



## Sammilito Islami Bank PLC.

(A Islami Shariah-Based State-Owned Commercial Bank)

No. 53.00.0000.312.11.0002.25-117

Date: 08-03-2026

### 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 experience as a chief executive officer of a bank or at least 2 (Two) years of Experience in a position immediately below chief executive officer of a bank.
- 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.

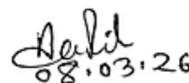
The application must include:

- 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: 25 March 2026 (Before 5:00pm).

  
08.03.26

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