

State Bank of Pakistan Excellent Career Opportunities

State Bank of Pakistan (SBP), the Central Bank, is looking for talented and energetic candidates for the following [contractual positions](#) in Digital Innovation & Settlements Department, based in Karachi.

Software Engineer

Key responsibilities of the incumbent will include, but not limited to, the following:

- Design, develop, configure, test and deploy software solutions in accordance with project requirements and coding standards.
- Collaborate with product managers, designers, and other stakeholders to understand requirements and translate them into technical solutions.
- Analyze and resolve software bugs & issues, debug and troubleshoot as needed.
- Implement security best practices and participate in security reviews to safeguard systems.
- Improve the overall quality of software throughout its lifecycle and ensure that the software development process and the resulting products meet the quality standards requirements.
- Create and maintain technical documentation, including design documents, API specifications, user guides and maintain updated software version control on software library.
- Perform system tuning, stress testing, application testing, system integration and ensure functional, integration, performance and security testing for efficiency and effectiveness.
- Closely liaison with all stakeholders, respond to their queries after analysis in a timely manner.
- Regularly review and update Standard Operating Procedures (SOPs), Service Level Agreements (SLAs), and other relevant documentation, with a focus on maintaining quality control standards.
- Liaison with technology vendors and internal technology teams for L-2 & L-3 support.
- Support product managers and participant managers in shaping product roadmaps and features.
- Develop and analyze new use cases and ensure optimum performance of system.
- Provide L-1 support to monitoring officers for 24/7 operations and assist them for resolution of technical/operational issues.

Eligibility Criteria:

Education:	Minimum Bachelor's degree in Computer Science / Software Engineering / Information Systems / Computer Systems/ Systems design/ data sciences or other IT related disciplines from reputable HEC recognized domestic or foreign university. Candidates having Master's degree in Mathematics, Physics or Statistics may also apply. Preference will be given to candidates having relevant certifications in Software development/ Information Security/ Software quality assurance, etc.
Age:	Maximum 40 years, as on the last date of application submission. However, relaxation may be allowed for candidates possessing additional relevant experience and certifications.
Experience:	The candidates shall have at least 4 years of experience in software development and their testing and quality assurance methodologies. However, candidates with higher experience will be preferred.
Other Attributes:	<ul style="list-style-type: none"> Experience in development & maintenance of applications and APIs, preferably on Unix/Linux/Windows Platform. Hands on experience of system analysis and design, database architecture, SQL, app development frameworks. Working knowledge and experience of at least one programming language (like Java, C++, Python) is mandatory. Working knowledge of Payment Industry Standards like 3DS, PCIDSS and ISO 20022/8583 would be an added advantage. Excellent analytical and writing skills from both business and technology side would also be an advantage.

Link to Apply:

<https://career.sbp.org.pk/verification?nid=117>

Database Administrator

Key responsibilities of the incumbent will include, but not limited to, the following:

- Collaborate with software developers, business analysts, and other stakeholders to design efficient and effective database structures to align application requirements and business needs.
- Develop database schemas, tables, and indexes, ensuring data integrity and optimal performance.
- Plan, organize and control database administration activities, analyze logical and physical design of databases in the testing, staging and production environment.
- Implement and manage database security measures, including user access controls, data encryption, and authentication mechanisms.
- Perform configuration monitoring and proactively review statistics for errors, capacity and performance issues of production and other environments.
- Develop and maintain processes for extracting, transforming, and loading (ETL) data from various sources into the databases.
- Monitor & analyze system performance, perform system tuning, patches implementation & their testing, stress testing, application testing, system integration during product life cycle.
- Investigate and resolve database-related incidents, such as data corruption, performance bottlenecks, and system crashes.
- Perform routine database maintenance tasks such as backups, recovery, and patch management.
- Participate in Disaster Recovery (DR) drills and in the audit and their compliance activities.
- Maintain up-to-date documentation of database schemas, configurations, and processes.
- Assist the senior management in identifying development/customizations needs within new and /or existing applications.
- Undertake and complete any other technology/IT systems related task/s assigned by the superior.

Eligibility Criteria:

Education:	Minimum Bachelor's degree in Computer Science / Software Engineering / Information Systems / Computer Systems/ Systems design/ data sciences or other IT related disciplines from reputable HEC recognized domestic or foreign university. Candidates having Master's degree in Mathematics, Physics or Statistics may also apply. Preference will be given to candidates having relevant certifications in Database administration/Information Security/ Software development etc.
Age:	Maximum 40 years, as on the last date of application submission. However, relaxation may be allowed for candidates possessing additional relevant experience and certifications.
Experience:	The ideal candidate shall have 4 years of experience in database administration (Oracle, SQL Server, My SQL) and associate tools. However, candidates with higher experience will be preferred.
Other Attributes:	<ul style="list-style-type: none"> Experience in configuration and maintenance of different databases under Unix/Linux and Windows Platform. Experience managing operating system i.e Unix/Linux & Windows. Experience in database security principles, trouble shooting, backup and recovery procedures. Hands on experience of system analysis and design, database architecture. Excellent analytical and writing skills from both business and technology side would also be an advantage.

Link to Apply:

<https://career.sbp.org.pk/verification?nid=118>

Payment Systems Security Specialist

Key responsibilities of the incumbent will include, but not limited to, the following:

- Develop, document, and enforce security policies, procedures and international standards like PCI DSS, SWIFT CSP, GDPR, DORA, NIST CSF and regional data protection laws
- Perform regular security assessments of IT assets to identify vulnerabilities, weaknesses, and potential threats in systems, networks, and applications. This involves performing penetration testing, vulnerability scanning, logs review and risk assessments.
- Review and recommend security protocols and standards for emerging payment & security technologies such as DLT, DeFi, Zero-trust, quantum-safe computing and payment services such as CBDCs and digital assets.
- Review and manage security controls on IT assets like software, applications, firewalls, intrusion detection/prevention systems, encryption protocols, user access management, and authentication mechanisms to safeguard sensitive data and prevent unauthorized access.
- Develop and implement incident response plans to address security breaches/cyber-attacks, conduct detailed investigations to analyze security incidents and document the incident report.
- Maintain inventory of critical cyber threats to the organization, identify and implement controls required to protect IT assets.
- Propose controls for hardening and optimization of IT infrastructure.
- Monitor systems and networks for suspicious activities, unauthorized access attempts, and other indicators of compromise. This involves using security information and event management (SIEM) solution to detect and respond to potential security breaches.
- Educate employees and stakeholders on information security best practices and maintain a security awareness culture.
- Ensure that the latest security patches and updates have been installed on all systems.
- Provide training and develop awareness programs for employees to enhance their understanding of security risks and best practices.
- Explore the possibilities of new threats and suggest the controls for their mitigation.
- Maintain thorough documentation of security processes, configurations, incident reports, and other relevant information to facilitate auditing and compliance.
- Work closely with IT teams, software developers, network administrators and other stakeholders to implement security measures during system design, development, and maintenance phases.
- Participate in internal and external security audits to evaluate the effectiveness of security measures and ensure the resolution of issues in timely manner.
- Implement best security practices and participate in security reviews to safeguard systems.
- Regularly review and update Standard Operating Procedures (SOPs), Service Level Agreements (SLAs), and other relevant documentation, with a focus to ensure security of systems.
- Liaison with technology vendors and other stakeholders for L-2 & L-3 support.

Eligibility Criteria:

Education:	Minimum Bachelor's degree in Cyber Security, Computer Science / Software Engineering / Information Systems / Computer Systems/ Systems design/ data sciences or other IT related disciplines from reputable HEC recognized domestic or foreign university. Candidates having Master's degree in Mathematics, Physics or Statistics may also apply. Preference will be given to candidates having relevant certifications i.e. Payment Card Industry Professional (PCIP), CISSP, CEH, CISM, CIPP etc.
Age:	Maximum 40 years, as on the last date of application submission. However, relaxation may be allowed for candidates possessing additional relevant experience and certifications.
Experience:	The candidates shall have at least 4 years of experience in Cyber security area, performing vulnerability assessment, penetration testing and network administration. However, candidates with higher experience will be preferred.
Other Attributes:	<ul style="list-style-type: none"> Strong background in cybersecurity, network administration, Oracle databases and system administration of Unix/Linux and Windows environment. Well aware with network protocols, firewalls, intrusion detection systems (IDS), intrusion prevention systems (IPS), antivirus software etc. Knowledge of encryption algorithms, key management, and digital signatures. Hands on experience of administration and operations of SIEM solutions preferably IBM Q-Rador, SVN SOAR. Hands on experience on Nmap, Metasploit, Nessus will be preferred. Familiarity with industry standards and frameworks like NIST Cybersecurity Framework, ISO 27001. Excellent analytical and writing skills would also be an advantage.

Link to Apply:

<https://career.sbp.org.pk/verification?nid=119>

Compensation:

Competitive compensation package, as per State Bank rules.

Application Procedure:

Interested candidates meeting the above-stated eligibility criteria may submit their applications online on <https://www.sbp.org.pk/careers/status.asp>

The system generated application form may also be shared through surface mail addressed to Deputy Director, Resource Management, HRD, State Bank of Pakistan, 10th Floor, SBP Main Building, I.I. Chundrigar Road, Karachi with the applied position written on top right of the envelope. Last date of application submission is September 25, 2023.

Applications, which are not in accordance with defined requirements in the advertisement, will not be entertained. Only shortlisted candidates will be contacted.

We are an Equal Opportunity Employer. Females, candidates from minorities, transgender persons and persons with disability are encouraged to apply.

Any candidate who misinforms or fails to provide the required information or documents, does not meet the specified criteria as per advertisement, attempts to influence the recruitment process in any manner, tries to obtain support for his/her candidature by inappropriate means or tampers with evidence of his/her age, educational and other certificates, shall be disqualified from the current and any future recruitment process at the Bank; even if the candidate is otherwise eligible.