



National Bank for Agriculture and Rural Development
Plot No.C-24, G Block, Bandra-Kurla Complex
Bandra (E), Mumbai-400 051

ADVERTISEMENT No.05 SPECIALIST CONSULTANTS ON CONTRACT -2021-2022

NABARD invites only ONLINE applications in prescribed format from Indian citizens having necessary qualification and experience, for engagement of Specialist Consultants on contract basis for Six posts at its Head Office, Mumbai. Candidates can apply only **ON-LINE** on NABARD website www.nabard.org **between 02 December 2021 and 19 December 2021**. NABARD is an all India Apex Organization, wholly owned by Government of India and is an equal opportunity employer.

Before applying, candidates should read all the instructions carefully and ensure that they fulfill all the eligibility criteria for the post. NABARD would admit candidates on the basis of the information furnished in the ON-LINE application along with applicable requisite fee and shall verify their eligibility at the stage of interview / joining. If, at any stage, it is found that any information furnished in the ON-LINE application is false/ incorrect or if according to the Bank, the candidate does not satisfy the eligibility criteria for the post, his/ her candidature will be cancelled and he/she will not be allowed to appear for the interview / joining.

Candidates are requested to apply only ON-LINE through Bank's website www.nabard.org. No other mode of submission of application will be accepted by NABARD.

Help Facility: In case of any problem in filling up the form, payment of fee/intimation charges, complaints may be made at "Candidate Grievance Lodging and Redressal Mechanism" at <http://cgrs.ibps.in/>. Do not forget to mention "NABARD – Recruitment to the post of Specialist Consultants on contract" in the subject of the email.

Important Dates / Timelines

Online Application Registration and Payment of Online Fees/Intimation Charges	02 December 2021 to 19 December 2021
NABARD reserves the right to make change in the dates indicated above.	

Table – 1**I. NUMBER OF VACANCIES AND RESERVATION**

S No	Post	UR	SC	ST	OBC	Total
i	Chief Technology Officer	1				1
ii	Chief Risk Manager	1				1
iii	Data Designer		1			1
iv	Lead BI designer			1		1
v	ETL Designer	1				1
vi	Specialist Officer (Legal)	1				1

Posts mentioned at Sr Nos i, ii, v & vi , are open for all categories

Reservation is provided for candidates belonging to SC/ST/OBC category as per extant Government of India instructions.

II. ELIGIBILITY CRITERIA: Educational Qualification, Experience and Job Profile/Key responsibilities (as on 01 December 2021)**i. Chief Technology Officer**

Qualification	<p>Essential:</p> <p>First class in B.E. / B. Tech degree in Computer Science / Information Technology/BCA from reputed University / Institutes.</p> <p>Desirable:</p> <p>Post-Graduation in areas relevant to the role will be given preference.</p>
Experience	<p>Essential:</p> <p>i. Post Qualification IT experience of minimum 20 years including 5 years at Senior leadership level with expertise mostly in Core Banking Solutions, Alternative Delivery Channels, Application Development, Network & Communication Channels and Data Centre Management, Data warehouse/Big Data Analytics, IT Security & Technology Risk Management.</p> <p>ii. Training and Teaching experience will not be counted for eligibility.</p> <p>Desirable:</p> <p>1. Demonstrable experience in leading the successful development of software solutions.</p> <p>2. Experience in Digital Banking, Networking, Core IT Infrastructure.</p> <p>3. Experience in new technologies, Cloud Mobile Analytics.</p>

Job profile	<ol style="list-style-type: none"> 1. Providing in-depth technical expertise 2. Preparation, aligning and enabling implementation of Technology Vision Document for the Bank 3. Develop stress-testing mechanism to mitigate risk arising out of cyber- attacks and taking corrective measures / prudent response in case of cyber- attacks at NABARD / partner agencies. 4. Digitizing most of the operations of the Bank by leveraging the digital shift. 5. Heading the Technical Consultants Team/Contract Staff for IT Operations. Bring in the Industry Expertise for the digital initiatives of the Bank. 6. Ensuring State of the Art technology network, 7. Develop and maintain overall framework of IT policies, standards and strategies that will empower business and people to deliver on their commitments to the strategy and budgets. 8. Ensure efficiency in process / operations across the Bank. 9. Ensure State-of-the Art Security, identify security threats, formulate strategies and methods to mitigate the threats. 10. Pivotal role in supporting the business departments and meeting their needs in a time bound manner. 11. Lead strategic insight and overview of business case justifications and ROI analysis for IT spending and initiatives. 12. Mitigation of Operational Risk in coordination with CISO and any other work entrusted from time to time by the Bank. 13. Facilitate and Oversee IS Audit, System Audit and all IT related audit. 14. Assigning, managing and monitoring the functioning of the consultants (on contract) attached to DIT. 15. Any other work related with or incidental to the above work.
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ii. Chief Risk Manager

Qualification	<p>Essential:</p> <ol style="list-style-type: none"> i. Post Graduate/Masters in Management from one of the top institutes (excluding online or distance) or CA/CS. ii. Certification in Risk Management from Professional Risk Managers’ International Association (PRMIA) /Global Association of Risk Professionals (GARP). <p>Desirable:</p> <ol style="list-style-type: none"> i. Certification in Banking/ CFA. ii. Qualification in Law (3 year regular course)
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Experience	<p>Essential:</p> <p>a. Minimum 20 years’ of experience in Banking Sector out of which more than 5 years’ experience in Senior Management level in a Bank /BFSI in Risk Management.</p> <p>Desirable:</p> <p>a. Experience of working as CRO /Head of Risk. b. Experience of handling high value credit at senior level. c. Experience of having worked with a AIFI in Risk Management area.</p>
Job profile	<ol style="list-style-type: none"> 1. To act as Principal advisor in Risk Management in all risk domains including Credit Risk, Market Risk and Operational Risk 2. Reassessing of high value credit proposals including infrastructure financing. 3. Strengthening the risk management framework in the bank including implementation and operation of Enterprise Wide Risk Management Framework and Software/ System. 4. Coordinate and guide smooth transition to BASEL III and review the system, tools and policies of the Bank with reference to Risk Management. 5. Involve in Capacity Building of Bank’s officials/ consultants on contract in the field of Risk Management.

iii. Post: Data Designer

Qualification	<p>Essential:</p> <p>B.Tech. / MCA (any discipline)</p> <p>Desirable:</p> <p>Global Certification in Data Base Design for Data Warehouses</p>
Experience	<p>Essential:</p> <ol style="list-style-type: none"> a. 10 years of IT experience out of which 3-5 years in business environments in Data Modeling b. Ability to guide junior Data modelers c. Good knowledge of SQL and Dimensional Modeling concepts d. Leverage and enforce standards for data naming conventions to ensure consistency and reuse of data models <p>Desirable:</p> <ol style="list-style-type: none"> (i) Business acumen through interacting with business partners (ii) Experience in BFSI domain. Familiarity with data in core banking system

Job profile	<ul style="list-style-type: none"> i. Analyze data needs and use skills in coding to maintain secure databases ii. Design and implement effective database solutions and models to store and retrieve data iii. Adhere to architecture standards iv. Focus on improving data quality, accessibility and security v. Improve system performance by conducting tests, troubleshooting and integrating new elements vi. Optimize new and current database systems vii. Define security and backup procedures viii. Coordinate with the Data Science department to identify future needs and requirements ix. Provide operational support for Management Information Systems (MIS)
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iv. Post: Lead BI designer

Qualification	<p>Essential:</p> <p>B.Tech. (any discipline) / MCA</p> <p>Desirable:</p> <p>Certified in a leading BI platform viz. Power BI, Tableau, QlikSense</p>
Experience	<p>Essential:</p> <ul style="list-style-type: none"> i. Minimum 10 years of IT experience of which <ul style="list-style-type: none"> • 8+ years of hands on experience in Reports / Dashboard Development using Power BI or comparable tools like Tableau & QlikSense • 5 years of Oracle (or comparable database) experience with BI/DW deployments ii. Should be familiar with both technical and aesthetic aspects of reports building iii. Proven track record as Reports Designer <p>Desirable:</p> <ul style="list-style-type: none"> i. Business acumen through interacting with business partners ii. Familiarity with BFSI domain, familiarity with core banking system
Job profile	<ul style="list-style-type: none"> i. Lead and guide the BI architecture to handle complex business rules while balancing the fulfillment of stringent performance requirements ii. Lead a team of reporting analysts iii. Responsible for the development and administration of BI tools along with complete knowledge of the BI system.

	<ul style="list-style-type: none"> iv. Build, develop and maintain automated reporting systems, dashboards and performance metrics that support key business decisions v. Present actionable analysis and recommendations to executives to senior officers and non-technical managers to drive business decisions. vi. Contribute technical expertise and issue resolution
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v. Post: ETL Designer

Qualification	<p>Essential:</p> <p>B.Tech/MCA (Any Discipline)</p> <p>Desirable:</p> <p>Certification in one of the popular ETL tools, viz. Informatica, Ab-Initio, MS SQL Server</p>
Experience	<p>Essential:</p> <ul style="list-style-type: none"> i. Minimum 10 years of experience of which 3-5 years of experience in Designing ETL mappings ii. Ability to guide junior ETL developers iii. Good knowledge of SQL and Dimensional Modeling concepts <p>Desirable:</p> <ul style="list-style-type: none"> i. Business acumen through interacting with business partners ii. Familiarity with BFSI domain, familiarity with core banking system
Job profile	<ul style="list-style-type: none"> i. Lead and guide the ETL architecture to handle complex business rules while balancing the fulfillment of stringent performance requirements ii. Drive design and determine the ETL requirements for BI projects iii. Work with team to ensure standards and patterns are followed iv. Determine strategies for data integrity validation processes v. Partner with the Data architect to drive improvements and enhancements to the current data landscape and future strategy vi. Support ETL developers by providing technical assistance, troubleshooting and alternative development solutions vii. Assist in the development of ETL-related Service Level Agreements. viii. Communicate risks and ensure understanding of these risks

vi. Specialist Officer (legal)

Qualification	Essential: LLM
Experience	<p>Essential:</p> <p>Minimum of 5 years work experience should be in retail banking institutions and Project financing</p> <p>Desirable:</p> <p>Dealing with DRT, NCLT experience preferable</p>
Job Profile	<p>The role will have the following responsibilities:</p> <ul style="list-style-type: none"> • Legal advice in finalizing the terms and conditions of sanction for financing various projects • Legal vetting of pre-execution and post –execution documents • Scrutiny of legal documents of client institutions • Recommendation for release of security upon receipt of full payment • Vetting and finalizing down-selling documents • Assisting in proper execution of documents by NABARD • Periodic liaising with Security Trustees and Lender’s Legal counsel for documents, holding certificates. • Offering legal opinion on documentation required for new products proposed.

III. MAXIMUM AGE (as on 01 December 2021) : 62 Years

IV. Selection Process

The candidates will be shortlisted for interview in the ratio of 1:10 on the basis of qualification, experience, etc. The Bank reserves the right to increase/ decrease the number of post/s or cancel the above contract recruitment in part or full as per institutional requirement without assigning any reason. The roll nos. of candidates shortlisted for interview & subsequent selection shall be published on Bank’s website viz. www.nabard.org. The decision of the Bank in shortlisting for interview & selecting the candidates for appointment based on minimum qualifying standard shall be final & no correspondence will be entertained in this regard.

The final appointment will be based on the decision of the Selection Committee constituted for the purpose. Bank reserves the right to increase the number of posts or not to fill up any of the posts.

V. APPLICATION FEE (NON-REFUNDABLE)

Application fee (exclusive of applicable GST) for the post will be as under:

(Amount in Rs.)

Category of applicant	Application Fee	Intimation charges etc.	Total
For SC/ ST/ PWBD	NIL	50	50*
For all others	750	50	800*

* Exclusive of applicable GST

VI. Compensation, Period of contract and other benefits:

Sr. No	Name of Post	Remuneration (per month) (all inclusive) (Rs.)
i.	Chief Technology Officer	Rs 3.75 lakh
ii.	Chief Risk Manager	Rs 3.25 lakh
iii.	Data Designer	Rs 2.50 lakh
iv.	Lead BI designer	Rs 2.50 lakh
v.	ETL Designer	Rs 2.50 lakh
vi.	Specialist Officer (Legal)	Rs 1.50 lakh

The contract employee will be liable for tax liabilities as per Income Tax Act & Rules in force and the tax will be deducted at source. The amount of compensation being cost to NABARD, will be inclusive of any statutory payments that NABARD may be required to pay on behalf of the contract appointee.

5% annual increment in remuneration will be considered subject to satisfactory performance and the discretion of the Bank.

a. Period of contract

3 years from the date of appointment extendable by 02 more years based on the performance and requirement. The above contract periods shall be subject to half-yearly review of performance. The Bank may terminate the contract of service if the performance is found unsatisfactory. The Bank may at its sole discretion, terminate the contractual engagement by giving one month's notice or one months' compensation in lieu thereof, at any time during the contract period.

b. Superannuation Benefits

The staff on contract shall not be entitled to any superannuation benefits viz., Provident Fund, Pension, Gratuity, etc.

c. Residential Accommodation and Travelling / Halting Allowance

Consultants on contract will be eligible for accommodation at NABARD quarters at Ghatkopar or Kandivali, subject to availability against payment of license fee @ 0.50% p.m. of the remuneration. Electricity charges would be borne by the consultants. In absence of allocation of quarters, they would be eligible for house rent allowance as given in the table below.

Sr. No	Name of Post	HRA (Rs.) per month
i.	Chief Technology Officer	38,000/-
ii.	Chief Risk Manager	32,500/-
iii.	Data Designer	25,000/-
iv.	Lead BI designer	25,000/-
v.	ETL Designer	25,000/-
vi.	Specialist Officer (Legal)	15,000/-

Whenever official tour is required, the specialist officer will be entitled for to and fro air fare (economy class) and applicable TA/HA. During period of the tour, accommodation will be provided at Bank's Visiting Officers Flat, subject to availability.

d. Leave

The consultant on contract shall be entitled for leave up to a maximum of 30 days in a calendar year during the contract period on proportionate basis, provided that not more than 07 days leave may be availed at a stretch and that Saturday/Sunday/Holiday may not be combined in such a way that total absence on any one occasion exceeds 10 days (including intervening holidays / Saturday /Sunday, if any. Leave will however be granted subject to exigencies of work. Any absence beyond the above period will be treated as leave without any pay and the remuneration payable to him/her will be reduced to that extent.

e. Reporting:

The Consultant will be required to report to the CGM / GM/ DGM, of concerned department at, HO, Mumbai.

f. During the period of contract, the contract appointee shall not be entitled to any other benefits except those mentioned above.

g. Conduct, Discipline and Appeal

Services of the staff on contract shall be governed by the relevant provisions contained in Chapter IV of NABARD (Staff Rules) 1982.

VII. How to apply

Detailed Guidelines/Procedures for

- a. Application Registration
- b. Payment of fees
- c. Document scan and upload

Candidates can apply online only from 02 December 2021 to 19 December 2021 and no other mode of application will be accepted.

Important Points to be noted before registration

Before applying online, candidates should-

(i) scan their :

- photograph (4.5cm × 3.5cm)
- signature (with black ink)
- left thumb impression (on white paper with black or blue ink)
- a hand written declaration (on a white paper with black ink) (text given below)

ensuring that all these scanned documents adhere to the required specifications as given in Annexure III to this Advertisement.

(ii) Signature in CAPITAL LETTERS will NOT be accepted.

(iii) The left thumb impression should be properly scanned and not smudged. (If a candidate is not having left thumb, he/she may use his/ her right thumb for applying.)

(iv) The text for the hand written declaration is as follows –

“I, _____ (Name of the candidate), hereby declare that all the information submitted by me in the application form is correct, true and valid. I will present the supporting documents as and when required.”

(v) The above mentioned hand written declaration has to be in the candidate’s hand writing and in English only. If it is written and uploaded by anybody else or in any other language, the application will be considered as invalid. (In the case of Visually Impaired candidates who cannot write may get the text of declaration typed and put their left hand thumb impression below the typed declaration and upload the document as per specifications.)

(vi) Keep the necessary details/documents ready to make Online Payment of the requisite application fee/ intimation charges

(vii) Have a valid personal email ID and mobile no., which should be kept active till the completion of this Recruitment Process. Bank may send intimation to download call letters for the Examination etc. through the registered e-mail ID. In case a candidate does not have a valid personal e-mail ID, he/she should create his/her new e-mail ID and mobile no. before applying on-line and must maintain that email account and mobile number.

Application fees/ intimation charges (non refundable) payment of fee online : 02 December 2021 to 19 December 2021.

Bank Transaction charges for Online Payment of application fees/intimation charges will have to be borne by the candidate.

A. Application Registration

1. Candidates to go to the NABARD website – www.nabard.org click on the option "APPLY ONLINE" which will open a new screen.

2. To register application, choose the tab "Click here for New Registration" and enter Name, Contact details and Email-id. A Provisional Registration Number and Password will be generated by the system and displayed on the screen. Candidate should note down the Provisional Registration Number and Password. An Email & SMS indicating the Provisional Registration number and Password will also be sent.

3. In case the candidate is unable to complete the application form in one go, he / she can save the data already entered by choosing "SAVE AND NEXT" tab. Prior to submission of the online application candidates are advised to use the "SAVE AND NEXT" facility to verify the details in the online application form and modify the same if required. Visually Impaired candidates should fill the application form carefully and verify/ get the details verified to ensure that the same are correct prior to final submission.

4. Candidates are advised to carefully fill and verify the details filled in the online application themselves as no change will be possible/ entertained after clicking the COMPLETE REGISTRATION BUTTON.

5. The Name of the candidate or his /her Father/ Husband etc. should be spelt correctly in the application as it appears in the Certificates/ Mark sheets/Identity proof. Any change/alteration found may disqualify the candidature.

6. Validate your details and Save your application by clicking the 'Validate your details' and 'Save & Next' button.

7. Candidates can proceed to upload Photo & Signature as per the specifications given in the Guidelines for Scanning and Upload of Photograph and Signature detailed under point "C".

8. Candidates can proceed to fill other details of the Application Form.
9. Click on the Preview Tab to preview and verify the entire application form before FINAL SUBMIT.
10. Modify details, if required, and click on 'COMPLETE REGISTRATION' ONLY after verifying and ensuring that the photograph, signature uploaded and other details filled by you are correct.
11. Click on 'Payment' Tab and proceed for payment.
12. Click on 'Complete Registration' button.

B. Payment of Fees

Online Mode

1. The application form is integrated with the payment gateway and the payment process can be completed by following the instructions.
2. The payment can be made by using Debit Cards (RuPay/Visa/MasterCard/Maestro), Credit Cards, Internet Banking, IMPS, Cash Cards/ Mobile Wallets.
3. After submitting your payment information in the online application form, PLEASE WAIT FOR THE INTIMATION FROM THE SERVER. DO NOT PRESS BACK OR REFRESH BUTTON IN ORDER TO AVOID DOUBLE CHARGE
4. On successful completion of the transaction, an e-Receipt will be generated.
5. Non-generation of 'E-Receipt' indicates PAYMENT FAILURE. On failure of payment, Candidates are advised to login again using their Provisional Registration Number and Password and repeat the process of payment.
6. Candidates are required to take a printout of the e-Receipt and online Application Form containing fee details . Please note that if the same cannot be generated, online transaction may not have been successful.
7. For Credit Card users: All charges are listed in Indian Rupee. If you use a non-Indian credit card, your bank will convert to your local currency based on prevailing exchange rates.
8. To ensure the security of your data, please close the browser window once your transaction is completed.
9. There is facility to print application form containing fee details after payment of fees.

C. Guidelines for scanning and Upload of Documents

Before applying online a candidate will be required to have a scanned (digital) image of his/her photograph, signature, left thumb impression and the hand written declaration as per the specifications given below.

Photograph Image: (4.5cm × 3.5cm)

- Photograph must be a recent passport style colour picture.
- Make sure that the picture is in colour, taken against a light-coloured, preferably white, background.
- Look straight at the camera with a relaxed face
- If the picture is taken on a sunny day, have the sun behind you, or place yourself in the shade, so that you are not squinting and there are no harsh shadows
- If you have to use flash, ensure there's no "red-eye"
- If you wear glasses make sure that there are no reflections and your eyes can be clearly seen.
- Caps, hats and dark glasses are not acceptable. Religious headwear is allowed but it must not cover your face.
- Dimensions 200 x 230 pixels (preferred)

- Size of file should be between 20kb–50 kb
- Ensure that the size of the scanned image is not more than 50kb. If the size of the file is more than 50 kb, then adjust the settings of the scanner such as the DPI resolution, no. of colours etc., during the process of scanning.

Signature, left thumb impression and hand-written declaration Image:

- The applicant has to sign on white paper with Black Ink pen.
- Dimensions 140 x 60 pixels (preferred)
- Size of file should be between 10kb – 20kb for signature and 20kb - 50kb for left thumb impression.
- Ensure that the size of the scanned image is not more than 20kb
- The applicant has to put his left thumb impression on a white paper with black or blue ink.
- File type: jpg / jpeg
- Dimensions: 240 x 240 pixels in 200 DPI (Preferred for required quality) i.e 3 cm * 3 cm (Width * Height)
- File Size: 20 KB – 50 KB
- The applicant has to write the declaration in English clearly on a white paper with black ink.
- File type: jpg / jpeg
- Dimensions: 800 x 400 pixels in 200 DPI (Preferred for required quality) i.e 10 cm * 5 cm (Width * Height)
- File Size: 50 KB – 100 KB
- The signature, left thumb impression and the hand written declaration should be of the applicant and not by any other person.
- Signature / Hand written declaration in CAPITAL LETTERS shall NOT be accepted.

Scanning the documents:

- Set the scanner resolution to a minimum of 200 dpi (dots per inch)
- Set Colour to True Colour
- File Size as specified above
- Crop the image in the scanner to the edge of the photograph/signature/ left thumb impression / hand written declaration, then use the upload editor to crop the image to the final size (as specified above).
- The image file should be JPG or JPEG format. An example file name is: image01.jpg or image01.jpeg. Image dimensions can be checked by listing the folder files or moving the mouse over the file image icon.
- Candidates using MS Windows/MsOffice can easily obtain documents in .jpeg format by using MS Paint or MsOffice Picture Manager. Scanned documents in any format can be saved in .jpg / .jpeg format by using 'Save As' option in the File menu. Size can be adjusted by using crop and then resize option.

Procedure for Uploading the documents

- While filling in the Online Application Form the candidate will be provided with separate links for uploading Photograph, signature, left thumb impression and hand written declaration
- Click on the respective link "Upload Photograph / signature / Upload left thumb impression / hand written declaration"
- Browse and Select the location where the Scanned Photograph / signature / left thumb impression / hand written declaration file has been saved.
- Select the file by clicking on it
- Click the 'Open/Upload'
- If the file size and format are not as prescribed, an error message will be displayed.

- Preview of the uploaded image will help to see the quality of the image. In case of unclear / smudged, the same may be re-uploaded to the expected clarity /quality.

Your Online Application will not be registered unless you upload your Photograph, signature, left thumb impression and hand written declaration as specified.

Note:

(1) In case the face in the photograph or signature or left thumb impression or the hand written declaration is unclear / smudged the candidate's application may be rejected.

(2) After uploading the Photograph / signature / left thumb impression / hand written declaration in the online application form candidates should check that the images are clear and have been uploaded correctly. In case the photograph or signature or left thumb impression or the hand written declaration is not prominently visible, the candidate may edit his/ her application and re-upload his/ her photograph or signature or left thumb impression or the hand written declaration, prior to submitting the form.

(3) Candidate should also ensure that photo is uploaded at the place of photo and signature at the place of signature. If photo in place of photo and signature in place of signature is not uploaded properly, candidate will not be allowed to appear for the interview.

(4) Candidate must ensure that Photo to be uploaded is of required size and the face should be clearly visible.

(5) If the photo is not uploaded at the place of Photo Admission for Examination will be rejected/denied. Candidate him/herself will be responsible for the same.

(6) Candidates should ensure that the signature uploaded is clearly visible

(7) After registering online candidates are advised to take a printout of their system generated online application forms.

D. Action against candidates found guilty of misconduct/ use of unfair means

Candidates are advised in their own interest that they should not furnish any particulars that are false, tampered with or fabricated and should not suppress any material information while submitting online application. At the time of interview or in a subsequent selection procedure, if a candidate is (or has been) found guilty of –

(i) using unfair means or

(ii) impersonating or procuring impersonation by any person or

(iii) resorting to any irregular or improper means in connection with his/ her candidature or

(iv) obtaining support for his/ her candidature by unfair means, or

(vi) carrying mobile phones or similar electronic devices of communication in the interview hall, such a candidate may, in addition to rendering himself/ herself liable to criminal prosecution, be liable :

- to be disqualified from the recruitment process for which he/ she is a candidate
- to be debarred either permanently or for a specified period from any examination conducted by bank
- for termination of service, if he/ she has already joined the Bank.

VIII. General Instructions:

- i. The candidates called for personal Interview will be reimbursed TO & FRO travel expenses as under:

Post	Travel expenses eligibility
Sr No (i & ii)	Economy class airfare
S No (iii to vi)	2 AC Train fare by Shortest Route

- ii. Depending upon the requirement, the Bank reserves the right to increase/decrease/modify/cancel/restrict/curtail/enlarge any or all the provisions of the vacancy/ the recruitment process, if need so arises, without any further notice and without assigning any reason therefor.
- iii. The contract employee shall have no right or claim for regular employment in the organization.
- iv. No correspondence will be entertained from any ineligible and non-selected candidate. In all matters regarding eligibility, the selection process, the stages at which the scrutiny of eligibility is to be undertaken, documents to be produced for the selection process, assessment, prescribing minimum qualifying standards in the selection process, number of vacancies, communication of results, etc., the Bank's decision shall be final and binding on the candidates and no correspondence shall be entertained in this regard.
- v. The candidates belonging to SC/ST/OBC categories will have to provide original caste certificate for verification together with an attested copy by Executive Magistrate / Gazetted Officer / any Competent Authority designated in this regard, at the time of Interview.
- vi. Applicants serving in Government/Quasi Government Offices, Public Sector Undertaking including Nationalized Banks and Financial Institutions will be required to submit 'No Objection Certificate' from the employer at the time of interview, failing which their candidature may **not** be considered and travelling expenses, if any, otherwise admissible, will not be paid.
- vii. Before appointment in the Bank, a proper discharge certificate from the previous/present employer(s) will have to be produced by the applicant.
- viii. Any legal proceedings in respect of any matter of claim or dispute arising out of this advertisement and/ or an application in response thereto can be instituted only in Mumbai, and courts/ tribunals/ forums at Mumbai only shall have sole & exclusive jurisdiction to try any clause/ dispute.
- ix. Any notice/communication meant for the candidates displayed on the Bank's website, sent by Registered/Speed Posts, or conveyed to the email id mentioned in the application at the time of registration with the Bank, shall be deemed to be sufficient service of communication upon the candidate, for all purposes.

Note:

In case of any corrigendum issued on the above advertisement and further announcements, it will be published only on Bank's website www.nabard.org.

IMPORTANT DATES

Online Application Registration and Payment of Online Fees/ Intimation Charges.	02 December 2021 to 19 December 2021
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Mumbai
Date: 02 December 2021

Chief General Manager
HRMD, HO Mumbai