



NABARD

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

NABARD invites only ONLINE applications in prescribed format from Indian citizens having necessary qualification and experience for engagement of Specialist Officers on contract basis for the following post at its Head Office, Mumbai.

S. no.	Post	Job Profile	Educational Qualification	Experience	Level
1	Chief Technology Officer 1 Post	a) To assess present and future emergent IT technologies for NABARD b) Appraising the management about global developments in emerging IT areas, such as cyber security, cloud computing, virtualization, mobile technology, etc. c) Reviewing and updating the IT policies and processes and suggesting strategies for implementation of the required digital shift in NABARD. d) As a part of Business Continuity Management, ensure that there is no failure in business operations & appropriate disaster recovery plans are in place & regularly tested for readiness for unforeseen events which can impact business continuity.	First class in 4 years B.E. / B. Tech degree from recognized University /Institutes. Post-Graduation in areas relevant to the role specially in the field of IT will be an added advantage.	Post Qualification IT experience of minimum 15 years and at least 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.	Highly Senior

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		<p>e) Assisting the concerned department of NABARD in implementing the cyber security policy and framework for protecting critical IT assets from cyber threats.</p> <p>f) Developing a plan and the strategy for enhanced IT capacity building in NABARD and its partner agencies for creating a technology-friendly and proactive IT culture aligned with NABARD's business strategy.</p> <p>g) Facilitating formation of informal network of technologists across the organisation who can catalyse isolated IT practices towards development of systems for improving organisational performance.</p> <p>h) Develop a good network of resource persons in IT for knowledge and experience sharing for the Bank.</p> <p>i) Suggesting engagement of expert services for any other critical need requiring strategic decision making.</p> <p>j) Any other IT enabled initiative decided by the bank from time to time.</p> <p>k) Vetting of Expression of Interest (EoI & RFP) documents for National Level Computerisation Project for rural credit institutions.</p> <p>l) Participating in pre-bid meeting with the vendors for technical instructions.</p> <p>m) Technical evaluation of EoIs and technical support for shortlisting for technical inputs through vendors.</p> <p>n) Technical evaluation of RFPs and technical support for identifying vendors.</p>		<p>Desirable</p> <p>i. Demonstrable experience in leading the successful development of software solutions.</p> <p>ii. Expertise in Digital Banking, Networking, Core IT Infrastructure.</p> <p>iii. Experience in new technologies viz., Cloud, Mobile, Analytics, etc.</p> <p>iv. Demonstrable team leadership experience with ability to shape and lead an effective team</p> <p>v. Deliver a positive impact on the bank's business.</p> <p>vi. Strong project management skills and management of development, maintenance and support teams.</p> <p>vii. Academic experience with exposure in participating in seminars, conferences, research publications representing the organisation. Up-to-date with the current (and future) levels of IT security, threats, vulnerabilities that could impact the Bank's digital and financial assets</p>	

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2	Senior Advisor for Computerisation of Rural Credit Institution 1 Post	<p>i. The Consultant will provide Technical and related inputs to the PACS computerisation Team in NABARD.</p> <p>ii. The Consultant will report to the GM / CGM of NABARD.</p> <p>iii. Prepare and help finalise EoI (Expression of Interest) and RFP (Request for proposal).</p> <p>iv. Provide clarification to States / Vendors in respect of EoI / RFP (in pre-bid meet)</p> <p>v. Facilitate identification of various vendors and prepare recommendatory note for vetting.</p> <p>vi. Prepare model RFP document for states for calling bids for System Integrators</p> <p>vii. Prepare security standards for the entire project</p> <p>viii. Finalizing MoAs and SLAs (Service Level Agreements) for the project.</p> <p>ix. Provide inputs and support to rural credit institutions computerization team on the following:</p> <ul style="list-style-type: none"> • Identification and finalization of modules of software. • On-line module for implementation within the overall structure. • Creation of IT architecture of state level DCs (Data Centres) if required. • Preparation of document for PACS 	Graduates from any recognized university preferably in information technology.	<p>Essential: 05 years in implementing IT solutions / projects at middle or senior management level. Persons having implementation experience in core banking will be preferred. The candidate should have thorough knowledge of cooperative credit structure and working of PACS. Further, the candidate should have sufficient knowledge in Information Technology, including domain areas such as:</p> <ol style="list-style-type: none"> a. Data Centre & DRS Management b. Networking c. Security architecture d. Application & Database Architecture e. Application scalability f. Performance Evaluation and benchmarking <p>Desirable</p> <ol style="list-style-type: none"> i. Experience in implementing core banking at cooperatives / RRBs/commercial banks ii. Digital enabling 	Senior

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		<p>and Bank's readiness.</p> <ul style="list-style-type: none"> • Conducting pre-bid meeting • Finalization of matrix for selection of vendors based on technical criteria and EoI. • Creating matrix for the purpose of release of payment. • Finalization of responsibilities in implementation of State / National level computerization projects. • Holding vendor meetings for initiating the project and further implementation. • Meeting with vendors to sort out implementation related issues. • Data flow / integration between proposed monitoring committees & Banks • Migration of rural credit institutions to the new software as per the plan submitted by the System Integrators. • Project implementation as per the plan and resolving technical issues during the process. <p>x. Undertake visits/ attend meeting at various outstation locations based on the needs of the project.</p> <p>xi. Identification of data fields for data migration to enable preparation of proper tools by System Integrators</p> <p>Any other technical matter related to rural</p>		<p>architecture and System planning</p> <ul style="list-style-type: none"> iii. Process / product simplification iv. Legacy Transformation v. Strong leadership skills, demonstrated ability to manage teams and conduct change vi. Strong verbal and written communication skills vii. Excellent problem solving skills viii. Strong negotiation skills ix. Any specialized training or qualification relating to rural banking and IT. 	

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		credit institutions			
3	Chief Risk Manager 1 Post	<p>1. The consultant will act as Principal advisor in Risk Management in all risk domains including credit risk, market risk & operation risk.</p> <p>2. Reassessing of high value credit proposals including infrastructure.</p> <p>3. Strengthening the risk management framework in the bank including implementation & operation of Enterprise Wide Risk Management Software.</p>	<p>Essential</p> <ul style="list-style-type: none"> • Post- Graduation / Masters in Management from one of the top institutes (excluding online or distant) or CA / CS. • Certification in Risk Management from GARP / PRMIA. <p>Desirable</p> <ul style="list-style-type: none"> • Certification in Banking / CFA • Degree in Statistics • Qualification in Law (3 year regular course) 	<p>Essential</p> <ul style="list-style-type: none"> • More than 20 years experience in Banking sector. • More than 5 year experience in Senior Management level in a Bank in Risk Management. <p>Desirable</p> <ul style="list-style-type: none"> • Experience of working as CRO/ Head of Risk. • Experience of handling high value credit at senior level. • Experience of having worked with a AIFI in Risk Management area. 	Senior & highly experienced.
4	Project Manager for Rural Credit Institutions Computerisation 3 Posts	<p>The Project Manager will be responsible for the planning, implementation, execution, supervision and control of all steps of the project of Computerisation. The Project Manager will be responsible for:</p> <ol style="list-style-type: none"> 1. Ensuring that the project is successfully implemented, in a time bound fashion and meeting required quality standards across deliverables 2. Defining functional, technical and operational details of the project, agreement preparation and selection of vendors including finalization of service level agreements. 	<p>Essential: Graduates from any recognized university with minimum 05 year' experience in project management.</p> <p>Desirable:</p> <ul style="list-style-type: none"> • Qualification relating to development finance, rural banking and IT project implementation in rural banks. • Project management certification 	<p>Essential: Minimum 05 years in Project Management.</p> <p>Desirable:</p> <ul style="list-style-type: none"> • Minimum 03 years in core banking / PACS software solution implementation at any Commercial Bank/ RRB/ Cooperative bank / PACS and banking operations. • Working knowledge of operations in cooperative banks 	Middle

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		3. Developing, documenting and communicating plans and methodology for implementation of rural credit institutions computerisation project. 4. Building core team to support PACS computerisation project across rural credit institutions. 5. Managing human and business resources required for successful completion of all phases of the project. 6. Supervision and managing various vendors associated with project. 7. Monitoring vendor adherence to Agreements. 8. Supervising timing of all tasks and critical path tasks, and taking appropriate measures to ensure timely project implementation 9. Managing risks associated with project. 10. Responsibility to maintain tracker/dashboard related to the project 11. Any other matter related to rural credit institutions computerisation project		<ul style="list-style-type: none"> • Strong leadership skills, demonstrated ability to manage teams and conduct change. • Excellent problem solving skills • Strong negotiation skills 	
5	Assistant Project Manager- Storage, Marketing & Processing 1 Post	i. Techno-Financial appraisal of the projects received under the Food Processing Fund and Warehouse Infrastructure Fund by undertaking detailed analysis of the technical aspects (suitability of the location, raw material	Graduate / Post Graduate, Doctorate in Food Technology /Food Engineering / Food Processing.	Essential: i. Experience of working in Food Processing Industry for a minimum of 03-05 years. (or) ii. Experience in implementation /	Junior

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		<p>and utilities availability, analysis of the suitability of technology proposed and its cost, framing techno-economic assumptions for assessing the technical feasibility, financial viability and bankability, etc.) based on the detailed analysis undertaken by him. The consultant would be required to guide in recommending the project for sanction or otherwise for term loan, suggest appropriate modifications to the project components, risk mitigation measures, project specific special terms and conditions, etc.</p> <ol style="list-style-type: none"> a. Collection and compilation of techno-financial details, data and any other information whatsoever necessary for appraisal of the project. b. To assist the Department of Storage and Marketing (DSM), NABARD, in formulation of monitoring mechanism of Mega food parks / processing units / cold chain projects sanction field visits to the project, as and when decided by DSM. c. Associate with the capacity building programmes of NABARD officials. 		<p>execution / operation of food parks / mega food parks for a minimum period of 3 years.</p> <p>Desirable:</p> <ol style="list-style-type: none"> i. 03-05 years experience in Project appraisal, monitoring & evaluation of food processing industry. ii. 03-05 years experience in associating with capacity building for project appraisals. 	

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		<ul style="list-style-type: none"> d. Any other professional input and assistance as may be required by DSM in the project appraisal, sanction and monitoring. e. Attending to all other works directly or indirectly related or incidental to the scope of work as indicated above. 			
6	Assistant Project Manager, Climate change Adaptation 1 post	<ul style="list-style-type: none"> • Preparation of climate change projects at base level for various States, scrutiny and assessment of feasibility of the projects received, its cost rationale, selection of areas based on vulnerability, statutory clearances, etc. Supporting Regional offices in these areas of work. • Conduct of field visits for appraisal and monitoring in association with RO officers / consultants. • Making presentation on technical aspects of projects before Project Sanctioning Committee / Internal Sanctioning Committee. • Liasion with national and international agencies involved in climate related funding / project implementation. 	<p>Climate Change Adaptation Essential</p> <p>(i) Post Graduate in Agriculture (Agronomy / soil science / Agro Meteorology/ Hydro-geology) or Agri-Engineering (Soil and water conservation / Climate change Adaptation/ Forestry/ Horticulture) or equivalent, B.Sc.-M.Sc. (Integrated) Climate Change Adaptation.</p> <p>Desirable: Diploma or training in Climate Change related aspects.</p>	<p>Essential</p> <p>3 to 5 years of experience of projects formulation/ implementation/ monitoring in the field of Climate Change and areas of specialization indicated above.</p> <p>Desirable:</p> <p>3 to 5 years of experience in coordinating NRM Projects with Govt. Agencies & NGOs.</p>	Junior
7	Assistant Project Manager, Renewable energy 1 post	<ul style="list-style-type: none"> • Co-ordination with Govt. Agencies regarding projects / programmes / policy under implementation through NABARD. • Co-ordination with State Governments, 	<p>Renewable Energy Consultant- B.Tech in Electrical Engineering / Environment Engineering or Post Graduate in Climate</p>	<p>Essential:</p> <p>3 to 5 years of experience of projects formulation/ implementation/ monitoring in the field of Renewable energy and</p>	Junior

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		<p>Research Stations, NGOs and other Executing Entities.</p> <ul style="list-style-type: none"> • Guidance to Executing Entities in identification of project ideas / concepts based on missions under National Action Plan for Climate Change (NAPCC) and State Action Plan for Climate Change (SAPCC) and guidance in project formulation. • Maintenance of necessary MIS through online systems. Management of reporting, evaluation, and tracking as per the requirements under various funding mechanisms. • Supporting mid-term and ex-post evaluation of projects as per the requirement of funding mechanism as well as other project / programme level due diligence processes. • Any other related work as per requirement. 	<p>Science, Sustainability, Environment Management, Renewable Energy or equivalent course. Desirable: Diploma or training in Climate Change related aspects.</p>	<p>areas of specialization indicated above. Desirable: Coordination between funding & implementing agencies.</p>	
8	Assistant Project Manager, MIS & Reports 1 post	<ul style="list-style-type: none"> • Development & Management of online and offline MIS system for ongoing projects with support from AF, GCF and NAFCC • Create and generate reports in timely and accurate manner • Preparation of Periodic reports for the MoEF & CC and the funding agencies 	<p>B.Tech in Computer Science or B.Sc in computers or MCA or equivalent course. Desirable: Diploma / Certificate course / training in climate science related aspects. Experience in management and reporting of the developmental</p>	3 to 5 years.	Junior

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		<ul style="list-style-type: none"> Coordinating with Executing entities, NABARD ROs and other stakeholders for data management and reporting at their end including training and capacity building of stakeholders. Co-ordination with MoEF&CC, Ministry of Agriculture and other relevant Ministries of GoI: national and internal agencies including donor agencies with regard to projects/ programmes / policy under implementation through NABARD. Co-ordination with State Governments, Research Stations, NGOs and other Executing Entities. Any other related work as per requirement. 	(preferably NRM) projects and programme, knowledge and experience of integrating and management of GIS and Remote Sensing in development projects and programmes.		
9	Risk Managers (06 posts)	<ul style="list-style-type: none"> Reviewing the systems, tools and the policies of the Bank on Risk Management, working on Credit Risk, Market Risk and Operational Risk with respect to Basel II/ III/ RBI requirements/ Bank's guidelines / roadmap. Development of risk metrics rating models / dashboard and MIS/ reports and work with the implementation team on creating tools/ systems for risk 	<p>Essential Post Graduate in Economics/ Statistics/ Finance/ MBA from a recognized university.</p> <p>Desirable Specialised qualifications in Risk Management from Professional Risk Managers' International Association (PRMIA)/ Global Association</p>	<p>Essential Experience of 5-8 years in Banking, Financial Sector and Insurance (BFSI) in the field of credit risk/ market risk/ operational risk.</p> <p>Desirable Experience in working with Statistical models, formulating risk rating modules, working in Risk</p>	Middle

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		<p>management/ putting in place software.</p> <ul style="list-style-type: none"> Appraisal of risk based lending under various categories – Agriculture, SME, large corporates, State Governments/ State Govt. Enterprises, etc. Assessment of credit proposals & undertaking portfolio analysis. 	of Risk Professionals (GARP) and/ or CA/ CFA/ ICWA/ ACS/ CAIIB or equivalent qualification.	Management of Software implementation.	
10	Senior Project Finance Manager (1 post)	Marketing and business development under syndication and consortium lending, project appraisal, operations and monitoring of the projects, Risk Monitoring, recovery management etc.	CA/ MBA (Finance), B.Tech/ BE with MBA Finance.	05 years experience in Infrastructure project finance/ syndication/ consortium lending, credit operations, monitoring of the consortium portfolio.	Middle
11	Project Finance Manager (Infrastructure projects) (1 post)	Marketing and business development under projects lending, project appraisal, operations and monitoring of the projects, Risk Monitoring, recovery management etc.	CA/ MBA (Finance), B.Tech/ BE with MBA Finance.	03-05 years experience in appraising, structuring, financing of infrastructure projects, credit operations and monitoring.	Middle
12	Specialist Officer (Legal Aspects) (1 post)	Marketing and business development proposal under MSME (food processing and other Non-farm sectors) and Rural Housing, project appraisal, operations and monitoring of the projects, Risk Monitoring, recovery management etc.	BA LLB /LLM	02-03 years experience in legal aspects of project lending including documentation / recovery management / legal aspects of financing State Governments and State Government Corporations, loan syndication, dealing with Debt recovery Tribunal (DRT) cases.	Junior

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13	Communication Professionals (02 posts one each for Mumbai & New Delhi)	<ul style="list-style-type: none"> Edit/shorten films on successful projects of NABARD without affecting the overall story Edit/enhance pictures for different collaterals and media Critique new films made in the department Proven proficiency in Adobe Photoshop/Adobe Illustrator, Flash, Dreamweaver, Corel Draw, PowerPoint, online photo typing tools is compulsory. Create design and layout for books, brochures, leaflets, calendars and diaries Conceptualize and design collateral for events, workshops and seminars Create artworks for social media, website, e-learning content, mailers, advertisement, poster, logo and other print works 	Essential Bachelor of Art or Mass communication from a recognized University with knowledge of Editing, composing, post production, visual designing, graphics designing, flash & web designing.	Essential: 2 Years in relevant field Desirable: 04 Years in related fields.	Junior

2. Period of contract and Remuneration

Sl. No.	Name of the Post	No. of Posts	Level	Remuneration (Per month)	Duration
1	Chief Technology Officer	1	Highly Sr.	Rs.3.25 lakh	2 Years
2	Senior Advisor for Computerisation of Rural Credit Institutions.	1	Senior	Rs.1.45 Lakhs	6 Months

3	Chief Risk Manager	1	Senior	Rs.1.45 Lakhs	2 Years
4	Project Manager for Rural Credit Institutions Computerisation.	3	Middle	Rs.1.05 Lakh	2 Years
5	Asstt. Project Manager- Storage, Marketing & Processing	1	Junior	Rs.0.77 Lakh	2 Years
6	Asstt. Project Manager- Climate Change	1	Junior	Rs.0.77 Lakh	2 Years
7	Asstt. Project Manager- Renewable Energy	1	Junior	Rs.0.77 Lakh	2 Years
8	Asstt. Project Manager- Online MIS Reports	1	Junior	Rs.0.77 Lakh	2 Years
9	Risk Managers	6	Middle	Rs.1.05 Lakh	2 Years
10	Senior Project Finance Manager	1	Middle	Rs.1.05 Lakh	2 Years
11	Project Finance Manager (Infrastructure projects)	1	Middle	Rs.1.05 Lakh	2 Years
12	Specialist Officer (Legal Aspects)	1	Junior	Rs.0.77 Lakh	2 Years
13	Communication Professionals	2	Junior	Rs.0.77 Lakh	2 Years

Reservations: The following 3 posts are reserved for OBC category

a) **APM- Storage, Marketing & Processing – OBC**

b) **Specialist Officer (Legal) – OBC**

c) **Project Manager For Rural Credit Institutions Computerisation - 01 post for OBC**

All other posts are under Un-reserved category, however, candidates from SC/ST/OBC categories can apply for the same subject to eligibility as UR. The candidate applying under OBC category for the above 2 posts shall be required to provide original caste certificate for verification together with a self- attested copy of the same at the time of interview. The compensation being cost to NABARD will be inclusive of any statutory payment that NABARD may be required to pay on behalf of the contract appointee. No relaxation in age and fee will be given to NABARD employees. PWBD candidates, are eligible to apply for all the posts under respective category and are exempted from paying the application fee, however they have to pay the intimation charges.

3. Maximum Age : 63 years (as on 30.06.2018)

4. Applicants working in Government/ Quasi Government, PSUs, Banks & FIs will be required to submit NOC from the employer at the time of interview, failing which candidate will not be allowed to appear for interview and shall not be eligible for TA for interview.
5. The period of engagement on contract will be as above i.e. 2 years, extendable by 01 year except in case of post at Sl. No. 2 which is for a maximum period of 06 months. The monthly remuneration is all inclusive & shall be liable for TDS as per Income Tax Act & Rules in force. The appointment shall be subject to review of performance on half yearly basis in respect of all posts except at Sr. No. 2 for which it will be on quarterly basis. The termination of contract will be by giving one months' notice on either side. The contract period can be extended further by 01 year based on the performance of the contract employee and requirement of NABARD. The contract employee shall have no right or claim for regular employment in the organization. The Bank may terminate the contract of service if the performance is found unsatisfactory.
6. **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.
7. **Superannuation Benefits**
The staff on contract shall not be entitled to any superannuation benefits viz., Provident Fund, Pension, Gratuity, etc.
8. **Residential Accommodation / HRA**
No Residential accommodation will be provided by the bank.
9. **Travelling & Halting Allowance**
The Consultant will be eligible for TA/HA as admissible to an officer of the bank as per extant TA Rules.
10. **Leave**
The Specialist officer on contract shall be entitled for a 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 will be reduced to that extent. The leave shall be earned on pro-rata basis in a calendar year & shall not be allowed to carry forward to next calendar year.

11. **Reporting:** The Consultants will be required to report to the GM / CGM of the concerned Department of the Bank.

12. **Conduct, Discipline and Appeal**

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

13. The candidates called for personal Interview will be reimbursed TO & FRO airfare (Highly Senior level) by economy class and 2AC rail fare (Senior, Middle & Junior Level).

14. Application Fee: The Application Fee is payable as under:

Amount in Rs.			
Category	Application Fee	Intimation charges	Total
SC/ST/ PWBD	NIL	50	50
Others	450	50	500

15. Any dispute arising relating to this advertisement shall be exclusively within the courts of Mumbai only.

16. Only online applications must be submitted in the proforma provided on our website www.nabard.org.

Online Application Registration & Payment of Application Fee

14 June 2018 to 05 July 2018

P.C.Chaudhri
Chief General Manager
Human Resource Management Department
