NATIONAL BANK FOR AGRICULTURE

AND RURAL DEVELOPMENT

(Fully owned by Govt. of India)

Advertisement No.01/Specialist Consultants/2020-21

Recruitment to the post of Specialist Consultant (on Contract)

ADVERTISEMENT FOR SPECIALIST CONSULTANTS ON CONTRACT - 2020-21

General Instructions:

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

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

(iii) **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 Officer – Recruitment to the post of Specialist Consultants on contract" in the subject of the email.

(iv) **Important Dates / Timelines**

Online Application Registration and Payment of Online Fees/Intimation Charges	07 August 2020 to 23 August 2020
NABARD reserves the right to make change in the dates indicated above.	

(v) Please note that corrigendum, if any, issued on the above advertisement will be published only on Bank's website www.nabard.org

Recruitment Notice:

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

NUMBER OF VACANCIES AND RESERVATION

SR. No.	POST	UR	SC	ST	OBC	TOTAL
i	Project Manager – Application Management	1	-	-	-	1
ii	Senior Analyst – Information Security Operations	1	-	-	-	1
iii	Senior Analyst – Network/SDWAN Operations	1	-	-	-	1
iv	Project Manager – IT Operations/ infrastructure services	1	-	-	-	1
v	Analytics-cum-Chief Data Consultant	1	-	-	-	1
vi	Cyber Security Manager (CSM)	1	-	-	-	1
vii	Additional Cyber Security Manager (ACSM)	1	-	-	-	1
viii	Additional Chief Risk Manager	2	-	-	-	2
ix	Risk Managers	2	-	-	2	4

All posts are unreserved and open for all categories except Two (02) posts of Risk Manager which are reserved for OBC candidates.

The reservation has been as per extant Government of India instructions.

Candidates may note that they can apply **ONLY for any one** of the above posts as per the educational qualification and job profile mentioned under eligibility criteria. In case, any candidate applies for more than one post, the last successful application will be considered and remaining applications will be rejected.

II. **ELIGIBILITY CRITERIA:**

    i)   **MAXIMUM AGE (as on 01 August 2020):**   **62 Years**

    ii)   **Educational Qualification and Work Experience/Job Profile for each posts (as on 01 August 2020) :**
(the experience availed after the educational qualification will only be counted)

i)   Project Manager - Application Management

Qualification	**Essentia**l: Bachelor's/Master's Degree in Computer Science/ Information Systems/Engineering/Management degree (with hands on experience of Coding etc.) Candidates with following qualifications will be preferred; • PMP or PRINCE2 or equivalent certification • Scrum Master and Agile Certifications • Technology and Domain Specific Certifications
Experience	**Essential:** Minimum 7 years for graduates and 5 years for Post Graduates in the following areas; a) Software development; CI/CD experience b) Managing Application Development projects and Software Maintenance Projects with exposure to DevOps/DevSecOps, Familiar with Waterfall or Agile methodology at Enterprise level Following experience/qualities will be an added advantage ➢ Experience in assessing effort estimation and resource sizing & allocation ➢ Exposure/knowledge of operations of Data Centre, Network, Operating systems (Windows & Unix), Firewall and Physical and logical security projects ➢ Experience in working with tools like JIRA/Confluence /Power Point etc. ➢ Excellent verbal and written communication skills ➢ Candidate from a Technology, ITES, Shared Service or Banking organization will be preferred
Job Profile	✓ Partner with stakeholders to define project scope, goals, deliverables and timelines ✓ Lead the efforts on preparing requirements development, business cases, estimations, Project Proposals and RFPs ✓ Plan and provide IT infrastructure support, including local area network, wide area network, servers, desktop systems and related technologies ✓ Facilitate the definition of service levels and acceptance criteria for projects ✓ Develop project plans, goals, and budgets, Work with stakeholders to secure needed resources and resolve resource conflicts ✓ Identify and proactively manage changes in scope, budget and schedule to ensure that the business value of the project is still achieved ✓ Escalate issues and risks and proactively takes ownership for resolution ✓ Track milestones and deliverables and provide regular status reporting to all levels of stakeholders ✓ Manage projects with a blend of in-house and external resources (vendors and direct contractors) ✓ Plan and lead project governance meetings, project health checks, phase gate reviews, post project reviews and project level workshops

	✓ Share lessons learned and best practices across projects, building relationships with stakeholders at all levels
	✓ Provide IT PMO with lessons learned and best practices related inputs and Collaborate with IT PMO to implement standards, guidelines and perform other relevant activities
	✓ Provide timely, candid and constructive performance feedback to direct reports
	✓ Develop direct reports to their fullest potential and provide challenging opportunities that enhance their career growth
	✓ Ensure all IT activities conform to IT security standards and all data and systems are properly protected
	✓ Provide technical leadership and management of IT projects from conception through deployment

ii)   Senior Analyst - Information Security Operations

Qualification	**Essential:** Bachelor's/Master's degree in the field of computer science/IT/Cyber Security Candidates with following qualifications will be preferred; ➢ ISO 27001/PCI DSS/CISSP
Experience	➢ **Essential**: Minimum experience of 5 years for graduates and 3 years for Post Graduates in the following areas; 1) IT experience with Information / Cyber security & risk management 2) Following experience/qualities will be an added advantage; ➢ Handling Cyber Security incidents in the organization with Root Cause Analysis and recommendation ➢ Should have led a team with experience in various IT domains like, Network, End points, Switches, Firewalls ➢ Knowledge of various cyber investigation tools/ process are essential ➢ Hands-on experience in implementing ISO 27001, PCI – DSS programs ➢ Structured project management experience in deploying security-related initiatives ➢ IT experience with 3 years in Information/Cyber security & risk management ➢ Candidate from a Technology, ITES, Shared Services or Banking organization will be preferred
Job Profile	✓ Establish procedures for identification and classification of information assets ✓ Review of all Information Security reports and drill down for improvements and make recommendations ✓ Understand the existing business processes and technology used to ensure that the business is in compliance with regulatory requirements ✓ Determine organizational information security requirements based on industry standards and regulatory requirements (like ISO 27001, PCI-DSS, etc)

- ✓ Develop information security policies, standards, processes and procedures
- ✓ Conduct information security risk assessment associated with various key assets of the organization
- ✓ Communicate and present concisely and effectively across various levels of stakeholders
- ✓ Advise management on critical issues that may affect the risk posture of the organizational information assets
- ✓ Establish positive working relationship with various teams across the organization
- ✓ Generate innovative ideas for achieving the objectives
- ✓ Demonstrate leadership and problem solving skills

iii) Senior Analyst -Network/SDWAN Operations

Qualification	**Essential:** Bachelor/Master of Engineering in Computer Science/ Information Engineering, ECE or any Engineering with required Network certifications. Candidates with following qualifications will be preferred; ➢ CCNA
Experience	**Essential:** Minimum experience of 5 years for graduates and 3 years for Post Graduates in the following areas; a) IT infrastructure with hands on and core experience in Network and Security Products. b) Exposure in implementing & managing different network products like Cisco, Juniper, Fortinet, Palo Alto, and Checkpoint etc. Following experience/qualities will be an added advantage ➢ Specific experience of SDWAN operations ➢ Understanding of various protocols, Intrusion Prevention systems, Wireless technologies ➢ Excellent written and oral communications skills ➢ Candidate from an IT Services Industry, BFSI with multi-site management
Job Profile	✓ Manage the network infrastructure comprising of MPLS, Leased lines, Routers, Switches, Firewalls, Intrusion prevention systems, Wireless network, VPN at HO and RO offices ✓ Manage the Network security requirements for the solutions and implement the same ✓ Implement necessary BCP and DR readiness solutions the network area ✓ Manage the network operations, including metrics reporting ✓ Ensure the hardening of the network equipment & security recommendations ✓ Defines processes, documentation and Network diagrams ✓ Enable technical delivery of projects ✓ Develop metrics for reporting health of Network and report on regular basis to management

iv)   Project Manager – IT operations / Infrastructure Services

Qualification	**Essential:** Bachelors/Masters in Engineering in Computer Science, Information Systems, ECE Candidates with following qualifications will be preferred; ➢ Cisco Certifications (CCNP or CCIE) or similar ➢ PMP or any other technical certifications
Experience	**Essential:** Minimum experience of 7 years for graduates and 5 years for Post Graduates in the following areas; a) Data Center management experience and in managing Infrastructure (Network, Storage, Compute) Projects with exposure to ITIL Following experience will be an added advantage; ➢ Experience in IT Technologies/Protocols/Products like (but not limited to) TCP/IP, OSPF, BGP, HSRP, IPsec, VPN, MPLS. QoS, Multicast, STP, VLANS, VTP, HSRP, VoIP, WLAN, DNS, DHCP, ARP, SNMP, Net Flow, Cisco vPC, FCoE, Cisco Fabric Path, Cisco Catalyst Switches, Cisco Routers, Cisco Nexus Switches, Cisco ASAs, Cisco WLAN products, Juniper, Checkpoint, VMWare, Hypervisor etc., ➢ Candidate from a IT Services Industry, BFSI with multi-site management
Job Profile	✓ Supervising IT Services Management team and liaison with NABARD, DIT Management ✓ Review metrics and SLAs of vendors and provide insights to improve IT service delivery ✓ Coordinate with RO Nodal officers/ITSM personnel ✓ Manage the Data Centre Operations, both from internal stakeholder management as well as vendors who are managing the network services on ground ✓ Provisioning of required Infrastructure (creating VMs, Storage, network etc.) for various needs of Departments in a short time in coordination with IT Services Management team ✓ Setup metrics for services offered from Data Centre ✓ Escalate issues and risks and proactively take ownership for resolution ✓ Recommend the most suitable network architecture and define the solution at a high level for specific projects of departments ✓ Perform network optimization, analysis and planning for smooth operations of Bank, both in HO and RO ✓ Identify and proactively manage changes in scope, budget and schedule to ensure that the business value of the project is achieved ✓ Track milestones and deliverables and provide regular status reporting to all levels of stakeholders ✓ Work with vendor team to perform troubleshooting to isolate and diagnose common network problems ✓ Experience in routing, switching, load-balancers, firewalls,

	IDS/IPS, WAN Optimizers, global site selectors, SAN fabric switches etc.
	✓ Strong analytical and troubleshooting skills with strong understanding of standard Network Designs, Storage and Compute Best Practices and Solutions
	✓ Share best practices, lessons learned and constantly update the Infra repository based on changing technologies, benchmarks and knowledge related to recent, current and upcoming vendor products and solutions
	✓ Handle multiple tasks concurrently with stringent timelines

v) Analytics-cum-Chief Data Consultant

Qualification	**Essential:** Bachelor's Degree in Computer Science / Engineering/Mathematics / Statistics Candidates with following qualifications will be preferred; ➢ Certification/post Graduate diploma in the area of Data Science/ Management
Experience	**Essential:** Minimum experience of 7 years for graduates and 5 years for Post Graduates in the following areas; a) experience in areas of Data analytics, AI, ML & BI tools Following experience/qualities will be an added advantage; ➢ Leadership role of managing Data warehouse and Analytics ➢ Managing OS, Data and Network for Data warehouse ➢ Assessing effort estimation for software development ➢ Waterfall and agile methodology to integrate Devops principles in Software development ➢ Familiar with Data Governance, Software Development Life Cycle (SDLC) and Agile methodology ➢ Hardware resource sizing and allocation ➢ Technical expertise in building data quality with reliable ETL/ELT processes, using dynamic query tools ➢ In-depth knowledge of Business Intelligence visualization tools, programming skills in R / Python etc ➢ Hands on experience in projects involving Big Data technologies (eg Presto, Hive, BigQuery, Redshift, AWS EMR, NoSQL etc) ➢ Knowledge of SAS enterprise miner, SPSS modeler and Weka query optimization ➢ Technical Expertise in the areas of data profiling, data mining and data analytics. ➢ Designing & setting-up of in-house Data warehouse and using Data Analytics tools ➢ Working with Big-Data ➢ Using Cloud repository services, viz, Azure, Amazon Web Services etc and their integration with In-house Data warehouse ➢ Handling varied Data Bases for designing the automated data flow from production environments to Data warehouse. ➢ Excellent problem solving and analytical skills ➢ Should be able to lead a team of professional technical consultants

	and staff for Data warehouse and Analytics ➢ Excellent verbal and written communication skills, including ability to simplify complex concepts for technical and non-technical audience
Job Profile	Responsible for leading technical team (consultants and technical staff) in the design, development, implementation, and management of Enterprise Data Warehouse, Data Analytics, Artificial Intelligence (AI), Machine Learning (ML) and Business Intelligence (BI) solutions. He is wrested with the overall responsibility for the development of data warehouse, design end-to-end architecture conforming to industry standards and best practices encompassing data quality and governance. The role will have the following responsibilities: ✓ Conducting studies of the NABARD IT systems and Databases in detail. ✓ To suggest end-to-end architecture for setting up Enterprise Data Warehouse, Business Intelligence and Analytics divisions of the organization. ✓ Design the roadmap for the Department of Data Management Analytics and Business Intelligence (DDMABI) and strategize the technical as well as functional requirements of the department. ✓ To suggest professionals to be hired with the different skillsets for handling various functions in the department's verticals and also leading the consulting and technical teams in the DDMABI. ✓ Introduce AI, ML and BI solutions and also suggest Descriptive, Predictive and Prescriptive Analytics in NABARD's functioning for enhancing/introducing various products or policy changes.

vi) Cyber Security Manager (CSM)

Qualification	**Essential:** Bachelor's/Master's Degree in IT/Computer Science Candidates with following qualifications will be preferred; I. Certifications like CISSP/CISM/SABSA II. Certification in PCI DSS III. Certifications like CISSP/CISM/SABSA **IV.** Certification in PCI DSS
Experience	**Essential:** Minimum experience of 7 years for graduates and 5 years for Post Graduates in the following areas; a) IT experience with areas of Information/Cyber Security & Risk Management. Following experience will be an added advantage ➢ Should have led a team of Cyber security professional in incident management and resolution. ➢ Hands on experience in implementing ISO 27002; ➢ Structured project management experience in deploying cyber security related initiatives, etc.

	➢ Experience in cyber forensic investigation methodology ➢ Banking domain experience.
Job Profile	**Policies and Processes** ✓ Understand the existing business processes and technology used in Supervised Entities (SEs) to ensure that their business is in compliance with regulatory requirements. ✓ Determine organisational information security/cyber security requirements based on industry standards and regulatory requirements (like ISO/IEC 27032) for the SEs. ✓ Establish procedures for identification and classification of information assets. ✓ Plan, design and conduct studies, monitoring visits, evaluation studies, etc., for providing policy inputs to DoS. ✓ Train officers of DoS, NABARD in security awareness and examination procedures. ✓ Assist DoS in framing appropriate policies and guidelines for implementation by banks. ✓ Develop a dossier of Cyber Security related incidents for sharing among the SEs and other stakeholders. **Advisory Role to Banks** ✓ Advise management of banks regarding critical issues that may affect the risk posture of the Supervised Entity's (SE) IT assets. ✓ Articulate and present Cyber Security related matters effectively across various levels of stakeholders. ✓ Conduct workshops/VCs, participate in meetings/ seminars/workshops conducted by GoI/RBI/IDRBT/ SEs and other institutions on behalf of NABARD. **Guidance to banks** ✓ Review information security reports from Security Information and Event Management (SIEM) and drill down for improvements and make recommendations. ✓ Investigate incidents in SEs, wherever required and guide the officers of NABARD / staff of SEs. ✓ Interact and guide staff and heads of departments of SEs on specific cyber security related issues. ✓ Guide SEs to take action on cyber security incidents including analysis of root cause (identified by vendor/bank). ✓ Assist SEs during cyber investigations and guide them for closure of issues and compliance. ✓ Provide assistance in ensuring that the SEs are cyber ready by liaising with other SOC-Managers/CISOs.

	Data and Analytics
	✓ Collect and disseminate cyber security threat intelligence, market intelligence, etc.
	✓ Devise suitable procedures for MIS on incidents and threats reported.
	✓ Analysis of reported incidents.
	✓ Develop Cyber Security related MIS of banks.
	Attend to such other items of work that are directly / indirectly related to the roles, objectives and functioning of CSITE of DoS, NABARD, HO may be assigned from time-to-time.

vii) Additional Cyber Security Manager

Qualification	**Essential:** Bachelor's Degree/Master's degree in IT/Computer Science Candidates with following qualifications will be preferred; ➢ Certifications in Cyber Security areas like CEH/ CISSP/ CISA/ CCSP, etc.
Experience	Essential: Minimum experience of 5 years for graduates and 3 years for Post Graduates in the following areas; a) IT experience with hands on experience in the areas of Information/Cyber Security & Risk Management Following experience will be an added advantage; I. Experience in cyber forensic investigation methodology. II. Structured project management experience in deploying cyber security related initiatives, etc. III. Banking domain experience.
Job Profile	✓ Protect digital files and information systems against unauthorized access, modification and/or destruction. ✓ Maintain data and monitor security access. ✓ Upgrade security measures and controls. ✓ Manage network, intrusion detection and prevention systems. ✓ Understand latest trends in cyber threats, anticipate security threats, possible incidents and disasters at SEs level and suggest measures to reduce their likelihood. ✓ Be updated about latest cyber security tools / measures, be able to recommend and install appropriate tools. ✓ Perform vulnerability testing, risk analyses and security assessments. ✓ Analyse security breaches to determine their root cause. ✓ Analyse security posture of banks based on their returns and feedback. ✓ Conduct security audits as per need. ✓ Provide on-the job capacity building to officers of DoS, NABARD in cyber security awareness and examination procedures. ✓ Conduct and/or co-ordinate awareness and Capacity building workshops for SEs.

	✓ Conduct or associate with IT examinations of SEs, subject specific / special studies, monitoring visits, evaluation studies, etc. ✓ Assist in Forensic investigation process either remotely or in person. ✓ Guide SEs in coordinating cyber security plans with outside vendors.

viii) Additional Chief Risk Manager

Qualification	**Essential:** Graduate/Post Graduate in Economics/Statistics/ Finance/ Business from a recognized university / Masters in Management MBA/PGDI or CA/ CS Candidates with following qualifications will be preferred; ➢ Certification in Risk Management from GARP/ PREMIA ➢ CFA ➢ Degree in Statistics
Experience	**Essential:** a) Overall Minimum 10 years experience in Banking, Financial Sector and Insurance (BFSI) b) Minimum 3 years in Senior Management Level in Risk Management Following experience/qualities will be an added advantage; 1) Experience of working as Chief Risk Officer / Head of Risk Management Department 2) Awareness of Risk concepts and their uses **3)** Experience of appraisal and monitoring of high value projects.
Job Profile	✓ Creation of integrated risk framework for the Bank & setting risk appetite ✓ Assessment of risk through various tools such as, Rating Models, EWS systems, default forecasting and monitoring systems, Collateral Management reports, Model Validation reports, RCSA & BIA techniques, market information etc. ✓ Assist Operational Risk Analysts in development of key risk and control indicators, ✓ Quantification of risks and development of plans for mitigation of risks and monitoring the progress of risk mitigation activities. ✓ Preparation of Credit Reports/templates for specific business departments. ✓ Assessment of high value credit proposals on a specific need basis ✓ Bench marking our appraisal processes in line with best practices in other peer institutions

ix. Risk Managers

Qualification	**Essential:** Graduate/Post Graduate in Economics/Statistics/ Finance/ Business from a recognized university Candidates with following qualifications will be preferred; ➤ Risk Management from Professional Risk Managers' International Association (PRMIA) /Global Association of Risk Professionals (GARP) and/ or CA/ CFA/ ICWA/ACS/CAIIB or equivalent qualification.
Experience	**Essential:** Minimum 5 years in the following areas; a) Credit risk/ market risk/ operational risk. / Experience in working with Statistical models, formulating risk rating modules, working in Risk management Software implementation in Banking, Financial Sector and Insurance (BFSI)
Job Profile	✓ 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 management/putting in place software. ✓ 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. 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 management/putting in place software. ✓ 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. 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 management/putting in place software. ✓ 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.

III. **Terms and Conditions:**

a. Tenure/Period of contract

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

b. Emoluments:

Sr. No	Name of Post	Remuneration (per month) (all inclusive) (Rs.)
i.	Project Manager – Application Management	Rs. 3.00 Lakh
ii.	Senior Analyst – Information Security Operations	Rs. 2.50 lakh
iii.	Senior Analyst – Network/SDWAN Operations	Rs. 2.50 lakh
iv.	Project Manager – IT Operations/infrastructure services	Rs. 2.50 lakh
v.	Analytics-cum-Chief Data Consultant	Rs 3.75 lakh
vi.	Cyber Security Manager (CSM)	Rs 3.75 lakh
vii.	Additional Cyber Security Manager	Rs. 2.50 lakh
viii.	Additional Chief Risk Manager	Rs. 3.00 Lakh
ix.	Risk Managers (Credit Risk, Market Risk, Operational Risk, Compliance Risk, ERMS & BCP)	Rs. 2.50 lakh

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

Remuneration will be further negotiable, based on experience/qualifications and recommendations of the negotiation committee. 05% annual increment subject to satisfactory performance.

c. Residential Accommodation

Consultants on contract will be eligible for accommodation at NABARD quarters at Ghatkopar or Kandivali, subject to availability. Electricity charges would be borne by the consultants. In absence of allocation of quarters, they would be eligible for house rent allowance as given in the table below.

Sr. No	Name of Post	HRA (Rs.) per month
i.	Project Manager – Application Management	0.30 lakh
ii.	Senior Analyst – Information Security Operations	0.25 lakh
iii.	Senior Analyst – Network/SDWAN Operations	0.25 lakh
iv.	Project Manager – IT Operations/infrastructure services	0.25 lakh
v.	Analytics-cum-Chief Data Consultant	0.38 lakh
vi.	Cyber Security Manager (CSM)	0.38 lakh
vii.	Additional Cyber Security Manager	0.25 lakh
viii.	Additional Chief Risk Manager	0.30 lakh
ix.	Risk Managers	0.25 lakh

d. Travelling and Halting Allowance:

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

e. Leave

(i) The consultant on contract shall be entitled for a leave up to a maximum of 30 days in a calendar year during the contract period (leave to be calculated on pro-rata basis for fractional period of the year).
(ii) The Consultants would be permitted to avail leave subject to administrative convenience of the bank.
(iii) The leave availed would not be more than 07 days 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). Any absence beyond the above period will be treated as leave without any pay.
(iv) Unavailed leave at the end of the year will not be permitted to be carried forward.

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

g. Lounge / Dispensary facility: During the period of contract, the contract appointee shall be eligible for Sodexo Coupons for availing lounge facility. Further, Consultants would be eligible for facility of dispensary at HO, Mumbai.

h. 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.

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

IV.   **Application Fee & Intimation Charge (Non-Refundable):**

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

(Amount in Rs.)

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

* Exclusive of applicable GST

V.   **Selection Process**

The candidates will be shortlisted for interview in the ratio of 1:10 on the basis of qualification, experience, etc. The **Roll Nos.** of candidates shortlisted for interview & subsequent selection shall be published on Bank's website viz. www.nabard.org . The decision of the Bank in shortlisting for interview & selecting the candidates for appointment based on minimum qualifying standard shall be final & no correspondence will be entertained in this regard.

The final appointment will be based on the decision of the Selection Committee constituted for the purpose. 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 **at any stage of recruitment process**.

VI.   **Other instruction**

a) The Bank will not enter into any correspondence with the candidates about their candidature except in the following cases:

The shortlisted candidates shall be issued an Interview Call Letter through email in advance before the commencement of the Interview.

b) Bank does not assume any responsibility for the candidates not being able to submit their applications within the last date on account of or for any other reason beyond the control of the Bank.

c) Candidates are advised to keep their e-mail ID/mobile number alive for receiving Interview letters, etc. Candidates may check e-mails/SMS regularly. The Bank does not send any communication through any other mode.

d) Any canvassing by or on behalf of the candidates or to bring political or other outside influence with regard to their selection/recruitment shall be considered as disqualification.

e) In all matters regarding eligibility, interviews, assessment, prescribing minimum qualifying standards for shortlisting of applications and interview, in relation to number of vacancies and communication of result, the Bank's decision shall be final and binding on the candidates and no correspondence shall be entertained in this regard.

f) The candidates called for personal interview will be reimbursed to and fro travel expenses as per Bank's policy.

g) The contract employee shall have no right or claim for regular employment in the organization.

h) No correspondence will be entertained from any ineligible and non-selected 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.

i) 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.

j) Applicants serving in Government/Quasi Government Offices, Public Sector Undertaking including Nationalized Banks and Financial Institutions will be required to submit 'No Objection Certificate' from the employer at the time of interview, failing which their candidature may **not** be considered and travelling expenses, if any, otherwise admissible, will not be paid.

k) At the time of engagement in the Bank, a proper discharge certificate from the previous/present employer(s) will have to be produced by the applicant.

l) 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.

m) Any notice/communication meant for the candidates displayed on the Bank's website or sent through email and electronic mode 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.	**07 August 2020 to 23 August 2020**

Mumbai

Chief General Manager
Date: 07 August 2020   **HRMD, HO Mumbai**