



NATIONAL BANK FOR AGRICULTURE AND RURAL DEVELOPMENT
 (Fully owned by Govt. of India and Reserve Bank of India)
 Advt. No. 1/ 2010-11

Date of Examination : 22 May 2011

Online applications are invited from Indian citizens for the post of Development Assistants and Pharmacists in Group 'B' service of National Bank for Agriculture and Rural Development (NABARD), at its Head Office/Regional Offices. The candidates can apply on NABARD website between 15 March 2011 and 05 April 2011 after carefully going through all the instructions given in this advertisement. No other mode of application will be accepted. Online applications are to be accessed at website www.nabard.org only. No other website or any agency are authorised by NABARD for this purpose.

Opening of Gateway for Online Application Registration	15 March 2011
Closing of Gateway for Online Application Registration	05 April 2011
Date of Examination :	22 May 2011

I. VACANCIES

DEVELOPMENT ASSISTANT (DA)

Sr No	Vacancies at Bank's HO/RO / RTCs	DA				Total	Centre of examination
		SC	ST	OBC	UR		
1	Head Office, Mumbai	13	5	7	25	50	Mumbai
2	Ahmedabad	-	1	3	6	10	Ahmedabad
3	Bangalore, RTC Mangalore	1	1	4	6	12 *	Bangalore
4	Bhopal	2	3	1	7	13	Bhopal
5	Bhubaneswar	2	2	2	6	12	Bhubaneswar
6	Chandigarh	-	-	-	1	1	Chandigarh
7	Chennai	1	-	3	4	8	Chennai
8	Dehradun	1	-	1	3	5	Dehradun
9	Imphal	-	-	-	1	1	Imphal
10	Jaipur	3	-	3	7	13	Jaipur
11	Lucknow	4	-	2	5	11	Lucknow
12	New Delhi	-	-	-	1	1	New Delhi
13	Patna	1	-	2	3	6	Patna
14	Raipur	-	3	-	7	10	Raipur
15	Ranchi	-	1	-	4	5	Ranchi
16	Shillong	-	-	-	1	1	Shillong
17	Shimla	-	-	-	1	1	Shimla
18	RTC, Bolpur	1	-	-	1	2	Kolkatta
	Total					162	

* Bangalore - 10 vacancies, RTC, Mangalore - 02 vacancies

POSTS TO BE RESERVED FOR PWD & EXS

The following number of vacancies are reserved for Persons With Disability (PWD) and Ex-servicemen, separately.

i) Persons With Disability (PWD)

TOTAL POSTS ADVERTISED	Orthopaedically Handicapped	Hearing Impaired	Visually Impaired
05	02	02	01

ii) Ex- servicemen

24 Posts are reserved for Ex-servicemen.

PHARMACIST

Sr No	Vacancies in State	Pharmacist				Total
		SC	ST	OBC	UR	
1	Ahmedabad	-	-	-	1	1
2	Bangalore	-	-	-	1	1
3	Bhubaneshwar	-	-	-	1	1
4	Chennai	-	-	-	1	1
	Total				4	4

HO - Head Office RO - Regional Office RTC - Regional Training Centres
Category of persons explained under "Abbreviations and Definitions"

The recruitment will be State-wise as indicated above. A candidate can apply for a vacancy in only one State of which he / she is normally resident and should be willing to be posted at Bank's Office/s in that State . Further, he / she will have to appear for the written test from an examination centre specified for that particular State only, as indicated above and the examination call letter will be issued accordingly. No change in the State applied for & / or examination centre will be permitted after submission of the online application form. However, the Bank reserves the right to post the selected candidates anywhere in India.

Those candidates who wish to apply for both the posts may do so by applying separately and by paying application money for each post.

Notes: ABBREVIATIONS & DEFINITIONS:

i) **Category of Persons :-**

GEN (UR) - General (Unreserved); SC – Scheduled Caste; ST – Scheduled Tribe; OBC–Other Backward Classes, XSM - Ex-Servicemen, PWD - Persons With Disabilities (Physically Challenged Persons) : - OC – Orthopaedically Challenged; HI - Hearing Impaired , VI - Visually Impaired (Blind / Partially Blind / Low Vision).

Note:

(i) OBC applicants falling under 'Creamy Layer' will be treated as 'GENERAL' Category applicants.

ii) **Notes for Orthopaedically Handicapped (OH)/ Visually Impaired (VI) Applicants :**

a) Only those OH applicants who have locomotor disability or cerebral palsy with locomotor impairment of minimum of 40% and only those who fall in the following categories are eligible to apply :

- | | | |
|----|---|---|
| BL | - | Both legs affected but not arms |
| OA | - | One arm affected (R or L) -
(a) Impaired reach; (b) weakness of grip; (c) ataxia |
| OL | - | One leg affected (R and / or L) |
| MW | - | Muscular weakness and limited physical endurance |
- b) Only those Visually Impaired persons who suffer from any one of the following conditions are eligible to apply under VI category.
- i) Total absence of sight.
 - ii) Visual acuity not exceeding 6/60 or 20/200 (Snellen) in the better eye with correcting lenses.
 - iii) Limitation of the field of vision subtending an angle of 20 degrees or worse and so certified by a Medical Board appointed by the State Government..
- c) Applicants having low vision as defined in Chapter I, Para 2 (u) of The Persons with Disabilities (Equal opportunities, protections of rights and full participation) Act 1995.

iii) **Deaf & Hearing Impaired (HI) :**

- (a) Deaf are those persons in whom the sense of hearing is non-functional for ordinary purposes of life, i.e. with total loss of hearing in both ears. They do not hear and understand sounds at all - even with amplified speech.
- (b) Hearing impairment means loss of more than 60 decibels in the better ear in the conversational range of frequencies.

As per existing Government of India guidelines, the Bank may allow inter-se exchange between various categories of persons with disabilities if an applicant of a specified category is not available.

iv) **Instructions pertaining to engaging scribe for PWD applicants:**

- i. The applicant will have to arrange his own scribe at his /her own cost.
- ii. The academic qualification of the scribe should be one grade lower than that required for the post.
- iii. The scribe should be from an academic stream other than that of the applicant.
- iv. Both, the applicant as well as the scribe will have to give a suitable undertaking, confirming that the scribe fulfills all the stipulated eligibility criteria for a scribe as mentioned above. Further, in case it later transpires that he did not fulfill any of the laid-down eligibility criteria or he suppressed material facts, the candidature of the applicant will stand cancelled, irrespective of the result of the written test.

Only those applicants who use a scribe shall be eligible for extra time of 20 minutes for every hour of the examination.

II. ELIGIBILITY CRITERIA

EDUCATIONAL QUALIFICATION (as on 01 March 2011)

a) **Development Assistant:** Bachelor's Degree or equivalent qualification from any recognised University or its equivalent grade. Knowledge of operating Computer is essential.

b) **Pharmacist:** A pass in matriculation or 10th standard of 10+2+3 pattern or an equivalent examination and a Diploma in Pharmacy from a recognised Board or University and should be Registered Pharmacist as required under Section 29 and 30 of the Pharmacy

Act 1948. Candidates with previous experience in the field will be preferred. Knowledge of operating Computer is essential

III. AGE (as on 01 March 2011)

Between 18 years and 26 years (i.e. Applicants must have been born not earlier than 02.03.1985 and not later than 01.03.1993)

IV. RELAXATION IN UPPER AGE LIMIT: Upper age limit is relaxable by -

(a) 03 years in case of eligible OBC applicants and

(b) a maximum of 05 years in case of : (i) Applicants belonging to SC/ST, (ii) Ex-employees of banking institutions whose services had to be terminated for reasons of economy measures or as a result of the bank going into liquidation (iii) personnel retrenched from Govt. Offices after at least one year's service (iv) Ex-servicemen (including Emergency Commissioned Officers/Short Service Commissioned Officers) provided that the applicants have rendered at least five years continuous Military Service and have been released on completion of assignment (including those whose assignment is due to be completed within one year) otherwise than by way of dismissal or discharge on account of misconduct or inefficiency or on account of physical disability or have been released on account of physical disability attributable to Military Service or on invalidment, (v) Emergency Commissioned Officers/Short Service Commissioned Officers who have completed their initial period of assignment of five years of Military Service but whose assignment has been extended beyond five years and in whose case, on selection, the Ministry of Defence issues certificates that they would be released within 03 months from the date of receipt of offer of appointment, (vi) All persons who have ordinarily been domiciled in Kashmir Division of J & K State during 01.01.1980 to 31.12.1989 by 5 years. Persons eligible for age relaxation under this criteria must produce, if selected for interview, the domicile certificate from the District Magistrate in the Kashmir Division within whose jurisdiction he / she had ordinarily resided or any other authority designated in this regard by Government of Jammu & Kashmir to the effect that the candidate had ordinarily been domiciled in the Kashmir Division of the State of J & K during 01.01.1980 to 31.12.1989. (vii) Children/family members of victims died in the 1984 riots. (viii) Widows, divorced women & women judicially separated from their husbands, who have not remarried- by 9 years i.e. Maximum Age of 37 years. (ix) Ex-servicemen who fulfill the revised definition as laid down in Government of India, Ministry of Home Affairs, Department of Personnel & Administrative Reforms Notification No.36034/5/85/Estt(SCT) dated 27.10.1986, as amended from time to time, who have put in not less than 6 months continuous service in the Armed Forces shall be allowed the benefit of age relaxation by deducting the length of such service from his actual age and the resultant notional age does not exceed 36 years, subject to his not exceeding the Maximum Age of 50 years. An Ex-Serviceman who has once joined a Government job on the civil side, after availing of the benefits given to him as an Ex-Serviceman for his re-employment, his Ex-Serviceman status for the purpose of re-employment in job ceases.

(c) Disabled Ex-Servicemen (DISXS) : Ex-Servicemen who while serving in Armed Forces of the Union were disabled in operation against the enemy or in disturbed areas shall be treated as DISXS.

(d) Dependents of Servicemen killed in Action (DXS) : Servicemen killed in the following operations would be deemed to have been killed in action attributable to Military Service- (i) war, (ii) war like operations or border skirmishes either with Pakistan on cease fire line or any other country, (iii) Fighting against armed hostilities in a counter insurgency environment viz. Nagaland, Mizoram, etc. (iv) Serving with peace keeping mission abroad (v) Laying or clearance of mines including enemy mines as also mine sweeping operation between one month before and three months after conclusion of an operation, (vi) Frost bite during actual operations or during the period specified by the Government (vii) Dealing

with agitating Para military forces personnel, (viii) IPKF personnel killed during the operations in Sri Lanka.

Note : (1) Candidates still serving in Defence Services and desirous of applying under Ex-Servicemen category should submit a certificate from the competent authority that they would be released / retired on or before 31 May 2011.

(e) 10 years for PWD (General); 13 years for PWD (OBC) and 15 years for PWD (SC/ST) applicants.

NOTE: NO CUMULATIVE AGE RELAXATION WILL BE AVAILABLE TO ANY APPLICANT, SAVE AS PROVIDED ABOVE.

V. RESERVATION IN POSTS:

- (a) Reservation in posts for different categories of persons is as indicated in table under Para I above.
- (b) The number of vacancies as also the number of reserved vacancies is provisional and may vary according to the actual requirement of the Bank.
- (c) In case of non-availability of reserved candidates, the Bank reserves its right to inter-change these categories as per Government Directives.
- (d) Reserved category candidates applying for the State where no vacancy for that category is shown, may apply against the vacancy of General category provided they fulfill all the norms of eligibility, age criterion, etc. of that of General category.
- (e) The selected candidate is liable to be posted, at the sole discretion of the Bank and as per its exigencies, at any of the Bank's Branches / Offices, anywhere in the State for which he has applied.

VI. APPLICATION FEE / CHARGES (NON-REFUNDABLE)

Category of applicant	Application Fee	Banking Facilitation Charges & Other service charges	Total
For SC/ ST/ PWD	NIL	Rs.50/-	Rs.50/-
For all others	Rs. 200/-	Rs.50/-	Rs.250/-

VII. MODE OF PAYMENT

For making payment of fees and banking facilitation and other service charges the applicants are required to log in through our website i.e www.nabard.org and fill up the Format of Challan available in Payment Option. The Challan which will have 3 parts may then be printed by the applicant and submitted at any branch of State Bank of India alongwith the required amount of fees as indicated above in cash. Applicants must ensure that on deposit of money, the branch retains Bank's copy and return the balance two copies, i.e., Applicant's copy and NABARD's copy to the applicant with the undernoted details :

(i) Journal number (7-10 digits) to be provided by the branch (ii) Branch name (iii) Branch code number and (iv) Date of deposit

(ii) Fees and other charges once deposited will not be refunded under any circumstances. The payment of charges would be accepted by the bank branch only during banking hours from 15 March 2011 to 05 April 2011. No other mode of payment of application charges will be accepted. A candidate who has made the payment of charges as per the above specified procedure may thereafter apply online.

Even if NABARD extends the last date of registration due to any technical reasons, the valid dates during which the charges would need to be paid in the bank branch would remain between 15 March 2011 and 05 April 2011 only.

(iii) Apart from the fees / charges prescribed above, the candidates need not pay any additional charges to State Bank of India.

VIII. RELAXATION OF AGE AND FEES / CHARGES

Existing NABARD staff in Group 'C' who have put at least one year service as on 01 March 2011 will also be eligible to apply for these posts. Relaxation to them only in terms of age and fees/charges will be available as per the Bank's internal instructions.

The Pharmacists engaged by NABARD on contract basis directly or through Bank's Medical Officer would also be eligible for relaxation of age to the extent of the period they have served in NABARD. Such candidates will also be exempted from the requirement of fees. However, Banking Facilitation and Other Charges of Rs.50/- shall be required to be paid by them in the manner as given under Para VII (Mode of Payment).

IX. HOW TO APPLY:

The eligible applicants are required to apply only online through website www.nabard.org. No other means/ mode of application will be accepted. The application form should be filled in English only. Option for the use of Hindi language will be available for the Written Test/ Interview.

Before registering their application on the website, candidates are required to download the format of the challan, fill it up, deposit the prescribed application fee in cash at any branch of State Bank of India and get receipt from the branch.

X. GUIDELINES FOR FILLING APPLICATION ARE AS UNDER:

- i. Applicants should have a valid e-mail id. In case candidate does not have a valid e-mail, he/ she can create a new e-mail id. This e-mail should remain valid at least for the entire duration of the recruitment period. This will help him/ her in getting call letter/ interview letter / selection letter, etc., by e-mail.
- ii. Applicants must ensure that on deposit of fees and other charges, the branch issues him/her two copies of the challan (NABARD's copy and the "candidate copy") which should invariably mention undernoted terms :- (i) Journal number (7-10 digits) (ii) Branch name (iii) Branch code number and (iv) Date of deposit
- iii. The payment of fees should be made between 15 March 2011 and 05 April 2011. This date will also be applicable to the applicants belonging to far-flung areas.
- iv. Applicants should keep a copy of the Application printout and Challan Receipt for their record.
- v. **NABARD's copy of the Challan will have to be submitted with the admission / call letter at the time of written examination.**
- vi. A 'Information Handout' booklet will be made available for the applicants on the NABARD website (www.nabard.org) which they may download along with the call letter for written test.
- vii. Applicants serving in Government/ Quasi Government Offices, Public Sector Undertaking including Nationalised Banks and Financial Institutions will be required to submit 'No Objection Certificate' from the employer at the time of interview.

- viii. The reserved category applicant will have to produce at the time of Interview, his/her original caste certificate/ relevant certificates issued by appropriate authorities (as indicated under para XIII (ii)(a) of General Instructions), failing which his/ her candidature shall be cancelled and he/ she will not be admitted for interview. OBC applicants, availing reservation will have to produce an undertaking with Non-creamy layer status at the time of interview.

XI. EMOLUMENTS AND SERVICE CONDITIONS

- (a) **Pay Scale:**
- (i) **Development Assistant:** In the pay scale of Rs. 5450 - 220 - 6110 - 320 - 7390 - 430 - 9110 - 530 - 10700 - 700 - 14200 (likely to be revised)
- (ii) **Pharmacist :** The starting pay will be the sixth stage of above pay scale i.e., Rs. 6750 (likely to be revised)
Further DA, HRA, CCA, Family Allowance, Conveyance Allowance, Gratuity, Pension, LFC, Medical Facilities and other facilities as per as per the Bank's Rules.
- (b) **Service Conditions:**
- (i) **Development Assistant:** It is a non-officer cadre (erstwhile Clerical cadre). The job role includes noting, drafting, data entry, filing and other day to day routine office works, as specified by the bank from time to time.
- (ii) **Pharmacist :** The job role includes assisting the Bank Medical Officer in the Bank's / Staff Quarters Dispensary for dispensing medicines to the staff members and their families, processing of medical bills etc., as specified by the bank from time to time. They are also required to maintain stocks of medicines in the dispensary and keep record of the same.
- (iii) Initial appointment of a selected applicant will be on probation for a period of 06 months, which may, at the Bank's discretion, be extended for a further period of 06 months.
- (iv) At certain centres, limited number of residential quarters are available.
- (v) The selected candidates will be placed under All India Seniority List.
- (vi) The selected candidates will have opportunities for promotion to Officer Cadre as per the Bank's Policies, as applicable from time to time.

XII. SELECTION PROCEDURE

The selection will be in two stages for Development Assistant and Pharmacists:

Phase I : Paper I - Objective and Paper II - Descriptive Examination

Phase II : Interview

THE BROAD COVERAGE OF WRITTEN EXAMINATION / PERSONAL INTERVIEW WILL BE AS BELOW:

(a) Paper I - (Objective) :-

SN	Name of the Test Paper	Medium of Examination	No. of Questions & Marks
1.	General Intelligence	English and Hindi□	50 questions carrying 50 marks.□
2.	Test of English Language	English	50 questions carrying 50 marks.

3.	Test of Numerical Ability	English and Hindi	50 questions carrying 50 marks.
4.	Test of Clerical and Computer Aptitude	English and Hindi	50 questions carrying 50 marks.
Total 95 Minutes Duration			200 questions carrying 200 marks

* There will be penalty for wrong answers i.e. 0.25 marks will be deducted for each wrong answers.

(b) **Paper-II- Descriptive type - English Language**

Test Contents	Duration	Marks
Paper II consist of General English for testing analytical and drafting ability of a candidate through precise/ letter/ report writing etc.	60 minutes	3 compulsory questions for 50 marks.

(c) **Phase II (Interview)**

Applicants qualifying in the Phase-I Examination and securing sufficiently high rank in State-wise merit list shall be short-listed for interview.

The final selection and ranking of the applicants will be based on their performance in both papers of written examination (i.e. Paper I and Paper II) and interview, taken together.

(d) **Written Examination Centres**

The test will be held at the following centers for the vacancies in the respective States mentioned in brackets and the address of the venue will be advised in the call letters.

Ahmedabad (Gujarat), Bhopal (Madhya Pradesh), Raipur (Chattisgarh), Jaipur (Rajasthan), Lucknow (Uttar Pradesh), Dehradun (Uttaranchal), Patna (Bihar), Ranchi (Jharkhand), Bhubaneshwar (Orissa), Bangalore (Karnataka), Chennai (Tamil Nadu), Shillong (Meghalaya), Shimla (Himachal Pradesh), Imphal (Manipur), Chandigarh (Haryana), New Delhi (New Delhi), Kolkata (West Bengal) and Mumbai (Maharashtra).

The written test for vacancies at Regional Training Centre, Mangalore and Bolpur will be conducted at Bangalore and Kolkata respectively.

- Once applied online by the candidates, request for change of Centre of Examination will NOT be entertained.
- The Bank reserves the right to alter written test date / test centre and / or alter / cancel written test and interview under unforeseen circumstances, if any.

XIII. GENERAL INSTRUCTIONS:

(i) a) BEFORE APPLYING FOR THE POST, THE CANDIDATE SHOULD ENSURE THAT HE / SHE FULFILS ALL THE ELIGIBILITY CRITERIA AND OTHER NORMS SPECIFIED HEREINABOVE. **Decision of Bank in all matters regarding eligibility of the candidate, the stages at which such scrutiny of eligibility is to be undertaken, the documents to be produced for the purpose of the conduct of examination, interview, selection and any other matter relating to recruitment will be final and binding on the candidate. The Bank in this behalf shall not entertain correspondence or personal enquiries.** In case it is detected at any stage of recruitment that a candidate does not fulfill the eligibility norms and / or that he / she has furnished any incorrect / false

information or has suppressed any material fact(s), his / her candidature will stand cancelled. If any of these or any other shortcomings is / are detected (either at the instance of candidate or bank) even after appointment, his/her services shall be terminated;

b) Applicants already in service of Govt./ Quasi-Govt. Organisations and Public Sector Banks/ Undertakings will have to produce a "No Objection Certificate" from their employer, at the time of Interview.

c) **Only On-line registration of application would be accepted**

d) Candidates claiming the benefit of reservations / age relaxation under the category of Persons With Disabilities (Physically Challenged) should submit, if selected for interview, a copy of Medical Certificate as specified in "The Persons with Disabilities (Equal Opportunities, Protection of Rights & Full Participation) Act, 1995" in support of their disability issued by an Authorised Certifying Authority clearly indicating the Nature & Quantum (Percentage) of Disability.

e) Candidates belonging to SC/ST/OBC Category should submit, if selected for interview, an attested copy of their Caste Certificate, issued by the Competent Authority in the format prescribed by the Government of India.

f) The Other Backward Class (OBC) Certificate should be submitted, in the Format prescribed by the Government of India. Candidates belonging to OBC category but coming in the "CREAMY LAYER" are not entitled to the benefits of OBC reservation. They should indicate their category as 'GEN' in the Application Form.

g) Candidates should ensure that they keep with themselves at least 10 passport size copies of the same photograph affixed by them on the Application Form for future use during the entire recruitment process, i.e., at the time of the Written Examination, Personal Interview, Medical Examination, Police Verification Formats and the Formal Application Formats. Failure to produce the same photograph at the various stages of the recruitment process may lead to disqualification.

h) The candidates will appear for the written examination / personal interview / medical examination, etc., at the allotted centres at their own cost and risks and the Bank will not be responsible for any injury / loss, etc., of any nature, if any caused to the candidate during the entire process. However, eligible outstation SC / ST & persons with disabilities, attending the interview would be reimbursed to & fro Second Class Rail/ Ordinary Bus fare by the shortest route on production of satisfactory evidence of travel along with an application in this regard.

i) No candidate is permitted to use calculator, telephones of any kind, pagers or any other such instruments either in written examination or the interview.

j) Only those candidates who have met with all the above eligibility criteria & who have cleared their Written Examination and who are short-listed for appearing in the Personal Interview will be intimated either by email (online), furnished by them in the Application Form. The list of candidates who are finally short-listed for interview will also be hosted on the Bank's Website www.nabard.org. Applicants are requested to keep track of the same by visiting Bank's website from time to time. Similar list will be displayed for candidates selected for appointment;

k) Appointment of the short-listed / selected candidate is subject to his / her not suffering from any illness and he / she being declared medically fit as per the requirement of the Bank. Such appointment will also be subject to, receiving satisfactory references from respectable referees, police verification of antecedents,

caste / class verification (all or any of which may be done even after the candidate joins the Bank), and compliance of the rules and regulations of the Bank;

l) Selected candidates, who are presently in employment, will be required to produce a clear and valid discharge certificate / relieving letter from their present employer before joining the service;

m) In case any dispute arises on account of interpretation in version other than English, the English version will prevail;

n) 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.

NOTE : With a view to overcoming the possibility of applicants seeking help of other applicants during the written examination, the Bank would be analysing the responses of applicants in the written examination with other appeared applicants to detect patterns of similarity. On the basis of such an analysis, if it is suspected that the responses have been shared and scores obtained are not genuine/ valid, the Bank reserves the right to cancel the candidature of the suspected applicants.

(ii). The **Competent Authority** for the issue of certificates to SC/ST/OBC/PWD are as under:

(a) For SC/ ST/ OBC :

District Magistrates/ Additional District Magistrates/ Collector/ Deputy Commissioner/ Additional Deputy Commissioner/ Deputy Collector/ First Class Stipendiary Magistrate/ City Magistrate/ Sub Divisional Magistrate (not below the rank of First Class Stipendiary Magistrate)/ Taluk Magistrate/ Executive Magistrate/ Extra Assistant Commissioner

Chief Presidency Magistrate/ Addl. Chief Presidency Magistrate/ Presidency Magistrate

Revenue Officer not below the rank of Tehsildar

Sub Divisional Officer of the area where the applicant and/ or his/ her family normally resides.

Note : For SC/ST/OBC applicants, only the castes/ sub-castes figuring in the Central List will be considered.

(b) For Persons With Disability / Physically Challenged Candidates:

Authorised Certifying Authority will be the Medical Board at the District level. The Medical Board shall consist of a Chief Medical Officer, a Sub-Divisional Medical Officer in the District and an Orthopedic Surgeon.

(c) OBC Certificate in the format as prescribed by GOI and issued by the competent authority inter-alia specifically stating that the applicant does not belong to the socially advanced sections excluded from the benefits of reservations for OBCs in the civil posts and services under the GOI with 'CREAMY LAYER' clause should be submitted at the time of interview based on the income of the financial year preceding the date of application. **The Caste Certificate should be issued on or after closing date of receipt of application or advertisement.** Applicants belonging to OBC category but coming in the 'CREAMY LAYER', hence not entitled to OBC reservation and age relaxation should indicate their category as 'GEN' or 'GEN (OH)' or 'GEN (VI)' or GEN (HI) (as applicable).

(d) Attested copy(ies) of relevant SC/ST/OBC/OH/VI certificates should be submitted in the prescribed format at the time of Interview.

(e) Mere admission to the written examination for an applicant does not imply that the bank has been satisfied beyond doubt about the applicant's eligibility. In case it is detected at any stage that a applicant does not fulfill any of the eligibility criteria, and/ or that he/ she has furnished any incorrect information or has suppressed any material fact(s), his/ her candidature will stand cancelled. If any of these shortcoming(s) is / are detected even after appointment, his/ her services will be summarily terminated.

(f) Appointment of selected applicants is subject to his/ her being declared medically fit by Medical Officer(s) appointed/ approved by the Bank.

(g) Decision of NABARD in all matters regarding eligibility, conduct of examination, interview and selection will be final and binding on the applicants and no correspondence will be entertained in this regard.

(h) No applicant will be appointed in NABARD service, who, (a) after such enquiry, as may be considered necessary, is not found suitable for the Bank's service and (b) after such medical examination, as the Bank may prescribe, is not found to be in good mental or physical health and free from any mental and/or physical defect likely to interfere with efficient discharge of duties.

(i) The applicants will appear for the Written Examination only at the allotted centres at their expenses and risks and the Bank will not be responsible for any injury/ loss, etc. of any nature to him/ her.

(j) **Print out of the Online application should not be sent to the NABARD offices.**

(k) **CANVASSING IN ANY FORM WILL BE A DISQUALIFICATION.**

(l) The Bank does not furnish the mark sheet of the selection process to candidates.

XIV. PRE-EXAMINATION TRAINING FOR SC/ST APPLICANTS

NABARD will arrange non-residential Pre-examination training programmes at centres of examination mentioned in table of Para I for SC/ ST applicants appearing for written examination, free of cost. Such SC/ST applicants who desire to attend the programme may accordingly indicate willingness in the **online form**. An attested copy of the Caste Certificate is required to be submitted at the time of reporting for the training alongwith the copy of the bank Challan for Rs.50/-.

NOTE : Pre-examination training will generally be imparted in English. However, if the number of applicants opting for training in Hindi medium at any centre is sufficiently large, it may be imparted in Hindi medium also. All expenses for attending the Pre-Examination Training programme at the concerned Training Centre relating to travel, boarding, lodging, etc. will have to be made and borne by the candidate. The Bank has discretion to add to or delete from the Centers for Pre-examination Training indicated above. Other details regarding training would be advised separately to the applicants, through our website.

XV. ACTION AGAINST CANDIDATES FOUND GUILTY OF MISCONDUCT:

Candidates are advised in their own interest that they should not furnish any particulars / details / information or make statements that are false, tampered, fabricated or should not suppress any material information while filling up the application form and submitting the attested copies of testimonials. In case it is detected at any time that the candidate has indulged in any of the above mentioned activities, he / she will not only be disqualified but he / she will be liable to be dismissed from the services of the bank at any time, even after being selected and after joining the Bank's service.

At the time of Written Examination / Interview, if a candidate is (or has been) found guilty of Using unfair means, or Impersonating or procuring impersonation by any person, or Misbehaving in the Examination Hall & / or Personal Interview Hall, or Resorting to any irregular or improper means in connection with his / her candidature, including resorting to canvassing of his candidature, or obtaining support for his/her candidature, by any means ; shall, in addition to rendering himself / herself liable to criminal prosecution, be liable:

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