



NATIONAL BANK FOR AGRICULTURE AND RURAL DEVELOPMENT

Plot No, C-24, G Block, Bandra Kurla Complex

Bandra (E), Mumbai 400051

ADVERTISEMENT No. 04

RECRUITMENT OF SPECIALISTS ON CONTRACT -2025-26-

RMSMED, DCAS, DMFI

NABARD is an all-India Apex Organization, wholly owned by Government of India and an equal opportunity employer. NABARD invites **only ONLINE** applications, in the prescribed format, from Indian citizens, having necessary qualification and experience, for engagement of **06 (six)** Specialists on contract for its **Head Office, Mumbai**. Candidates can apply **only ONLINE** on NABARD website www.nabard.org **between 13.10.2025 to 28.10.2025**.

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 ONLINE 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 ONLINE 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 ONLINE** through Bank's website www.nabard.org. No other mode of submission of application will be accepted by NABARD. **ALL REVISIONS/ CORRIGENDUM (IF ANY) WILL BE HOSTED ON THE BANK'S WEBSITE ONLY.**

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 Specialists on contract**" in the subject of the email.

Important Dates / Timelines

Online Application Registration and Payment of Online Fees/Intimation Charges	13.10.2025 to 28.10.2025
NABARD reserves the right to make change in the dates indicated above.	



I NUMBER OF VACANCIES AND RESERVATION

Sr. No.	Name of the post	SC	ST	OBC	UR	Total
1	Climate Change Specialist - Mitigation	0	0	0	1	1
2	IT Specialist (Carbon Finance Cell)	0	0	0	1	1
3	Head – Rural Tech and Innovations	0	0	0	1	1
4	Head - Data & Impact Evaluation	0	0	0	1	1
5	Head – Finance, Compliance and Commercialization	0	0	0	1	1
6	E-Commerce Specialist	0	0	0	1	1
	Total	0	0	0	6	6

II Place of posting - MUMBAI

III. ELIGIBILITY CRITERIA: Educational Qualification, Experience and Job Profile (as on 01 October 2025)

1. Climate Change Specialist - Mitigation

Age	35 to 55 years
Qualification	<p>Mandatory</p> <p>Master's Degree in Renewable Energy, Energy Engineering, Climate Science, Sustainable Development from a recognized university or institution.</p> <p>Additional certifications or training in renewable energy, carbon management, or related domains will be an added advantage</p>
Experience	<p>Essential :</p> <p>At least 12 years of professional experience with at least 4 years of hands-on experience in handling mid to large sized climate change mitigation related projects.</p> <p>Desirable :</p> <ol style="list-style-type: none"> 1. Demonstrated experience in managing externally aided projects, including grant management, project implementation, and monitoring. 2. Proven expertise in renewable energy project planning, design, and implementation. 3. Experience in working with government agencies, international development organizations, or financial institutions on renewable energy or other climate change mitigation initiatives. 4. Hands-on experience in preparing project proposals, securing funding, and reporting to funding agencies. 5. Knowledge and practical exposure to international frameworks and mechanisms like the Green Climate Fund (GCF), Adaptation Fund (AF), or similar. 6. Familiarity with energy audits, carbon footprint assessments, and developing mitigation plans for reducing greenhouse gas emissions.



Job profile	<ol style="list-style-type: none"> 1. Designing, developing, and implementing projects focused on renewable energy, energy efficiency, and low-carbon technologies. 2. Conducting feasibility studies, energy audits, and carbon footprint assessments for renewable energy and energy efficiency projects. 3. Providing technical support for externally aided projects, including project planning, execution, monitoring, and evaluation. 4. Liaising with national and international funding agencies, donors, and other stakeholders to secure funding and ensure compliance with project requirements. 5. Preparing funding applications, concept notes, and detailed project reports for mitigation-related interventions. 6. Appraisal and finalization of innovative climate change project proposals 7. Facilitating capacity building programs, workshops, and stakeholder consultations to promote renewable energy adoption and energy efficiency measures. 8. Monitoring and evaluating project outcomes, preparing progress reports, and ensuring timely submission to funding agencies and stakeholders. 9. Staying updated on the latest developments in renewable energy technologies, policies, and financing mechanisms and integrating these into project design and execution. 10. Supporting the institution's efforts to strengthen its portfolio in climate change mitigation by identifying and developing innovative projects. 11. Perform other duties and functions as may be assigned by NABARD relating to climate finance
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2. IT Specialist (Carbon Finance Cell)

Age	35 to 55 years
Qualification	<p>Mandatory</p> <p>Bachelor's degree in computer applications, Information Technology, Computer Science, or Master's degree in computer applications, Information Technology, Computer Science</p> <p>Additional qualifications in Data Science, Project Management, or Public Policy & Technology will be an added advantage</p>
Experience	<p>Essential :</p> <ol style="list-style-type: none"> 1. Minimum 8 years of total experience, with at least 5 years in IT development / project management roles. 2. At least 3 years' experience in IT digital system or project management ecosystem and Experience in handling NRM data sets, development project related data sets, DFIs preferred. 3. Experience in managing portals, MIS / data warehouse systems, or climate/agriculture tech platforms.



	Category	Skills
	Project Management	Agile, Waterfall, JIRA, MS Project, Contract Management, SDLC, ZOHO
	Data & Analytics	Power BI, Tableau, Google Data Studio, R, Python
	Database & Integration	PostgreSQL, Vertica, API integration, cloud-based DMS
	Soft Skills	Communication, stakeholder engagement, cross-functional coordination
	Reporting & Documentation	SOP creation, audit trail maintenance, executive summaries
Job profile	A. IT Project Governance & Planning	
	<ol style="list-style-type: none"> 1. Develop and own detailed project plans, work breakdown structures, risk registers, and implementation timelines for all digital systems. 2. Establish and enforce governance frameworks, SOPs, and quality assurance processes for managing multiple digital projects. 3. Track contract deliverables, budget milestones, and vendor payments in collaboration with finance and procurement teams. 	
	B. Vendor and Stakeholder Management	
	<ol style="list-style-type: none"> 1. Act as the primary interface with external vendors, IT service providers, and software developers engaged in outsourced assignments. 2. Coordinate with internal stakeholders (ROs, technical departments, Finance, Legal, etc.) for seamless project operations. 3. Conduct regular vendor performance reviews, steer governance meetings, and resolve escalations. 	
	C. System Design & Functional Oversight	
	<ol style="list-style-type: none"> 1. Ensure adherence of system design with requirements outlined in BRD and Business need of the department: 2. Oversee architecture and data models of LOS/LMS, GMS and DiCRA to ensure flexibility for scale, API integrations, interfaces, and performance. 	
	D. Monitoring, Evaluation, and Dashboards	
	<ol style="list-style-type: none"> 1. Lead the development of dynamic dashboards and MIS using Power BI, Google Data Studio, or similar tools. 2. Align visualizations with the Product Results Framework and Climate Metrics. 3. Design RO/HO-friendly data capture formats and automated reporting workflows. 	



	<p>E. Data Analytics & Integration</p> <ol style="list-style-type: none"> 1. Design and manage integrations across Vertica, PostgreSQL, or API-based sources from NABARD or government datasets (e.g. DARPAN). 2. Use R/Python for ETL processes and development of analytical use cases to inform policy and impact decisions. <p>F. Cybersecurity, Privacy, and Compliance</p> <ol style="list-style-type: none"> 1. Ensure data security, audit trails, backup protocols, and privacy frameworks in compliance with NABARD and GoI norms. 2. Ensure compliance with Digital Personal Data Protection (DPDP) Act, 2023. <p>G. Innovation, Future Projects & Capacity Building</p> <ol style="list-style-type: none"> 1. Support the design of future IT-enabled solutions that may be tendered under DCAS. 2. Propose pilots using AI/ML, satellite/GIS, IoT, or blockchain for climate action. 3. Conduct capacity building of DCAS staff and RO/HO teams on new digital platforms.
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3. Head – Rural Tech and Innovations

Age	30 to 50 years
Qualification	<p>Mandatory</p> <p>Masters' Degree in Agri Business Management, Masters' Degree in Rural Technology, Masters' Degree in Engineering (Electronics and Communication/ Electronics and Telecommunication/ Electrical/ Mechanical/ Computer/ Computer Science/ Agriculture/ Food Processing)</p>
Experience	<p>Essential:</p> <ol style="list-style-type: none"> 1. Minimum 10 years' experience in technology transfer, rural innovation, or agri-tech. 2. Experience in leading innovative projects in rural areas 3. Experience in engagement with NGOs and undertaking projects in rural areas 4. Strong network with research institutions, industry, and government agencies 5. Knowledge of and familiarity with latest technologies and innovations in agri and rural sector 6. Understanding of quality benchmarks and regulatory standards.



	<p>Desired Skill Set:</p> <ol style="list-style-type: none"> 1. Ability to analyse technologies for relevance, scalability, and community impact 2. Ability to track adoption rates, gather feedback, analyse impact for guiding technology refinements and upgradation. 3. Stakeholder engagement and partnership development skills. 4. Excellent communication and liaison skills to coordinate with internal teams and external stakeholders. 5. Presentation & Public Speaking skills to present technologies and results. 6. Deep understanding of rural technology.
Job profile	<ol style="list-style-type: none"> 1. Identify and prioritize technologies for deployment in RSVCs based on community needs and scalability potential. 2. Coordinate with IITs, innovators, and manufacturers for tech transfer, adaptation, and quality control. 3. Oversee demonstration, prototyping, and technology awareness activities at Type 1 RSVCs. 4. Build partnerships with sectoral institutions (agriculture, WASH, renewable energy, etc.) for collaborative R&D and field validation. 5. Develop training modules on technology dissemination 6. Develop standard operating procedures for technology installation, training, and maintenance. 7. Monitor adoption rates, gather feedback, and guide iterative technology improvement.

4. Head - Data & Impact Evaluation

Age	30 to 50 years
Qualification	<p>Mandatory</p> <p>Masters degree in development studies/ Statistics/ Data Science/ Economics/ Computer Science/ Agriculture Economics.</p>
Experience	<p>Essential :</p> <ol style="list-style-type: none"> 1. Minimum 10 years' experience in monitoring and impact evaluation for rural development or technology programmes. 2. Proven experience in designing and executing M&E frameworks. 3. Familiarity with data platforms, mobile apps, and analytics tools. 4. Experience in creating guidelines, eligibility norms, and disbursement mechanisms. <p>Desired Skill Set :</p> <ol style="list-style-type: none"> 1. Proficiency in data analytics, MS Office, visualization tools, and impact assessment. 2. Ability to design KPIs, SOPs and metrics aligned with project goals.



	<ol style="list-style-type: none"> 3. Proficiency in managing centralized databases and integrating multiple data sources 4. Skilled in preparing periodic reports, dashboards, and updates. 5. Strong analytical and documentation skills. 6. Presentation & Public Speaking skills. 7. Excellent communication and liaison skills to coordinate with internal teams and external stakeholders
Job profile	<ol style="list-style-type: none"> 1. Develop indicators, tools, and methodologies for monitoring RSVC performance across all types (1, 2, and 3). 2. Conduct baseline, midline, and endline surveys for each RSVC. 3. Maintain central data repository integrating field data, Manthan analytics, and partner reports. 4. Prepare quarterly and annual impact reports for NABARD, O/o PSA, and stakeholders. 5. Build capacity of RSVC staff and partners in data collection and reporting. 6. Facilitate third-party evaluations and audits.

5. Head – Finance, Compliance and Commercialization

Age	30 to 50 years
Qualification	Mandatory CA/ MBA (Marketing/ Finance/ Rural Management/Agri-Business) /PGDM (Marketing/ Finance/ Rural Management/Agri-Business)
Experience	Essential: <ol style="list-style-type: none"> 1. Minimum experience of 10 years in market development, rural finance or value chain facilitation. 2. Experience in fund raising and enterprise development with track record in scaling rural initiatives. 3. Proven experience in engaging with corporate CSR teams, foundations and international donors. 4. Experience in collaborating with financial institutions to design and implement credit products. 5. Familiarity with e-commerce platformns (e.g. ONDC, mobile apps) and digital marketing for rural products. Desired Skill Set: <ol style="list-style-type: none"> 1. Understanding of rural product branding, packaging and promotion strategies. 2. Ability to train rural entrepreneurs in using digital tools for business. 3. Proficiency in report writing, presentation and social media outreach. 4. Presentation & Public speaking skills.



	<ol style="list-style-type: none"> 5. Excellent Communication and liaison skills to coordinate with internal teams and external stakeholders. 6. Skilled in preparing funding proposals, pitch decks and partnership agreements. 7. Understanding of CSR regulations, MoUs and financial documents.
Job profile	<ol style="list-style-type: none"> 1. Forge market linkages for products and services generated through RSVC-supported technologies. 2. Collaborate with banks, NBFCs and private financial institutions to design and roll out tailored loan products. 3. Onboard RSVCs as business correspondents for credit facilitation. 4. Develop and support e-commerce channels for rural technology products. 5. Support cluster-based value chain development for selected technologies. 6. Facilitate convergence with CSR, government schemes, and private sector market players.

6. E-Commerce Specialist

Age	25 to 35 years
Qualification	Mandatory: Graduate/Post Graduate with specialisation in marketing, preferably E-marketing/online/social media marketing
Experience	Essential: <ol style="list-style-type: none"> 1. Should be an ONDC and E-Commerce sector expert 2. Experience of 4-5 years in Key account management services 3. Should be well versed in data collection, compilation, analysis and management 4. Should be well versed with computer applications such as excel Desired Skill Set: <ol style="list-style-type: none"> 1. Experience in Event Management 2. Proven value selling and negotiation skills 3. Strong interpersonal skills, networking ability and team player.
Job profile	<ol style="list-style-type: none"> 1. An E-Commerce sector expert whose responsibilities would include creating and implementing strategies for enabling online marketing schemes at Regional Offices, optimizing the overall e-commerce experience. 2. Managing the dedicated page of NABARD supported sellers page on ONDC and other initiatives of ONDC. 3. Collaboration with Regional Offices and ONDC for onboarding SHGs, JLGs, POs, etc on ONDC



	4. Support RO Officials in scouting for suitable Technical Training Partner as required in online marketing scheme 5. Monitor the performance of SHGs/JLGs/ POs (order and sales) who have been onboarded with the handholding support of Technical Training Partner 6. Product cataloguing, page development and page updating/refreshing of SHG/JLG/ POs seller account in ONDC 7. Preparing and updating MIS as per Head Office requirements 8. Documentation 9. E-Cataloguing.
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IV Selection Process

- 1) The selection will be by way of interview. The candidates will be shortlisted for interview in the ratio of 1:3 on the basis of qualification, experience, etc.
- 2) The shortlisted candidates serving in Govt./ Quasi Govt. offices, Public Sector undertakings including Nationalized Banks and Financial Institutions are advised to submit 'No Objection Certificate' from their 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.
- 3) Selected candidates will have to undergo pre-recruitment medical examination. Final appointment will be done only of those candidates who are declared medically fit by Bank's Medical Officer.
- 4) 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 numbers 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 candidates for interview & selecting them for appointment based on minimum qualifying standard shall be final and 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.

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	150	150*
For all others	700	150	850*

* Exclusive of applicable GST



VI Place of posting, Compensation, Period of contract and other benefits:

a. Place of Posting : NABARD, Head Office, Mumbai

b. Compensation

Sr No	Post	Consolidated Remuneration - All inclusive
1	Climate Change Specialist - Mitigation	Rs.25 - 30 lakh per annum
2	IT Specialist (Carbon Finance Cell)	Rs.1.50- 2.00 lakh per month
3	Head – Rural Tech and Innovations	Rs.1.90 lakh per month
4	Head - Data & Impact Evaluation	Rs.1.90 lakh per month
5	Head – Finance, Compliance and Commercialization	Rs.1.90 lakh per month
6	E-Commerce Specialist	Rs.1.25 lakh per month

The Specialist on contract 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 Specialist on contract. Annual increment up to a maximum of 10% can be granted based on satisfactory performance and discretion of the Bank.

c. Period of contract

02 years from the date of appointment extendable for a further period of 03 years. The engagement would be extended after taking a review one year at a time and in any case will not be beyond 05 years. The Bank may terminate the contract at any time without prior notice and without providing any reason thereof. However, in normal course, NABARD may terminate the engagement by giving one month's notice in advance. The Specialist can also seek termination of the contract by giving one month's notice.

In case the notice period is not being served, the Specialist has to pay a sum equivalent to pay for the period of notice required of him /her.

Notwithstanding the above, NABARD retains the right to modify the terms of the recruitment, suspend or terminate the engagement with any Specialist, without assigning any reason thereof.

d. Superannuation Benefits

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

e. Travelling / Halting Allowance

Whenever official tour is required, the Specialist will be entitled for Travelling & Halting Allowance as admissible to the officers in the Bank of equivalent grade for official tours outside the headquarters or as mentioned in the appointment letter.



f. Leave

Maximum of 30 days per calendar year during the contract period, on a proportionate basis.

g. Reporting:

The Specialist will report to an officer of higher grade in the department as decided by OIC.

h. Office Facilities

1. NABARD will provide Office Space, Internet Connectivity, and other support facilities.
2. Lounge facilities as applicable to the officers of the Bank will be provided.

i. Medical Facility :

For self only, at the Dispensary of the Bank, wherever available.

j. Legal Status

Specialist shall be selected on contract basis and shall have no right / claim for placement in NABARD by the virtue of engagement of their services by the Bank.

Services of the staff on contract shall be governed by the code of conduct as applicable to Specialists / Consultants engaged on contract.

VII. How to apply:

Detailed Guidelines/Procedures for

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

Candidates can apply only online from 13.10.2025 to 28.10.2025 and no other mode of application will be accepted.

**Important Points to be noted before registration.
Before applying online, candidates should-**

1. Scan their:

- i. Photograph (4.5cm × 3.5cm)
 - ii. Signature (with black ink)
 - iii. Left thumb impression (on white paper with black or blue ink)
 - iv. A handwritten declaration (on a white paper with black ink) (text given below)
 - v. Ensuring that all these scanned documents adhere to the required specifications as given in Annexure III to this Advertisement.
2. 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.)
 3. The text for the handwritten 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.”



The above-mentioned handwritten declaration has to be in the candidate's own 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.)

4. Keep the necessary details/documents ready to make Online Payment of the requisite application fee/ intimation charges.
5. Have a valid personal email ID and mobile number, 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 number before applying on-line and must maintain that email account and mobile number.

**Application fees/ intimation charges (nonrefundable) payment of fee online:
13.10.2025 to 28.10.2025**

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

A. Application Registration

- a. Candidates to visit the NABARD website – www.nabard.org and under Career Notices, click on the option "APPLY ONLINE" which will open a new screen.
- b. 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.
- c. In case any 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.
- d. 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.
- e. 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.
- f. Validate your details and save your application by clicking the 'Validate your details' and 'Save & Next' button.



- g. 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".
- h. Candidates can proceed to fill other details of the Application Form.
- i. Click on the Preview Tab to preview and verify the entire application form before FINAL SUBMIT.
- j. **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.**
- k. Click on 'Payment' Tab and proceed for payment.

B. Payment of Fees

Online Mode

- a. The application form is integrated with the payment gateway and the payment process can be completed by following the instructions.
- b. The payment can be made by using Debit Cards (RuPay/Visa/MasterCard/Maestro), Credit Cards, Internet Banking, IMPS, Cash Cards/ Mobile Wallets.
- c. 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**
- d. On successful completion of the transaction, an e-Receipt will be generated.
- e. 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.
- f. 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.
- g. 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.
- h. To ensure the security of your data, please close the browser window once your transaction is completed.
- i. 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)



- a. Photograph must be a recent passport style colour picture.
- b. Make sure that the picture is in colour, taken against a light-coloured, preferably white, background.
- c. Look straight at the camera with a relaxed face
- d. 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
- e. If you have to use flash, ensure there's no "red-eye"
- f. If you wear glasses make sure that there are no reflections and your eyes can be clearly seen.
- g. Caps, hats and dark glasses are not acceptable. Religious headwear is allowed but it must not cover your face.
- h. Dimensions 200 x 230 pixels (preferred)
- i. Size of file should be between 20kb–50 kb
- j. While scanning the photograph 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, colours, etc.

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

Signature

- a. The applicant has to sign on white paper with Black Ink pen.
- b. Dimensions 140 x 60 pixels (preferred)
- c. Size of file should be between 10kb – 20kb for signature and 20kb - 50kb for left thumb impression.
- d. Ensure that the size of the scanned image is not more than 20kb

Left Thumb

The applicant has to put his left thumb impression on a white paper with black or blue ink.

- a. File type: jpg / jpeg
- b. Dimensions: 240 x 240 pixels in 200 DPI (Preferred for required quality) i.e 3 cm * 3 cm (Width * Height)
- c. File Size: 20 KB – 50 KB

Hand written declaration

- a. The applicant has to write the declaration in English clearly on a white paper with black ink.
- b. File type: jpg / jpeg
- c. Dimensions: 800 x 400 pixels in 200 DPI (Preferred for required quality) i.e 10 cm * 5 cm (Width * Height)
- d. File Size: 50 KB – 100 KB
- e. The signature, left thumb impression and the hand written declaration should be of the applicant and not by any other person.
- f. Hand written declaration in CAPITAL LETTERS shall NOT be accepted.

Scanning the documents:

- a. Set the scanner resolution to a minimum of 200 dpi (dots per inch)
- b. Set Colour to True Colour
- c. File Size as specified above
- d. Crop the image in the scanner to the edge of the photograph/signature/ left thumb impression / handwritten declaration, then use the upload editor to crop the image to the final size (as specified above).



- e. 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.
- f. Candidates using MS Windows/MS Office can easily obtain documents in .jpeg format by using MS Paint or MS Office 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.

Uploading latest C.V./Resume in the specified field.

- a. Applicant has to upload his latest C.V/Resume in .pdf format.
- b. File Size: 500 KB.

Procedure for uploading the documents

- a. 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
- b. Click on the respective link "Upload Photograph / signature / Upload left thumb impression / hand written declaration"
- c. Browse and Select the location where the Scanned Photograph / signature / left thumb impression / hand written declaration file has been saved.
- d. Select the file by clicking on it
- e. Click the 'Open/Upload'
- f. If the file size and format are not as prescribed, an error message will be displayed.
- g. 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.
- h. Your Online Application will not be registered unless you upload your Photograph, signature, left thumb impression and hand written declaration as specified.

Note:

- a. In case the face in the photograph or signature or left thumb impression or the hand written declaration is unclear / smudged then the candidate's application may be rejected.
- b. 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.
- c. 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.
- d. Candidate must ensure that Photo to be uploaded is of required size and the face should be clearly visible.
- e. 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.



- f. Candidates should ensure that the signature uploaded is clearly visible
- g. 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 –

- a. using unfair means or
- b. impersonating or procuring impersonation by any person or
- c. resorting to any irregular or improper means in connection with his/ her candidature or
- d. obtaining support for his/ her candidature by unfair means.

General Instructions

1. 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 therefore.
2. The Specialist shall have no right or claim for regular employment in the organization.
3. 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 have 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.
4. 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.
5. Before appointment in the Bank, a proper relieving letter, indicating date of relief and a mention that no dues are pending against the employee, from the previous/present employer(s) will have to be produced by the applicant.
6. 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.
7. 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.	13.10.2025 to 28.10.2025
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Mumbai
Date: 13 October 2025

Chief General Manager
HRMD, Head Office, Mumbai

