



**FEDERAL BANK**

YOUR PERFECT BANKING PARTNER

**LEARN  
ENGAGE  
AND EARN**  
**TO BECOME FINANCIAL  
CRIME COMPLIANCE  
SPECIALIST (FCCS)**

The Federal Bank invites aspiring, young, talented, and dynamic minds to make their next two years most fruitful through learning, earning, and gaining strong experience to mould them as Financial Crime Compliance Specialist (FCCS), offering multiple avenues of career opportunities and advancement in Compliance, Risk & Audit Functions within the Bank to join Federal Integrated Program.



**A. Federal Integrated Program**

Federal Bank has partnered with Manipal Global Education Services (MaGE) one of India's leading educational institutions for Federal Integrated Program (FIP) to provide bright young minds to learn, engage and earn. FIP has been designed to ensure the holistic development of the participants with a blend of 24 months paid Fixed Term Employment with Phygital mode of learning through a fusion of classroom and virtual sessions designed by MaGE.

The shortlisted candidates will be initially deployed in Bangalore location and would be liable to redeployed anywhere in India depending upon the administrative requirements.

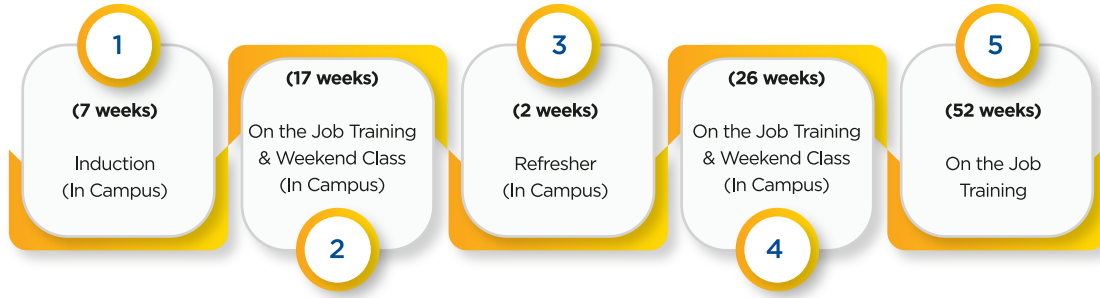


**B. Learning & Development**

The Learning Curriculum has been designed by MaGE to keep the participants relevant with domain knowledge while experiencing Compliance, Risk & Audit Functions. This certification will help the participants to get deep insight into Law and Regulations from Domestic / Global perspective. FIP will be conducted in five phases comprising of both in-campus and on the job training sessions.

• **Learning Phases**

The program comprises of five phases which are as follows:



The Learning Curriculum is divided into two terms. Term I will be for 24 weeks (First & Second Phases) and Term II will be for 28 weeks (Third & Fourth Phases).

Term I	Term II
Basics of Banking	Financial Crimes, Detection and Protection
Introduction to Domestic & Global Banking Regulations	Advanced Risk and Compliance Monitoring
Communication and Behavioral Skills	Compliance - Tools and Techniques
KYC & AML Regulations	Risk and Compliance II
Risk and Compliance	Data Analysis
Technology in Risk Monitoring and Compliance	Behavioral Skills II

Federal Bank reserves the right to make any changes to the program at their discretion.

• **Grooming Sessions**

Classroom Learning, On the Job Trainings, E-Learning Modules, Assignments, Group Projects, Skills Workshops, Interaction with Domain Experts, Meet your Leaders, Case Studies etc. will be conducted to equip and groom the participants to build their professional career in Compliance, Risk & Audit Functions.

• **Learning Fees**

Candidates who are shortlisted shall pay Learning Fees of ₹1,75,000/- plus applicable GST in favor of MaGE to get admission into the Federal Integrated Program. Learning fees once paid will not be reimbursed / refunded under any circumstances.

• **CFCS Certification**

In order to acquire the diverse skills and superior knowledge across the financial crime spectrum, participants of the program will have to mandatorily acquire globally recognized financial crime accreditations viz; Certified Financial Crime Specialists (CFCS) during the program period. The cost of acquiring the CFCS certification needs to be borne by the participant and the same is not included in the Learning Fee.



### C. Engage

Participants of the Program will be christened as Financial Crime Compliance Specialist (FCCS) and will be groomed with experienced bankers during the two years of Fixed Term Employment in Federal Bank. FCC Specialist would be given exposure and experience to

- Undertake anti-money laundering or investigative due diligence.
- Frame Policies, Processes, SOPs, Guidance Notes etc.
- Ensure prompt regulatory reporting.
- Conduct internal reviews and risk assessments.
- Analyse and reporting of data, transaction, profile etc.
- Set the alert parameters in the system and generate appropriate alerts.
- Manage the alert for closure or escalated reporting.
- Monitor Trade Based Money Laundering activities of clients and counter parties and ensure zero sanction risk to the Bank.
- Build process for prevention of Bribery and Corruption practices in the organization and client group.
- Enhance the processes in the Bank as per FATF recommendations and Wolfsberg Principles.
- Build discipline around financing of weapons of mass destruction.

To engage and stay connected with the Program, each participant will be introduced to a Performance Scorecard and the Performance evaluation will be conducted in every Quarter against the pre-defined performance parameters.



### D. Opportunity to Join our Team

On successful completion of the program, Participants with continuous top 2 Performance Grades in every Quarter during the Program will be considered for the Officer role, subject to acquiring Certified Financial Crime Specialist (CFCS) Certification, good conduct and administrative requirements.



### E. Earn

Earn up to Rs 4.5 Lakh in first year and up to Rs 5.7 Lakh in second year plus other benefits while learning and engaging greater skills in Compliance, Risk and Audit Functions

1. Participants will be paid monthly consolidated pay of ₹27,500/-
2. Participants will be paid incentive of ₹30,000/- per Quarter for Performance Grade 1 and ₹18,000/- per Quarter for Performance Grade 2 in the first year
3. Participants will be paid incentive of ₹60,000/- per Quarter for Performance Grade 1 and ₹36,000/- per Quarter for Performance Grade 2 in the second year
4. Participants are eligible for the following kinds of leave in each calendar year subject to the sanction of leave by the Competent Authority
  - i. One Casual Leave for every month of completed service.
  - ii. One Sick Leave on full pay for every month of completed service subject to Leave Rules.(Casual Leave / Sick Leave will get lapsed at the end of the calendar year)

5. Participants would also be offered Term Insurance of ₹20,00,000/- and Medical Insurance Coverage of ₹2,00,000/- per year during the program period.
6. On successful completion of the program, the participant will also be awarded with a Post Graduate Diploma in Risk and Compliance (PGD R&C) from Manipal Academy of Higher Education (MAHE)- an Institution of Eminence.
7. The cost of acquiring the CFCS Certification will be reimbursed by the Bank, if the participant is considered for Officer role and completes 6 months of service in the Officer role.



Federal Integrated Program is designed to offer a unique opportunity to young aspirants to enhance their academic qualification while gaining significant professional experience in Compliance functions. Federal Integrated Program is a blended approach comprising of on-the-job training and integrated learning. Federal Integrated Program integrates modern academic content with evolving requirements of the workplace and are delivered with rigor to the participants.