



# NATIONAL BANK FOR AGRICULTURE AND RURAL DEVELOPMENT

Post Box No. 8121, C-24, 'G' Block, Bandra-Kurla Complex, Bandra (East), Mumbai - 400 051

## Applications invited for various Posts at Junior, Middle and Senior level Contractual Positions

NABARD invites ONLY online applications from Indian citizens having necessary qualification and experience for engagement on contract in the Bank as Subject Matter Specialist in Head Office, Mumbai and New Delhi.

**1. Job Position: Subject Matter Specialist (On Contract)**

**2. Job Location:**

- A) Subject Matter Specialist : - all 16 posts in Head Office, Mumbai  
B) Communications Manager : 01 post each in Mumbai and New Delhi.

**3. Reservation**

The following number of vacancies are reserved for Scheduled Castes (SC), Scheduled Tribes (ST), Other Backward Classes (OBC).

Post Advertised	SC	ST	OBC	UR	Total
Junior Level Positions	03	--	03	07	13
Mid/Senior Level Positions	--	--	01	04	05
	03	--	04	11	18

**4. Qualification, Experience and job profile**

Sr. No.	Specialist / Post	Job Profile	Educational Qualification and Experience	Level		
1	Senior Project Finance Manager - 1 Infrastructure Finance	Candidate will lead a result oriented team to ensure sanctioning of projects, services to client agencies. Responsible for appraisal and financing infrastructure projects, co-ordination with Banks, conduct of sectoral studies, policy making and business development in infrastructure sector	CA/ICWA/MBA/BE/B.Tech.with strong background in Project Formulation, Appraisal and Financing, Capacity to network with key stakeholders, etc. Experience of 8-10 years at a senior position, in the relevant field	Senior		
2	Specialist Officer (Law) - 2	All types of work relating to project financing like devising systems and procedure for legal scrutiny of infrastructure finance and other proposals, vetting of legal documents, instituting legal procedure for recovery of dues, capacity building in legal aspects of lending	Degree in Law or 5 years Integrated Course in Law, Masters Degree in Law will be an added advantage, 3 to 5 years' experience in legal aspects of project lending in infrastructure related areas with experience in Commercial Banks being essential.	Junior		
3	Project Finance Manager - 3	All aspects of Project Financing and post sanction monitoring and follow up. The officer will also be responsible for disbursement, data maintenance and business development.	MA / MBA (Finance/ Banking and Insurance Management /International Business) or BBA/BBM or Post Graduate degree in Economics with certified course in project financing or CA/ICWA/CFA from a recognised university. Higher qualifications will be preferred. 3-5 years' experience in project financing / Commercial Finance/Commercial Banking/ Corporate Banking, etc.	Junior		
4	Chief Risk Manager - 1	Risk Analysis of project financing of infrastructure, formulating of different risk rating modules, actively associated with project appraisal, risk analysis of infrastructure projects in various sectors	Post Graduate in Economics/Finance/Law/ Business/Banking, etc. from a recognized university with specialisation in Risk Management or CA/ICWA/CFA. Any specialized training or Certificate from Global Association of Risk Professionals (GRAP) or qualification relating to the Risk Management, Banking, Management, Banking, etc. shall be of added value. Experience of 8-10 years as Risk Manager in Banking Sector. Certified course in data analysis and risk management desirable.	Senior		
5	Risk Manager - 1	Risk Analysis of project financing of infrastructure, formulating of different risk rating modules, actively associated with project appraisal, risk analysis of infrastructure projects in various sectors	Post Graduate in Economics/Finance/Law/ Business/Banking, etc. from a recognized university with specialisation in Risk Management or CA/ICWA/CFA. 5-8 years' experience as Risk Manager in Banking Sector. Certified course in data analysis and risk management from a recognised university desirable.	Middle		
6	Sr. Project Advisor Digitisation of SHGs - 1	To pilot the SHG Digitisation project and its integration with larger Digital India initiatives. Must have led at Senior level implementation of technology driven payment/banking product. Ability to develop Technology, Process and Business Model.	MBA from one of the top Management School, CA, ICWA with at least 15-20 years of experience. Must have worked in technology enabled Financial Inclusion, Experience in an organisation having large customer base and transaction and data management, experience in selection of technology vendors for large scale projects, proven ability to lead a team with multiple priorities and tight deadlines.	Senior & Highly Experienced		
7	Specialist Officers a) Investment Back Office - 1	Market Analysis in respect of all Instruments of Money Market, Debt Market, Bond Market, Derivatives and Foreign Exchange. Evaluation of Corporates, banks for investments, Monitoring Liquidity Profile for ALCO, Analysis of Instruments, Improve the systems for Return on Investments, Portfolio Management	CA/ICWA /CFA/ MBA (Finance) / M.Com with Diploma in PGDBM /PGDFM. Relevant experience of 5-10 years in Banks /FIs, well conversant with documentation regulatory norms and compliance for investment and borrowings.	Junior / Middle		
8	b) Borrowings Back Office - 1					
9	Specialist Officer - 1 Loan Monitoring & end use assessment- Infrastructure projects	Conduct of third party monitoring and quality assessment, evaluation of costs of work done - physical and financial, certifying end use of funds, coordinate for minimising cost and time overrun. Developing matrix	CA/ICWA/MBA Finance/BE/B.Tech. Experience of 5-8 years as Project Management Consultant in infrastructure financing in Banks/FIs	Middle		
10	Specialist Officers a) Agriculture Science - 1	Project Associates for Climate Change Adaptation projects	Post Graduate in Agriculture (Agronomy or Soil Science or Agro Meteorology, Agri Engineering (soil and water conservation), Hydro-geology, Horticulture or equivalent. Desirable: diploma or training in Climate related aspects. Experience: 3 to 5 years.	Junior		
11	b) Climate Science - 1				B.Tech in Environment Engineering or Post Graduate in Climate Science and Sustainability or equivalent course. Experience : 3-5 years	Junior
12	c) Renewable Energy - 1				B.Tech in Electrical Engineering or equivalent course. Experience : 3-5 years.	Junior
13	d) Documentation & MIS - 1				B.Tech in Computer Science or B.Sc.in computers or MCA or equivalent course. Desirable : Diploma / Certificate course / training in climate related aspects. Experience : 3-5 years.	Junior
14	Communications Manager - 2	Media Management, External and Internal Communication of NABARD. One post each based in Delhi and Mumbai	Post Graduate in Mass Communication Experience : 3-5 years of experience in Corporate / Media / Development Communication / Press Related Experience	Junior		

**5. Eligibility Criteria**

Age : Age requirement as on 31<sup>st</sup> May 2015 would be as under :

Level	Age Profile
Junior	28-35 years
Middle	35-50 years
Senior and Highly Experienced	45-55 years

Eligible age relaxation to SC/ST/OBC candidates would be given as per GOI instructions. 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.

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, failing which their candidature may not be considered and travelling expenses, if any, otherwise admissible, will not be paid.

**6. Period of contract**

- The period of engagement of Subject Matter Specialist Personnel (on contract) would be on contract basis for a period upto 2 years, extendable by one more year based on performance and requirement.
- The Bank may terminate the contract of service if the performance is not found satisfactory.
- The Bank may at its sole discretion, terminate the contractual engagement by giving one month's notice or one month's compensation in lieu thereof, at any time during the contract period.
- Contract appointee shall have no right or claim for regular appointment in NABARD.

**7. Selection Process**

Selection of candidates would be by way of interview. For interview, the candidates would be shortlisted in the ratio of 1: 5 of the number of vacancies on the basis of their qualification, experience and age. Candidates with higher experience would be given preference. Only those who satisfy the required age, qualification and experience need apply.

The Bank reserves the right to modify/ amend/ reverse/ cancel any or all the provisions of the vacancy / recruitment process, without assigning any reason thereof. Depending upon the requirement, the Bank reserves the right to cancel/ restrict/ curtail/ enlarge the recruitment process, if need so arises, without any further notice and without assigning any reason therefor.

No correspondence will be entertained from any ineligible and non-selected candidate. The Bank shall not furnish the mark-sheet of selection process to candidates. 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.

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

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