Annexure-C

Skill evaluation metrics to assess the applications for appointment or reappointment of PIDs

Criterion	Weightage	Grouping	Indicative Parameters for Assessing the same
1. **Value Assessment** (Core personal attributes)	30%	(i) High Standards of Ethical Behaviour **(30%)**	• No instances of bribery, fraud, or malpractice. • No instances of misuse/ abuse of any position/ power. • Violation of any Acts, Rules, Regulations, Guidelines, Code, etc. • High degree of interpersonal skills and repute amongst peers and industry professionals. • Comments of MIIs in case of any adverse comments by an independent HR agency.
		(ii) Potential Conflict of Interest **(30%)**	• If there are any business interests / conflicts which were not disclosed. • If there are connections to competitors or other parties that may impede independence. • Whether such candidate has been a material supplier, service provider or customer (other than the user) of the MII or its subsidiary or has/had any other pecuniary relationship with MII or its subsidiary in the preceding three financial years. • Association of candidate / relative of candidate with the MII or its subsidiary or its associates in the capacity of director, advisor, KMP, etc. in any direct or indirect manner. • Association of candidate / relative of candidate with any major vendor of the MII or its subsidiary or its associates in the capacity of promoter, director, KMP, etc. • Association with any trading member or clearing member or their associates and agents of any MII

Criterion	Weightage	Grouping	Indicative Parameters for Assessing the same

		(iii) Integrity (**30%**)	• Civil Proceedings, if any, related to Financial and Ethical matters.
			• Criminal Proceedings, if any, related to Financial and Ethical matters.
			• If the individual has been involved in civil or criminal proceedings, frauds, offences involving moral turpitude, corruption charges, abuse of various positions held etc. and if yes,
			  ○ Parties to the issue.
			  ○ Status of such cases.
			• Credit and Reputation Risk database check.
			• Criminal Records Database Checks.
			• Civil Litigation Database Checks.
			• Compliance Authorities Database Checks.
			• Regulatory Authorities Database Checks.
			• Web and Media Searches.
			• Serious and Organized Crimes Database Checks.
			• Comments of MII

		(iv) Availability (**5%**)	• No. of other directorships currently held / Other services provided in personal capacity, and time allotted for the same. • Whether the individual has sufficient time based on current professional obligations, for informed and balanced decision making. • Attendance record (In case of reappointment of the director).
		(v) Political affiliations (**5%**)	• Whether the individual or his/her relative is a politically exposed person. (**A politically exposed person (PEP) is an individual with a high-profile political role, or someone who has been entrusted with a prominent public function.)**

Criterion	Weightage	Grouping	Indicative Parameters for Assessing the same
2. General Competencies (General skillsets for MII Board level appointment)	30%	(i) Qualification, experience, and knowledge in the relevant skill set. (**50%**)	• Educational Qualifications. • Professional experience and knowledge. • Key assignments handled in past; attributable to the relevant skillset required by the MII. • Major achievements/career milestones. • Relevant and important Seminars/ webinars/ symposium/ conferences etc. addressed. • Contribution to Industry associations, professional memberships & academia, etc. • Policy advocacy. • Part of relevant committees (like RBI/SEBI, etc.).
		(ii) Leadership responsibilities (Corporate Governance, Strategy, and planning, etc.) (**50%**)	• Directorships / Committee memberships held in other Companies. • Communication skills, People management skills, Accountability. • Extended leadership experience resulting in a practical understanding of organizations, processes, strategic planning, and risk management. • Demonstrated strengths in developing talent, planning succession, driving change and long-term growth.
3. Domain Expertise (Specialised competencies)	30%	(i) Technology (Fintech/ Block chain/Cyber Security/ Artificial Intelligence/ Machine Learning etc.) **(25%)**	• Significant background in the field of technology and digitisation, envisage new technological business trends, generate disruptive innovation and experience in creating new business models through technology. • Expertise or experience in information technology business, technology consulting and operations, emerging areas of technology such as digital, cloud and cyber security, intellectual property in information technology domain etc. relevant to MIIs

Criterion	Weightage	Grouping	Indicative Parameters for Assessing the same
		(ii) Legal and Regulatory practices**(25%)**	• Preferred experience in Securities Law. • Significant background in the field of law or having experience of working with a regulator with respect to framing, implementation or monitoring of the various applicable industry specific laws.
		(iii) Finance and accounting **(25%)**	• Leadership or relevant experience of working in a financial firm or management of the finance function of an enterprise, proficiency in complex financial management, capital allocation, and financial reporting processes, or experience in actively supervising a principal financial officer, principal accounting officer, controller, public accountant, auditor, or person performing similar function.
		(iv) Capital Markets **(25%)**	• Significant background in the field of capital market. Understanding of the functioning/mechanism of capital markets, its products, and its participants. • Experience in identifying and evaluating the significant risk exposures to the business strategy of the Company and assess the Management's actions to mitigate strategic, legal and compliance, and operational risk exposures. • Ability to identify and evaluate the significant risk affecting the business operations of the Company and to monitor the effectiveness of risk management framework and practices.
4. MII Board Composition (Reduce Skill gap in the MII Board)	10%	Qualifications and experience in the areas of capital markets, finance and accountancy, legal and regulatory practice,	• Fulfilling the requirement as per regulatory norms and desired skillset matrix of Board of directors of MII. • Based on new skill requirement assessment vis-à-vis skills and experiences of existing Board of directors of an MII. • Possession of any additional/multiple skill sets, other than the desired skill set for which the person is being considered for the position of a PID. • A competency matrix detailing desired technical/functional (domain expertise) competencies vs competencies as captured from candidate profile.

Criterion	Weightage	Grouping	Indicative Parameters for Assessing the same
		technology, risk management and management or administration (**100%**)	