



NABARD Consultancy Services
(A wholly owned subsidiary of NABARD)
(An ISO 9001: 2015 Company)

NABARD Consultancy Services (NABCONS), a wholly owned subsidiary of NABARD and a leading consultancy organization in the field of agriculture and rural development (www.nabcons.com) invites **only online applications** from Indian Citizens for the following posts as Core Contract Staff.

The details of vacancies at NABCONS are as under:

S. No.	Posts	Vacancy	Location
1	Senior Consultant	03	Corporate Office, New Delhi
2	Consultant- International Business	01	
3	Associate Consultant-IT	01	
4	Associate Consultant	11	As per Table I

Table I

The state wise vacancies for the post of Associate Consultants are as under:

S. No.	State	Location	Vacancy	Vertical
1	Rajasthan	Jaipur	2	1 Post - Agriculture 1 Post - Civil Engineer / Water Resource Management
2	West Bengal	Kolkata	1	1 Post - Civil Engineer / Water Resource Management
3	Tamil Nadu	Chennai	1	1 Post - Civil Engineer / Water Resource Management
4	Karnataka	Bangalore	1	1-Civil Engineer / Water Resources Management
5	Odisha	Bhubaneshwar	2	1 - Skills for livelihood 1 - Civil Engineer / Water Resources Management
6	Delhi	Corporate Office, New Delhi	4	Agriculture/SES/B&F/Food Processing
Total			11	

1. A. Senior Consultants (02 Posts)

Key Responsibilities:	
i.	Lead the team of Consultants
ii.	Coordination and Preparation of Technical and Financial proposals in response to enquiries, EOI and bids.
iii.	Facilitating timely and qualitative execution of assignments as a Coordinator and / Team Member.
iv.	Review & Finalisation of Report writing and presentations as per requirement.
v.	Coordination with other business units of NABCONS – Regional Offices and Zonal offices, Identification of Business opportunities including client relationship and converting it into business.
vi.	Other duties as assigned from time to time.

Eligibility Criteria:**Educational Qualification**

Post-graduation in Agriculture/ Allied sector to Agriculture/ Food Technology/ Engineering/ Economics/ Management/ Social Service/Natural Resource Management from a recognised management institution with minimum 55% or equivalent grade points.

With first class or equivalent grade points in Graduation Degree from a recognized institution.

Experience

- i. Minimum 9 years of experience with at least 5 years' experience in a reputed consultancy organisation operating in the area of Agriculture and rural development
- ii. Candidates should have executed minimum 5 Consultancy assignments over the last three years relating to the field of Agriculture, rural development, Climate Change, Water Resources Management, Watershed Development, Environment, Social Sciences, Food Technology, International business, IT System, Infrastructure.
- iii. Candidate should have demonstrated ability to lead team of Consultants.
- iv. Knowledge of practical use of tools such as MS Office, Google tools, including advanced Excel features for day-to-day functioning.
- v. Should be energetic with excellent written & oral communication and presentation skills.
- vi. Candidates with additional knowledge of Analysis tools/software desirable.

1 (B) Senior Consultant –Skills for livelihood (01 Post)**Key Responsibilities**

- i. Overall responsibility for the smooth and efficient business operation of work related to skills for livelihood vertical including DDU-GKY project.
- ii. Lead the team of Consultants and supervise/coordinate the functions of teams at Corporate office and various accounting units of NABCONS.
- iii. Facilitate timely and qualitative execution of assignments related to skill sector and coordinate activities in the digital platform (i.e. ERP/e-kaushal, etc.).
- iv. Liaisoning and networking with clients for scouting of business.
- v. Any other work assigned from time to time

Eligibility Criteria**Educational Qualification**

- i. MBA/PG degree (full time) in Management, Agriculture & Allied Sector, Environment, NRM, Economics, Science, Social sciences, rural development from a recognized institution with 55% or equivalent CGPA
- ii. With first class or equivalent grade points in Graduation Degree (full time) in Agriculture & Allied Sector, Environment, NRM, Economics, Science, Social sciences, rural development from a recognized institution.

Experience

- i. Minimum 9 years of experience post qualification with atleast 5 years' of experience in a reputed organization in the area of Rural Development/ Skill Development/ Livelihood/ Social Sector Projects.
- ii. Candidates having experience of leading the team in Central/State level Projects/ Programmes related to Skill & Livelihood development shall be given preference
- iii. Should be energetic with excellent written & oral communication and presentation skills.
- iv. Candidates with additional knowledge of Analysis tools/software desirable.

Additional Criteria

- i. A valid certification in eSOP related to skill development will be an added advantage.
- ii. Proficiency in reading, writing and speaking in English and Hindi
- iii. Working knowledge of ERP/e-kaushal platform, etc. will be an added advantage.
- iv. Knowledge of practical use of tools such as MS Office, Google tools, including advanced Excel features for day-to-day functioning.

2. Consultant-International Business (1 Post)**Key Responsibilities:**

- i. Preparation of technical and financial proposals in response to EOI and bids.
- ii. Identification of business opportunities for international assignments and converting it into business.
- iii. Identification of agencies located in India and abroad with whom NABCONS may partner for International Business.
- iv. Facilitating timely and qualitative execution of assignments including report writing.
- v. Maintain database of CVs of domain experts, business profiles etc.
- vi. Other duties as assigned from time to time.

Eligibility Criteria**Educational Qualification**

Post-graduation in Agriculture/Allied sector to Agriculture /Food technology/ Engineering/ Economics/Management/Social Science/Natural Resource Management from a recognised institution with minimum 55% or equivalent grade points

With first class Graduation or equivalent grade points in any subject

Experience

- i. Minimum 9 years of experience with at least 5 years' experience in a recognised consultancy organisation operating in the area of Agriculture and rural development
- ii. Candidates having experience in international assignments & good networking will be given preference.
- iii. Knowledge of practical use of tools such as MS Office, Google tools, including advanced Excel features for day-to-day functioning.
- iv. Should be proactive with excellent written & oral communication and presentation skill
- v. Should be energetic with excellent written & oral communication and presentation skills.
- vi. Candidates with additional knowledge of Analysis tools/software desirable.

3. Associate Consultant-IT (01 Post)

Key Responsibilities:

- i. Preparation of technical and financial proposals in response to EOI and bids.
- ii. Identification of business opportunities for international assignments and converting it into business.
- iii. Project and IT Vendor Management for implementation of Enterprise solution
- iv. Day to day management of IT infrastructure.
- v. Knowledge of SQL for maintaining data repository and report generation.
- vi. Developing utilities using cloud based tools/programming.
- vii. IT Governance & Implementation of Security Policies
- viii. To handle Business Orientation and IT Consultancy
- ix. Facilitating timely and qualitative execution of assignments including report writing.
- x. Maintain database of CVs of domain experts, business profiles etc.

Eligibility Criteria

Educational Qualification

Post-Graduation in IT / Computer Applications / Systems Management with a minimum of 55% or equivalent grade points with first class Graduation or equivalent grade points in Computer Sciences / Computer Applications / IT

Experience

- i. 03 Years of experience including a minimum of 01 year in implementing IT Consultancy assignments.
- ii. Minimum one domain specific certification
- iii. Experience in areas of Data Analytics would be preferred in Python/R/Tableau/Business Intelligence etc.
- iv. Knowledge of Programming Languages like C, C#, JAVA etc. will be added advantage
- v. Experience in IT Business Consultancy will be preferred
- vi. Should be energetic with excellent written & oral communication and presentation skills.
- vii. Candidates with additional knowledge of Analysis tools/software desirable.

4. A. Associate Consultant - Agriculture/SES/B&F/Food Processing (05 Posts)

Key Responsibilities:

- i. Report writing and presentations as per requirement
- ii. Preparation of technical and financial proposals in response to enquiries, EOI and bids.
- iii. Identification of agencies with whom NABCONS may partner for business (national & international).
- iv. Facilitating timely and qualitative execution of assignments as a Coordinator and / Team Member.
- v. Liasioning and networking with the Clients for business promotion
- vi. Delivering presentations in order to contract business.
- vii. Facilitate execution of assignments
- viii. Resourcing/engaging services of Project Consultants for execution related work
- ix. Maintenance of ERP data
- x. Data Analysis and Management
- xi. Other duties as assigned from time to time.

Eligibility Criteria**Educational Qualification**

Post-graduation in Agriculture/ Allied sector to Agriculture/ Food Technology/ Economics/ Management/ Social Science/ Natural Resource Management from a recognised management institution with minimum 55% or equivalent grade points with first class Graduation

Experience

- i. The candidate should have minimum 3 years of work experience in Consultancy organization/Financial Institution/developmental agency.
- ii. He/she should have proven ability in drafting of proposals/reports.
- iii. He/she should have proven ability in drafting of proposals/reports/submission of bids /Eols /proposal preparation.
- iv. Candidate having experience in execution of assignments will be preferred.
- v. Should be energetic with excellent written & oral communication and presentation skills.
- vi. Candidates with additional knowledge of Analysis tools/software desirable.

4. B. Associate Consultant - Civil Engineer / Water Resource Management – (05 Posts)**Key Responsibilities:**

- i. Preparation of master plan for projects in consultation with Architect
- ii. Preparation of Technical and commercial proposals
- iii. Preparation of Bill of Quantity.
- iv. Project Planning and management
- v. Preparation of Tender documents as per applicable laws and procedures.
- vi. Knowledge of MEP/QA/QC/safety Procedures
- vii. Bid Process Management.
- viii. Coordination with Regional Units of NABCONS during execution of assignments.
- ix. Any other work assigned by NABCONS from time to time.

Eligibility Criteria**Educational Qualification**

M.Tech in Civil Engineering / Water Resources Management with minimum 55% or equivalent grade points with first class B.Tech or equivalent grade points / CGPA

Experience

- i. Minimum 03 years' experience in planning, designing and execution of Commercial projects especially water resources management.
- ii. Working knowledge of STAAD /E-TABS/AutoCAD.
- iii. Good command over English and MS Office Suite and presentation skills.
- iv. He/she should have proven ability in drafting of proposals/reports.
- v. Should be energetic with excellent written & oral communication and presentation skills.
- vi. Candidates with additional knowledge of Analysis tools/software desirable.

4. C Associate Consultant - Skills for livelihood (01 Post)

Key Responsibilities:	
i.	Coordinate the activities of work related to skills for livelihood vertical under supervision of the Senior Consultant/ Vertical Head.
ii.	Facilitate timely and qualitative execution of various assignments as a Coordinator and / Team Member.
iii.	Training and capacity building of various stakeholders like SRLM officials, PIAs etc. on DDU-GKY Standard Operating Procedures.
iv.	Preparation of technical and financial proposals for business development. Identification of agencies with whom NABCONS may partner for business and liaison with clients for business promotion.
v.	Any other work assigned form time to time.

Eligibility Criteria	
Educational Qualification	
Post-Graduation in Management, Agriculture, Economics, Social sciences, with minimum 55% marks from a recognized institution with first class Graduation or equivalent grade points/CGPA from a recognized institution.	
Experience	
i.	The candidate should have minimum 3 years of work experience in Consultancy organization/ Financial Institution/ developmental agency Monitoring.
ii.	The candidate should have post qualification experience in Evaluation/Appraisal in Rural Development/ Skill Development/ Livelihood/ Monitoring of Social Sector.
iii.	Good command over English and MS Office Suite and presentation skills.
iv.	He/she should have proven ability in drafting of proposals/reports
v.	Should be energetic with excellent written & oral communication and presentation skills.
vi.	Candidates with additional knowledge of Analysis tools/software desirable.
vii.	A valid certification in eSOP related to skill development will be an added advantage.
viii.	Working knowledge of ERP/e-kaushal platform, etc. will be preferred.

5. Remuneration:

Position wise remuneration for above mentioned posts is as under. TDS will be deducted as per the applicable rates.

Position	Consolidated Remuneration*
Senior Consultant	Rs.1,25,000/- per month
Consultant	Rs.87,500/- per month
Associate Consultant	Rs.55,000/- per month

*Higher remuneration may be considered in case of highly deserving candidates based on relevant experience, qualification, last drawn salary etc.

- Other than the above remuneration, candidate is also eligible for other facilities/allowances as per NABCONS policy.

6. Age:

Position	Age (as on date of submission of application)
Senior Consultant	Preferably below 45 years
Consultant	Preferably below 40 years
Associate Consultant	Preferably below 35 years

7. Contract Period:

Initial contract will be for a period of one year and further extendable by three years, to be renewed each year based on annual performance review, as per the existing Company's policy.

8. Termination Clause:

The contract will be terminable by three months' notice period on either side as per the existing Company's policy.

9. Selection Process:

- i. The candidates shortlisted as per the eligibility criteria may be subjected to a Drafting skill test, computer skill followed by Personal Interview.
- ii. Place of Interview will be indicated at the time of issuing call letters to the shortlisted candidates.

10. How to Apply:

Interested candidates may apply online in the prescribed format within 10 days by clicking on the following links and filling the details therein from 12 October 2021 to 21 October 2021. Applications submitted successfully will only be considered.

S. No.	Posts	Link to apply
1 a.	Senior Consultant	https://forms.gle/J5Cqt4U3rmJbvjue9
b.	Senior Consultant- Skills for livelihood	https://forms.gle/PTAL2VwFrAT8JFd18
2	Consultant- International Business	https://forms.gle/5dhNQ6L3FgTvFezo6
3	Associate Consultant – IT	https://forms.gle/YuRPmv8452maqHtd9
4 a.	Associate Consultant - Agriculture/SES/B&F/Food Processing	https://forms.gle/1kpygLTlh9zZEEBR9
b.	Associate Consultant - Civil Engineer / Water Resource Management	https://forms.gle/nJTKKw583LpzuLjN7
c.	Associate Consultant -Skills for livelihood	https://forms.gle/jyZgR9df2AtTXBf87

In case the above link does not work, you may also copy and paste the link in your web browser and fill the details therein.

11. Instructions:

- i. Before applying, candidates should read all the instructions carefully and ensure that they fulfill all the eligibility criteria for the post. NABCONS would admit candidates on the basis of the information furnished in the ON-LINE application 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 NABCONS, 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/ not allowed to continue, if joined.
- ii. Candidates are requested to apply only ON-ONLINE through NABCONS website (www.nabcons.com). No other mode of submission of application will be accepted.
- iii. **Important Dates/Timeline**

Last date for submission of online applications	21 October 2021 Midnight
NABCONS reserves the right to make change in the dates indicated above.	

Please note that corrigendum, if any, issued related to the above advertisement will be published only on NABCONS website (www.nabcons.com).

12. General Information:

- i. Only Shortlisted candidates will be called for the interview. Location and the process of Interview will be indicated in the call letter. The candidates may kindly note that any cost incurred by them for attending the interview will not be reimbursed by NABCONS.
- ii. The applicant may submit the declaration in the Google form with respect to the educational qualification and experience. Self-attested copies of educational qualifications and experience certificates to be compulsorily submitted at the time of the interview. Original documents would be required for verification at the time of interview, failing which candidate will not be allowed to attend interview.
- iii. In case of selected candidates for the post of Senior Consultant-Skills for livelihood, having valid eSOP certification, the certificate should have validity of minimum 06 months at the time of submission of application. For selected candidates who do not have eSOP certification at the time of selection, will have to procure the same within 03 months of joining the post.
- iv. Place of posting of the candidates appointed for the post of Senior Consultant, Consultant-International Business and Associate Consultant-IT will initially be at Corporate Office, New Delhi. For the post of Associate Consultant, initially, the candidate will be posted in the State for which he/she has been selected. Candidate, however, liable to be posted at any other Office or Unit of NABCONS in India or abroad In future, depending on the Office requirements.
- v. For the eligible shortlisted candidates already working with NABCONS, in case of selection for any of the posts, they will have to resign from their existing contract and sign the fresh contract.
- vi. List of selected and waitlisted candidates for the posts will be uploaded in NABCONS website (www.nabcons.com). The validity of the panel of selected and waitlisted candidates will be co-terminus with the project.
- vii. No correspondence will be entertained from any ineligible and non-selected candidate in all matter regarding eligibility, the selection process, documents to be produced for the selection process, assessment, prescribing minimum qualifying standards, number of vacancies, communication of result, etc. The company's decision shall be final and binding on the candidates

and no correspondence shall be entertained in this regard.

- viii. The final appointment will be based on the decision of selection committee constituted for the purpose. Company reserves the right to increase/ decrease the number of posts or not to fill up any of the posts.
- ix. The appointment shall be subject to being found medically fit, for which purpose the candidate shall be required to undergo the protocol of medical tests upon reporting at place of posting. The continuance in NABCONS's service shall be subject to remaining medically fit to discharge duties and responsibilities. The decision of NABCONS regarding medical fitness shall be final and binding on the candidate.
- x. Merely satisfying the eligibility criteria does not entitle candidate to be called for the interview. NABCONS reserves the right to call only the requisite number of candidates for the interview depending on number of responses, after preliminary screening / shortlisting with reference to candidate's qualification, suitability, experience, etc., as per eligibility criteria. Applications received after the due date shall not be entertained and will be rejected.
- xi. Under no circumstances applications by hand or any other mode will be entertained. The application submitted through online mode provided in this advertisement will only be accepted.
- xii. The contractually engaged staff shall have no legal claim to regular absorption either during the period of contractor after the period of contract expires. Similarly, the Contract Appointee will have no claims as to seniority.
- xiii. NABCONS reserves the right to cancel the recruitment for the captioned post without assigning any reason at any stage.