teams using platforms like J2EE with various associated frameworks and technologies like Spring, Hibernate, Angular and SQL database skills. • Proficient in computer skills, Microsoft Office Suite (Word, PowerPoint, Outlook, and Excel, MS Project)

		<ul style="list-style-type: none"> • Experience in Vendor Management skills – (System Integrators and OEM’s) - Evaluation, Negotiation, Selection, Performance, SLA • Experience in People management – Handling and managing IT teams
		Important: The Company reserves the right to raise/modify the eligibility criteria in educational qualification and minimum work experience in order to restrict the number of candidates to be called for Interview, commensurate with the number of posts.
J.	Key Interaction	<ul style="list-style-type: none"> • CMD and Top Management • Heads of Business Departments • Head - Infrastructure Vertical (Server, Software, Database and IT Storage) and Team • Information Security Manager, Information Security & Network Team • Senior Executives of IT companies, IT consulting firms, IT industry leaders • IT Consultants/ IT Solution Providers/ IT startups • IT Vendors rendering outsourced services • Regulators and knowledge partners.
K.	Place of Posting	Mumbai
L.	Remuneration	Around Rs.75.00 lakh per annum for CTO and Rs. 50.00 Lacs per annum for Dy CTO, based on experience/profile of the candidate. [Salary shall not be a constraint for the right candidate.]