

**APPLICATIONS ARE INVITED FOR RECRUITMENT OF MARKETING ASSOCIATES
(ON CONTRACT) IN CAN FIN HOMES LTD.**

Place: Bangalore
Date: 12/04/2018

Can Fin Homes Ltd., a leading Housing Finance Company (Sponsored by Canara Bank) having 153 branches and 20 Satellite Offices spread across various locations of the Country, invites applications from the eligible candidates for the post of Marketing Associates (On Contract) for our following branches, which have been classified under three categories.

Category I branches: Mumbai; Ahmedabad; Hyderabad; Bangalore and Chennai

Category II branches: Baroda; Bhopal; Nagpur; Pune; Surat; Vijayawada; Visakhapatnam; Indore; Jaipur; Kanpur; Kota; Lucknow; Coimbatore; Cochin; Madurai and Agra.

Category III branches: Bhuvaneshwar; Warangal; Raipur; Meerut; Udaipur; Gwalior Hubli; Shimoga; Mysore; Davanagere; Trichy; Hosur; Sonapat; Tumkur and Mangalore.

- Full Address and contact details of all the above branches are available in our website www.canfinhomes.com.

The terms & conditions for appointment on Contract are furnished below:-

1.Number of posts of Marketing Associates on Contract:

Totally 50 of vacancies of Marketing Associates on contract basis to our above branches. For Bangalore, Chennai and Hyderabad 5 vacancies each and for Mysore and Mumbai 2 vacancies each. In respect of all other places mentioned above, 1 vacancy each. However, the number of Marketing Associates required will be decided by the Company depending upon the potential of each place / application received.

2 Eligibility :

- The candidate must be a citizen of India.
- He /She should have passion for marketing and should have passed 12th standard or Plus 2 or equivalent examination in any recognized Institution / University from a state/ UT and should have reasonable knowledge of computer operations.
- The candidate must be able to speak, read & write in the local language (apart from English) of the region /area of the branch for which he/she applies for. He/she should hail from the same region/area/ locality of the branch for which applications are invited. **Others need not apply.**
- Preference will be given for candidates with experience in Sales/Marketing of Housing / Non Housing loan products.
- He/ She should have good physical fitness and **own a two wheeler of his / her for use of office work** and must possess a valid driving license.
- He /she should indicate while applying as to which branch of Can Fin Homes he /she prefers to work as the Marketing Associate. He /she can give option of two branches with preference thereof as Option I and Option II. However, discretion among the preferred branch for allotment vests with the Company.
- The selected Marketing Associates can also source and give the business to other branches of Can Fin Homes Ltd., **in the area**, even though they have been allotted the specified branch.
- **He /she shall work as Marketing Associate exclusively for Can Fin Homes Ltd., and not for any other Company / Bank / Financial Institution.**

3. Age :

Age should be from 25 to 35 years as on 01/04/2018.

4. Job Profile:

- Marketing of Housing / Non Housing Loan products from sourcing to disbursal.
- Any other work (including recovery) assigned by Branch Manager from time to time.
- **Minimum disbursal** target to be made from the proposals canvassed by him / her for every month is as under:

- i) Category I branches : Rs 1 crore (Both HL & NHL put together)
- ii) Category II branches: Rs 75 lakhs; (do)
- iii) Category III branches: Rs 50 lakhs; (do)

- If the Marketing Associate does not cross the required business of minimum disbursal target for continuous three months, his / her contract is liable to be terminated with 10 days of prior notice.

5. Period of Contract and termination:

The contract shall be for a fixed term of **one year only**. In case the company requires the services of the selected candidate for further period, the contract may be renewed for further fixed term, **up to 5 years** with renewals after each year at the sole discretion of the Company. The contract can be renewed at the sole discretion of the Company for a period beyond five years.

Either party may terminate the contract by giving one month's notice in writing or by remitting one month's compensation. The company reserves the right to terminate the services of contract appointee who fails to show satisfactory performance or even without any reasons by giving one month's notice at any time during the contract period.

6. Compensation:

- a) Selected candidates will be paid a consolidated fixed compensation on end of the month as under:-

- Rs 10,000/- (Rupees ten thousand only) per month for all Category of branches.

The statutory deductions towards Provident Fund & ESI will be deducted from monthly compensation payable to the Marketing Associates, while the company will contribute the required amount towards PF & ESI, every month.

- b) Besides compensation, the selected Marketing Associates are eligible for payment of commission as below:

A. CATEGORY I BRANCHES:

Slabs	Housing Loans	Non- housing loans
Upto 100 lakhs per month	0.35%	0.40%
Above 100 upto 300 lakhs	0.40%	0.45%
Above 300 upto 500 lakhs	0.45%	0.50%
Above 500 lakhs	0.50%	0.55%.

B. CATEGORY II BRANCHES:

Slabs	Housing Loans	Non- housing loans
Upto 75 lakhs per month	0.35%	0.40%
Above 75 upto 250 lakhs	0.40%	0.45%
Above 250 upto 500 lakhs	0.45%	0.50%
Above 500 lakhs	0.50%	0.55%

C. CATEGORY III BRANCHES:

Slabs	Housing Loans	Non- housing loans
Upto 50 lakhs per month	0.35%	0.40%
Above 50 upto 200 lakhs	0.40%	0.45%
Above 200 upto 500 lakhs	0.45%	0.50%
Above 500 lakhs	0.50%	0.55%

NB: There is a cap for payment of commission and the same **per borrower** is Rs.50,000/- only. The above rates are subject to change from time to time.

- c) For initial 2-3 months, wherever the performance is below the minimum disbursal target of Rs.100 lakhs / Rs 75 lakhs / Rs 50 lakhs for Category I,II and III branches respectively, emoluments /other related payment will be made on pro-rata basis. Besides, contract may be terminated as mentioned at para 4, above.

7. Other benefits:

Casual Leave – One day for every completed month of contract service.

No other leave will be permitted (Accumulation of Leave is permissible)

8. Application/ Fee:

Eligible candidates are requested to visit our Company's website www.canfinhomes.com and submit the application online by paying a fee of Rs.100/- through any of the Canara Bank branches to the credit of "CAN FIN HOMES LTD –OD No. 2636261000147 Canara Bank, Prime Corporate Branch, Bangalore and the counterfoil can be scanned and uploaded in the application. Candidates can also pay the amount to the above account with Canara Bank through NEFT/Internet banking and mention the details of UTR No under Transaction ID column. Payment of application fee by any other mode /means will not be accepted. If any candidate is found to be ineligible, the application fee will not be refunded.

9.How to apply:

Candidates are requested to read the contents of the advertisement and ensure their eligibility before applying. The eligible candidates are required to apply ON-LINE through company's website www.canfinhomes.com. clicking on the link. The link for registration of application will be <http://canfinhomes.com/job/>

The guidelines for filling on-line application are as follows:

- All candidates should have a valid mobile number / personal mail ID for login.
- Candidates should register their mobile number/ e-mail id through above link.
- On registration of mobile /e-mail id through the above link, OTP number will be generated and through the OTP number, the candidate can access On-line application
- Candidates are required to upload their photograph, counterfoil challan and signature.
- An online application, which is incomplete in any respect such as without proper passport size photograph, counterfoil and signature, uploaded in the online application form/ unsuccessful fee payment will not be considered as valid.
- Candidates should carefully fill in the details in the On-line application at the appropriate places and click on the "SUBMIT" button; candidates are advised to verify every field filled in the application.
- Once the application is filled in completely, candidate should submit the data.
- The registered e-mail id should be kept functional till completion of this recruitment. All communications will be sent to the candidates to this e-mail id only.

After completion of on-line registration, take system generated print-out of Registered On-line Application for submission of the same at the time of interview.

Candidates need not send any print out of Application documents at this stage. However, if shortlisted for interview, they will have to submit the print out of application along with other documents / certificates at the time of interview.

10. Last date for receipt of application:

The last date for submission of the online- application is **on 24/04/2018 - 5.p.m.**

11. Selection Procedure :

- a. The selection for the post of Marketing Associates on contract shall be by way of Interview only.
- b. Company reserves the right to accept/reject any application at any stage including calling for interview without assigning any reasons.
- c. The names of candidates short listed for interview will be published in our website along with the details of venue/date/time for interview. Candidates shall note that no individual communication will be sent to the applicants for attending the Interview. All candidates are advised to refer our Website for all types of communication/ information on interview, appointment etc.
- d. Interview will be conducted at Bangalore, or any other Centers (to be released by the Company). Management reserves the right to change the above center at its discretion in case of need.

- e. By and large, the selected candidates will be posted to the branches for which they have opted for (I or II choice). Even though choice is given for the candidates to opt branch for placement, it must be noted that company reserves the absolute right to post the selected candidates to nearby branches also.
- f. The list of selected candidates (additional candidates may also be selected at the discretion of management for the branch) will be published in our Website and offer letter will be communicated to the selected candidate by e-mail.
- g. The selected candidates should join the respective branch within 15 days from the date of engagement.
- h. If the selected candidate does not join within a week from the stipulated date, or if the request for extension of Joining time is not received within the above period, offer of engagement will be automatically cancelled and no correspondence in this regard will be entertained.
- i. If any of the information furnished by the candidate is found to be false/ untrue at any time, his/ her service is liable to be discontinued.

12. General Instructions / Other conditions:

- a) Actual bus/train fare for the travel from the place of his/her domicile to the center of interview will be paid, up to the limit of AC 3 tier (by shortest distance) for to & fro to the eligible candidates who attend the interview, on production of original tickets for onward journey & Xerox copy of return journey tickets provided return journey is undertaken on the date of interview or the immediate next day. No claim for reimbursement will be entertained after the interview date.
- b) The Company reserves its right to change the date/schedule of interview center/ number of candidates to be selected after interview at its sole discretion. However, changes, if any, will be published in our Website.
- c) Candidates should ensure that they fulfill the eligibility criteria before applying. The company reserves the right to reject ineligible candidate's application at any stage without assigning any reasons.
- d) The company will have the right to recover at its discretion, any loss or money due to the company, from the amounts due and payable by the Company, without prejudice to any other remedies the Company may adopt for recovering the same.
- e) The job is on Contract for fixed term only and not for regular / permanent employment. He /She shall not be eligible for any perquisites whatsoever which are payable to the permanent employees of the Company.
- f) The selected candidates shall attend the concerned branch every day and sign the attendance.
- g) Canvassing in any form will be treated as disqualification.
- h) The Company shall not be responsible for any application being rejected/Candidate not shortlisted for interview.
- i) Candidates are advised to refer our Website (www.canfinhomes.com) for information in respect of date/Venue of Interview/any other communications/information, since all our communication will be through our web site only.

DATE: 12/04/2018

DEPUTY GENERAL MANAGER –HRM