

Government of the People's Republic of Bangladesh
Ministry of Finance
Financial Institutions Division
Commercial Bank Branch
(www.fid.gov.bd)

No.53.00.0000.312.11.0002.25-462

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.

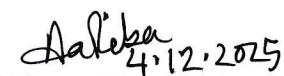
The application must include:

- 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

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)


4.12.2025
(Afroza Akter Riba)

Deputy Secretary
Financial Institutions Division
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