

# Vacancy Announcement (CEO)

**Himalayan Securities Limited**, a wholly owned subsidiary of **Himalayan Bank Limited**, is a **Full-Service Brokerage Company** licensed by SEBON. The company is seeking applications from highly motivated, dynamic, and result-oriented Nepalese citizens for the position of **Chief Executive Officer (CEO)**.

## Educational Requirements, Professional Experience, and Age Limit.

- A Master's degree in Business Administration/Business Studies/Economics or CFA, CA from a recognized educational institution.
- At least 10 years of experience in Banking and Financial Institutions (BFIs) preferably in Treasury Functions, Investment Functions, Credit Sales, or Merchant Banking, or Brokerage Firms, with a minimum of 5 years of experience in a Senior- Executive Role.
- Proven leadership experience in managing complex operations, business strategies, and teams within financial services organizations.
- The candidate must be at least 40 years of age on the date of application.
- The candidate must meet the eligibility standards outlined in the Securities Businessperson (Stock Broker and Dealer) Regulations, 2064 (with amendments) and related laws.

## Job Description.

- Develop and implement strategic plans to drive business growth and profitability.
- Lead and oversee all aspects of operations, ensuring compliance with regulatory standards and best practices.
- Foster a culture of innovation, collaboration, and excellence across the organization.
- Build and maintain strong relationships with stakeholders, including clients, regulators and industry partners.

**For detailed information:** visit [www.himalayansecurities.com/career](http://www.himalayansecurities.com/career)

**To Apply:** Submit an application along with a cover letter to Himalayan Securities Limited, IT Plaza (9851332999) along with a CV, One Passport Size photo, self-attested copies of citizenship, latest educational qualification, and work experience.

**Deadline for Application:** 5:30 PM, Wednesday, March 5, 2025 (21<sup>st</sup> Falgun, 2081).

Only shortlisted candidates will be called for further consideration during the selection process. Himalayan Securities Limited reserves the right to accept and reject any application without assigning any reason whatsoever. Canvassing at any stage of the process shall lead to automatic disqualification.



A Wholly Owned Subsidiary of Himalayan Bank Limited  
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**FULL CRITERIA AND PROCESS IS GIVEN IN PAGES  
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# Himalayan Securities Limited

## CEO Selection Procedure

This procedure outlines the steps and criteria for selecting a qualified and experienced individual to lead Himalayan Securities Limited, ensuring alignment with the company's strategic goals and regulatory requirements.

### 1. Position:

Chief Executive Officer (CEO)

### 2. Selection Criteria:

The CEO selection process will be based on the following criteria, approved by the Board of Directors:

#### 2.1 Educational Requirements:

- A Master's degree in Business Administration/Business Studies/Economics, or CFA, CA from a recognized educational institution.

#### 2.2 Professional Experience:

- At least 10 years of experience in Banking and Financial Institutions (BFIs) preferably in Treasury Functions, Investment Functions, Credit Sales, or Merchant Banking, or Brokerage Firms, with a minimum of 5 years of experience in a Senior- Executive Role.
- Proven leadership experience in managing complex operations, business strategies, and teams within financial services organizations.

#### 2.3 Age:

- The candidate must be at least 40 years of age on the date of application.

#### 2.4 Other Criteria:

- The candidate must meet the eligibility standards outlined in the Securities Businessperson (Stock Broker & Dealer) Regulation, 2064 (with amendments) and related laws.

### 3. Selection Process:

The selection process for the CEO will follow these stages:

#### 3.1 Advertisement and Invitation for Applications:

- An official notice will be published, inviting applications from eligible Nepali citizens for the position of CEO at Himalayan Securities Limited (HSL). The notice will include detailed qualifications, experience requirements, and other relevant criteria.
- The notice will be made available on the company website and through other appropriate media outlets.

#### 3.2 Screening of Applications:

- A selection committee, appointed by the Board of Directors, will review and screen all applications received.
- The committee will evaluate the qualifications, experience, and suitability of applicants based on the specified criteria and propose candidates for Preliminary Interview and Shortlisting.

### **3.3 Preliminary Interviews and Shortlisting:**

- Shortlisted candidates who have passed the screening stage will be invited for an initial round of interview with the selection committee, where they will be assessed on leadership capabilities, vision for HSL's growth, and experience.
- The committee will assess the candidates' ability to align with HSL's strategic goals and lead the organization through its future growth phases.
- The committee will evaluate the qualifications, experience, and suitability of applicants based on the specified criteria.
- The candidates thus selected through the initial round of interview will then submit a business plan not exceeding 1,500 words outlining their strategic vision and plan for taking the company forward.
- The committee will then evaluate the Business Plan and select candidates for a final round of interview with the Board of Directors.

### **3.4 Final Interview and Assessment:**

- Shortlisted candidates who have been selected through the Preliminary Interviews and Shortlisting stage will then undergo a final round of interviews, which shall involve the Board of Directors and other senior executives.
- Candidates will present their business plan and strategic vision for HSL through a presentation.
- Candidates will be evaluated on their strategic thinking, leadership skills, and knowledge of the financial markets, particularly in brokerage services and margin lending amongst others.

### **3.5 Appointment and Offer:**

- Following the final interview, the Board of Directors will make the final selection based on the candidate's suitability for the position.
- The selected candidate will be offered the position of CEO, along with the terms of employment.

### **3.6 Contract and Onboarding:**

- Upon acceptance of the offer, the selected CEO will enter into a formal contract with Himalayan Securities Limited. The contract will outline the terms of the appointment, including the CEO's duties, responsibilities, and compensation package.

## **4. Remuneration and Benefits:**

The remuneration and benefits for the CEO will be determined by the Board of Directors in accordance with HSL's internal policies. This will include a competitive salary package, performance-based incentives, and other benefits as applicable to the role.

#### **5. Documentation and Application Process:**

Applicants will need to submit the following documents at various stages along with their application:

- A Cover Letter.
- A detailed CV outlining educational qualifications, professional experience, leadership roles, and contact information.
- Self-attested copies of National ID Card/Nepali citizenship certificate, latest educational certificate, and experience letters.
- A statement of tax filings for the previous fiscal year.
- A Passport-Sized photograph.
- A business plan not exceeding 2,000 words.
- Other documents relating to eligibility under Securities Businessperson (Stock Broker & Dealer) Regulation, 2064 (with amendments) and related laws.

#### **6. Term of Appointment:**

The CEO's initial term will be for a maximum of four (4) years, with the possibility of renewal based on performance and organizational needs.