



NABKISAN Finance Ltd
(A subsidiary of NABARD)

NABKISAN Finance Limited (NKFL), a subsidiary of NABARD is registered as Non-Banking Finance Company (NBFC) with a balance sheet size of more than Rs.7000 Crore. NKFL provides loans for agriculture and other rural projects to various categories of borrowers viz., Producer Organizations, NBFCs, MFIs, corporates, agri startups, others etc. NKFL is also a leader in lending to Farmer Producer Organisations (FPOs).

NKFL is looking for recruitment for the post of **Chief Compliance Officer (Enterprise Compliance & Governance)**

No. of Posts: 1

Location: Mumbai

The Chief Compliance Officer (CCO) shall be responsible for leading the overall Compliance Function of NABKISAN Finance Limited, encompassing statutory compliance responsibilities as per regulatory expectations, along with enterprise-wide compliance governance and oversight of secretarial compliance through the Company Secretary. The CCO shall provide independent oversight to ensure adherence to regulatory frameworks prescribed by the Reserve Bank of India (RBI), SEBI and other applicable authorities, while strengthening governance standards and enhancing regulatory preparedness.

Key Responsibilities.

A. Statutory & Regulatory Compliance

- Oversee implementation of Compliance Policy, compliance manuals, internal codes of conduct and regulatory prescriptions.
- Identify, assess and monitor compliance risks across all business activities.
- Evaluate compliance risks in new products and processes and ensure risk mitigation.
- Conduct compliance monitoring and testing and report findings to Senior Management.
- Act as nodal point for RBI, SEBI and regulatory authorities.
- Participate in RBI supervisory discussions and inspections.
- Ensure timely compliance with RBI inspection observations and directives.
- Provide advisory on regulatory interpretations to business teams.
- Ensure compliance with regulatory frameworks of all applicable authorities.
- Ensure compliances with Stock exchanges, Debentures trusts etc.

B. Enterprise Compliance & Governance

- Provide enterprise-wide compliance oversight and coordination.
- Establish and strengthen Compliance Management System (CMS).
- Ensure consistency in regulatory interpretation across organization.
- Identify and address gaps and overlaps in compliance framework.
- Standardize compliance processes, documentation and reporting.
- Develop regulatory strategy aligned to business and evolving frameworks.
- Provide inputs on regulatory developments and implications.

C. Secretarial & Corporate Governance Oversight

- Oversee secretarial compliance through Company Secretary including Companies Act compliance.
- Ensure proper conduct of Board and Committee processes.
- Strengthen governance standards in line with regulatory expectations.
- Align compliance with corporate governance frameworks.

D. Regulatory Engagement & Coordination

- Ensure quality and timeliness of regulatory submissions and returns.
- Coordinate regulatory inspections, audits and thematic reviews.
- Support structured engagement with regulators.

E. Board & Senior Management Interface

- Provide regular updates to Board and Committees on compliance status.
- Highlight emerging risks and recommend mitigation measures.
- Support informed decision-making on regulatory matters.

F. Advisory & Cross-Functional Support

- Act as central advisory on regulatory and governance matters.
- Support business and functional teams in addressing compliance issues.
- Ensure alignment of business initiatives with regulatory expectations.

G. Culture & Capability Building

- Promote strong compliance culture across organization.
- Conduct training and awareness programs.
- Build compliance capability across functions

Educational Qualification:	<ul style="list-style-type: none">✓ Company Secretary (mandatory)✓ Postgraduate degree in Finance/Law/Management✓ Certifications such as CCEP/CRCMP/GRCP desirable✓ CA will be considered as added advantage
Experience	<ul style="list-style-type: none">✓ Minimum 15 years in BFSI sector✓ Minimum 5 years in senior compliance role in regulated entity✓ Experience in handling RBI and SEBI regulatory framework✓ Experience in handling regulatory and statutory inspections and engagement
Other Criteria	<ul style="list-style-type: none">✓ Maximum age limit is 55 years as on the date of application.✓ Contract Period: 3 years, extendable based on performance.✓ Termination: One-month notice or pay in lieu.
Key Skills & Competencies	<ul style="list-style-type: none">✓ Strong knowledge of RBI and NBFC regulations✓ Compliance risk management expertise✓ Knowledge of AML/CFT regulations✓ Leadership and stakeholder management capability

Place of Posting	<ul style="list-style-type: none"> ✓ The place of posting will be in Mumbai (transferable) ✓ However, depending on administrative requirement of NABKISAN candidate may be placed anywhere in the country in future.
Emoluments and service conditions.	<ul style="list-style-type: none"> ✓ Annual CTC s per industry standards ✓ Travel and benefits as per senior management eligibility ✓ Leave and other benefits as per company policy

Interested candidates may visit <https://www.nabkisan.org/career> and apply online

Last date of receipt of applications is 30th June 2026