

**Government of the People's Republic of Bangladesh**  
**Ministry of Finance**  
**Financial Institutions Division**  
**Commercial Bank Branch**  
([www.fid.gov.bd](http://www.fid.gov.bd))

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Date: 04-12-2025

**Notification of the Appointment of Managing Director/Chief Executive Officer  
(MD/CEO) for Sammilito Islami Bank PLC.**

Sammilito Islami Bank PLC—Bangladesh's largest and newly constituted state-owned Islamic bank—has been established to strengthen financial inclusion, support socio-economic development, and deliver modern Shariah-compliant banking services nationwide. With a focus on good governance, technology adoption, financial stability, and strong Shariah adherence, the Bank seeks a visionary and highly competent leader for the post of **Managing Director/Chief Executive Officer (MD/CEO)**.

**1. Educational Qualifications**

- Postgraduation or Master's degree preferably in Economics, Finance, Accounting, Banking, Management or Business Administration from any recognized university.
- Additional qualifications such as **CFA, FCA, CMA, CPA, ACCA, AIBB**, and internationally recognized Islamic finance certifications (e.g., **CIPA, CSAA**) will be considered added advantages.
- No third division/class/equivalent grade at any stage of academic life.

**2. Duties and Responsibilities**

The MD/CEO shall serve as the chief executive of the institution and will lead the transformation of **Sammilito Islami Bank PLC**. Responsibilities include, but are not limited to:

**Strategic & Institutional Leadership**

- Formulate and execute the bank's medium and long-term Shariah-based strategic direction.
- Develop a strong institutional structure capable of delivering modern Islamic financial services across all segments.

**Operational Oversight & Organizational Integration**

- Lead and coordinate all operational wings including corporate, SME, retail, treasury, agricultural, international trade and digital banking.

- **Prepare and finalize the full set of Service Regulations, Human Resource Rules, Disciplinary Rules, and Operational Manuals** tailored for a fully Shariah-compliant bank.
- **Design and implement human resource integration plans**, ensuring fair harmonization of grades, pay structure, seniority, and placement for employees absorbed from the merged Islamic banks.
- **Oversee merger-related activities**, including system integration, core banking harmonization, branch network consolidation or rationalization, documentation migration, asset review and customer communication.
- Ensure effective post-merger stabilization and change-management across the organization.

#### **Shariah Governance & Product Innovation**

- Strengthen Shariah governance by ensuring effective functioning of the Shariah Supervisory Board, Shariah audit, research, and compliance.
- **Design and introduce innovative, competitive and fully Shariah-compliant banking products**, including deposit schemes, investment contracts, treasury instruments and digital Islamic banking solutions.
- Promote staff capacity-building in Islamic banking principles, standards and practices.

#### **Financial Integrity & Risk Management**

- Maintain sound asset quality, liquidity and capital adequacy across all business lines.
- Strengthen early-warning systems, recovery of non-performing assets and risk governance frameworks including IT and cybersecurity.
- Ensure transparent, accurate and Shariah-compliant financial reporting.

#### **Regulatory, Government & Stakeholder Relations**

- Ensure full compliance with Bangladesh Bank regulations, Government directives and Shariah governance requirements.
- Represent the bank before regulators, development partners, auditors, rating agencies and all relevant stakeholders.

### **3. Experience Requirements**

Candidates must have:

- Minimum 20 (twenty) years of experience in the banking sector including at least 10 (ten) years in core commercial banking operations and risk management functions.

- **Minimum 3 years** of continuous experience directly below the level of MD/CEO (AMD/DMD or equivalent).
- Substantial expertise in **Islamic banking operations, Shariah governance, Islamic accounting, profit-distribution mechanisms and Islamic risk management.**
- Significant experience in organizational transformation, digital banking or post-merger integration will be an advantage.
- Additional experience in working with or contributing to recognized international Islamic finance organizations such as IFSB, AAOIFI, IsDB, CIBAFI, IILM or other comparable global or regional Islamic banking bodies.
- Experience in bank Merger & Acquisition, system integration and regulatory coordination will be considered positively.

#### 4. Age Limit

- Minimum: **45 years**
- Maximum: **60 years** on the date of advertisement.

#### 5. Tenure of Appointment

- Initial contractual appointment for **03 (Three) years.**
- Renewal may be considered on satisfactory performance.

#### 6. Integrity & Disqualification Criteria

The candidate must:

- Not be a loan defaulter or involved in financial irregularity, fraud, forgery, regulatory non-compliance or unethical conduct.
- Not have any criminal conviction or unresolved legal dispute with any bank/financial institution.
- Fulfil Bangladesh Bank's Fit & Proper requirements (BRPD Circular No. 05/2024, Circular Letter No. 12/2024 and subsequent circulars).
- Demonstrate strong ethical standards, Islamic values, leadership integrity and competence in AML/CFT and cyber-risk governance.

#### 7. Selection Procedure

- Applications will undergo **preliminary screening** based on eligibility, academic record, experience and Shariah compliant banking expertise.
- Shortlisted candidates will go through a **documentary evaluation and interview** following the standards defined in the approved policy.
- Final selection will be made based on combined assessment, background verification and **Bangladesh Bank Fit & Proper clearance.**



## 8. Compensation Package

A competitive and performance-based compensation package will be offered in line with the Bank's approved policies for the post of MD/CEO.

## 9. Application Procedure

Applications in sealed envelopes must be addressed to:

**Secretary**, Financial Institutions Division, Ministry of Finance, Room No. 326, Bhaban No. 7, Bangladesh Secretariat, Dhaka.

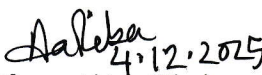
**The application must include:**

- A detailed and updated Curriculum Vitae (CV)
- **A cover letter** clearly outlining the candidate's suitability for the role including overall work experience, experience in Shariah-compliant banking, explanation of strategic leadership capabilities and adherence to sound risk-management principles along with all necessary supporting documents.
- Attested copies of academic & professional certificates/transcripts.
- Copy of **National ID**.
- One recent passport-size colour photograph.

A **soft copy (PDF)** must be emailed to: [ds.cbb@fid.gov.bd](mailto:ds.cbb@fid.gov.bd)

Only shortlisted candidates will be contacted. The authority reserves the right to accept or reject any application without assigning any reason.

**10. Application Deadline: 22 December 2025 (Before 5:00 pm)**

  
(Afroza Akter Riba)  
Deputy Secretary  
Financial Institutions Division  
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