



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

Requirement of Project Based Contract Staff for Project Management Consultancy (PMC) for construction supervision of Mega Lift Projects in Odisha State

NABARD Consultancy Services (NABCONS), a wholly owned subsidiary of NABARD is a leading consultancy organization in the field of agriculture and rural development (www.nabcons.com). NABCONS invites **ONLY ONLINE** applications from Indian Citizens for the following posts as Project Based Contract Staff for "Project Management Consultancy (PMC) for construction supervision of Mega Lift Projects" in District Mineral Foundation (DMF) cluster and Malkangiri Cluster of Odisha State.

The posting for the following post at various office, will be as under:

SNo	Name of Posts	DMF Cluster, Odisha		Malkangiri Cluster, Odisha	
		Vacancies	Place of Posting	Vacancies	Place of Posting
1	Chief Project Consultant (Team Leader)	01	Joda in Keonjhar District	01	Malkanagiri District, Odisha
2	Resident Engineer	01	Joda in Keonjhar/ Jharsuguda District	01	
3	Sub Cluster Engineer – Civil/ Mechanical	02	At any location at Joda/ Sukinda / Jharsuguda in Keonjhar District	02	Malkanagiri/ Mathili /Motu in Malkanagiri District
4	MIS Expert	01	R.O. Bhubaneswar	--	--
5	Site Engineer-Civil	06	At project location near Joda/Sukinda/ Jharsuguda in Keonjhar District	05	Project location near Korkunda, Kalimela, Mathili, Motu, Malkanagiri in Malkanagiri District
6	Site Engineer-Electrical	03		03	
7	Site Engineer-Mechanical	02		02	
8	Data Entry Operator	01		01	At any location Mathili, Motu, Malkanagiri in Malkanagiri District
9	Accounts Assistant	01	01		
10	Office Assistant	01	At any location Joda/Sukinda/ Jharsuguda in Keonjhar District	01	
	Total	19		17	

The recruitment is project based on contract basis for initial period of one year, which can be extended based on performance review and to be co-terminus with the project period.

A. Key Responsibilities:

S.N	Post	Job profile
1	Chief Project Consultant/ Team Leader	<p>Overall In - Charge with the scope of work as under for the project:</p> <ul style="list-style-type: none"> i. Lead the PMC team by visit to sites ii. Planning, Scheduling and Project Control iii. Formulation of Strategies, Policy, Procedure, Guidelines in consultation with Project Director, Mega Lift, DOWR, Govt. of Odisha iv. Construction Planning , Management, Coordination & Supervision v. Safety, Health, Environment (SHE) and Security vi. Inspection and Technical Audit. vii. Pre-Commissioning and Mechanical Completion viii. Conducting weekly and monthly review meetings with EPC contractor and own staffs. ix. Work Progress reporting to Project Director-Cum-CE, PMU Mega Lift Office x. Civil/Structural, Mechanical, Piping & Electrical Works Supervision xi. Coordination with PMU (Project Management Unit) Team. xii. Visits to work sites on regular basis. xiii. Certification of completion of Stabilization Period of entire LI Schemes of the cluster. Stabilization period means the time required for fine tuning of the schemes and is considered as 60 days or as approved by OWNER from the date of commissioning. xiv. Any other work within the scope of the assignment and as will be assigned by appropriate authority.
2	Resident Engineer	<ul style="list-style-type: none"> i. Overall In-Charge for Scope of work for the Cluster under his jurisdiction. Work in close coordination with the Engineer - in- Charge of the owner for the cluster. ii. Checking site details/data, micro sitting of LI Schemes of the cluster layout, contour plan drawings of the project area, specifications including associated works and construction drawings submitted by Contractor and approved by owner. iii. Checking of layout plan of unit Intake works, pump houses, GA drawings of internal equipment, OH Lines with structures, control room, trenches, earthing grounding, lighting, fencing etc. Pumps, valves, Panel Boards, overhead cranes, Safety works etc. iv. Checking of all civil works, pumping systems, electro-mechanical works system pipe line works along with valves and surge protection system etc. and assessing for its adequacy. v. Checking & approval of detailed Bill of Materials along with specifications. vi. Checking of construction drawings, civil foundations for Pump Houses, Delivery/ Distribution chambers etc. & Quality Assurance Plans (QAPs) for Civil/Structural, Mechanical and Electrical works involved in the entire cluster. vii. Approval of design mix and other test reports of site material, checking of reinforcement details of civil works foundations, superstructures and all structural works, pipe line works with all protection devices etc., supervising the Concreting works, all structural works, pipe line distribution network for 1 Ha chak irrigation, ensuring quality of works as per approved quality plan, ensuring proper

		<p>curing of concrete, fabrication, welding, coatings, jointing, electrical power transmission line works, switch yard construction, cabling etc. Structural safety, stability and durability of all the components of works of each of the scheme in the cluster and cluster as a whole.</p> <p>viii. Witnessing pre-commissioning & commissioning tests of all equipment. Review and approval of Operation and Maintenance documents submitted after commissioning.</p> <p>ix. Preparation of list of incomplete jobs and defects, if any, to be attended by the EPC Contractor.</p> <p>x. He shall plan, schedule, monitor and report on all engineering, procurement, construction, Pre-commissioning, electro-mechanical completion, and Commissioning and Start up activities for the Project.</p> <p>xi. He will indicate a schedule for monitoring of the Engineering activities at the beginning of the Project for approval of OWNER.</p> <p>xii. To approve the schedule in consultation with OWNER and monitor the schedule of progress of work.</p> <p>xiii. Review of manufacturing and delivery schedule.</p> <p>xiv. Review and advise the availability of raw materials and man-power resources with the contractor</p> <p>xv. Render necessary advice if slippage occurs.</p> <p>xvi. Monitoring shall be daily and reporting shall be weekly/monthly which includes progress and target versus scheduled completion dates for each work package based on physical progress of Project Work.</p> <p>xvii. Develop and implement OWNER's Project Work Breakdown Structure (WBS) to meet both Project control and OWNER's future computerized operations requirements.</p> <p>xviii. Implement a Web-Based Project work Control system, based on the WBS proven control system and procedures.</p> <p>xix. On a monthly basis, provide accurate on-line period and cumulative accounting data together with a monthly Trend estimate of Project final Cost.</p> <p>xx. On a monthly basis, provide accurate on-line Project status with a monthly trend of Complex Mechanical Completion date and expected date of Project commissioning.</p> <p>xxi. On a quarterly basis complete a re-estimate of Project cost and detailed schedule review in order to provide formal Forecast updates of Project final cost and delivery date.</p> <p>xxii. Checking of test certificates along with test reports, routine & acceptance tests of major components.</p> <p>xxiii. Develop Safety, Health, Environment (SHE) and Security at all schemes.</p> <p>xxiv. Reporting to Chief Project Consultant/Team Leader</p>
3	Sub Cluster Engineer (Civil/ Mechanical)	<p>i. Checking site details/ data, micro setting of LI Schemes of the cluster layout, contour plan drawings of the project area, specifications including associated works and construction drawings submitted by Contractor and approved by owner.</p>

		<ul style="list-style-type: none"> ii. Checking of layout plan of unit Intake works, pump houses, GA drawings of internal equipment, OH lines with structures, control room, trenches, earthing / grounding, lighting, fencing etc. Pumps, valves, Panel Boards, overhead cranes, Safety works etc. iii. Checking of all civil works, pumping systems, electro-mechanical works system pipe line works along with valves and surge protection system etc. and assessing for its adequacy. iv. Checking & approval of detailed Bill of Materials along with specifications. v. Checking of construction drawings, civil foundations for Pump Houses, Delivery/ Distribution chambers etc. & Quality Assurance Plans (QAPs) for Civil/Structural, Mechanical and Electrical works involved in the entire cluster vi. Shall plan, schedule, monitor and report on all engineering, procurement, construction, Pre-commissioning, electro-mechanical completion, and Commissioning and Start up activities for the Project. vii. Will indicate a schedule for monitoring of the Engineering activities at the beginning of the Project for approval of OWNER. viii. To approve the schedule in consultation with OWNER and monitor the schedule of progress of work. ix. Shall render necessary advice if slippage occurs. x. Monitoring shall be daily and reporting shall be weekly/monthly which includes progress and target versus scheduled completion dates for each work package based on physical progress of Project Work. xi. Develop and implement OWNER's Project Work Breakdown Structure (WBS) to meet both Project control and OWNER's future. Computerized operations requirements. xii. Implement a Web-Based Project work Control system, based on the WBS proven control system and procedures. xiii. On a monthly basis, provide accurate on-line period and cumulative accounting data together with a monthly Trend estimate of Project final cost. xiv. On a monthly basis, provide accurate on-line Project status with a monthly trend of Complex Mechanical Completion date and expected date of Project commissioning. xv. On a quarterly basis complete a re-estimate of Project cost and detailed schedule review in order to provide formal Forecast updates of Project final cost and delivery date. xvi. Checking of test certificates along with test reports, routine & acceptance tests of major components. xvii. Develop Safety, Health, Environment (SHE) and Security at all schemes. xviii. Overall In-Charge of assigned schemes under the cluster of his jurisdiction. Work in close coordination with the Engineer - in- Charge of the owner for the cluster. xix. They shall report to respective Resident Engineer.
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4	MIS Expert	<ul style="list-style-type: none"> i. Job involves planning, scheduling and monitoring of project related activities, including project cost control using planning software like Primavera/MS Project. ii. Preparing the construction schedule in MS Projects. iii. Preparation of other planning documents (like Progress S Curve, Earn Value Curve, Man power Histogram etc.).Regularly monitoring critical path and preparing schedule impact reports for the project management. iv. Resource planning in MSP (men & material) and its tracking on regular basis .Should have knowledge on Budget and track the same w.r.t schedule on monthly basis. v. Proactively assessing progress, completion forecasts and providing solutions to mitigate schedule delays or to optimize project completion. Evaluating project progress against historical indicators on weekly basis and on monthly basis and providing the management with comparative analysis. Interaction with client / consultants / subcontracts regarding the progress of the works. vi. Preparation of detailed Bill of Quantities in consultation with EPC Contractor. vii. Preparing commissioning schedules in coordination with EPC contractor regarding equipment supplier, erection agency, testing and commissioning team to match with the project completion plan. Coordinate with the site engineers and procurement department regarding the interfacing of construction activities and Material & Equipment availability. Implementing cost efficient method for construction Tracking design approvals, construction drawings approvals, material approvals, delay in site inspection, bill of quantities variation & addition / deletion and natural calamities, site instruction register, Delay report etc. for applying Extension of time. viii. Keeping close watch on various activities of Project (like delivery of materials, site clearance, duration of activities, Holds etc.) and updating the Team leader on any Risk foreseen for project completion and providing suggestions. ix. Develop the project master schedule. To develop a schedule for monitoring of the Engineering activities at the beginning of the project for approval of OWNER. x. Develop and implement OWNER's Project Work Breakdown Structure (WBS) to meet both Project control. xi. Reporting shall be daily/weekly/monthly which includes progress and target vs scheduled completion dates for each work package based on physical progress of Project Work. xii. Monthly trending of Project final cost based upon latest committed costs and forecasts to complete uncommitted work including any known/expected variations in Project Scope and design, costs or implementation plans. xiii. Preparation and quarterly update of Project Rate of Expenditure forecast for the total duration of the Project. xiv. Report to Project manager - Co-ordinator
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5	Site Engineers (Civil)	<ul style="list-style-type: none"> i. Supervise the construction work of the contractor to ensure adherence to the drawings, technical specification. ii. Finalisation of source of construction materials, approving the construction materials produced at site. iii. Planning the work and organizing the site facilities in order to meet agreed deadlines. iv. Review meeting with the contractor's at site regarding progress, site issues. v. Administer the contract and ensure that the contract clauses whether related to quality or quantity of work are executed in accordance with its tender specification. vi. Day to day monitoring and supervision of the project activities. vii. Measurement of day to day physical progress of work executed at site. viii. Ensuring quality of works as per approved quality plan. ix. Well conversant with IS Code & material testing. x. Any other work within the scope of the assignment and as will be assigned by appropriate authority. xi. Preference will be given having worked in intake well, pump house, electro-mechanical system pipe line works. xii. Develop Safety, Health, Environment (SHE) and Security at all schemes. xiii. They shall report to respective Sub Cluster Engineer.
6	Site Engineer (Electrical)	<ul style="list-style-type: none"> i. Supervise the construction work of the contractor to ensure adherence to the drawings, technical specification. ii. Basic for provision of earthing pits of electrical installation. iii. Proper Protection system for all electrical installation. iv. Planning the work and organizing the site facilities in order to meet agreed deadlines. v. Review meeting with the contractor's at site regarding progress, site issues. vi. Administer the contract and ensure that the contract clauses whether related to quality or quantity of work are executed in accordance with its tender specification. vii. Day to day monitoring and supervision of the project activities. viii. Any other work within the scope of the assignment and as will be assigned by appropriate authority. ix. Develop Safety, Health, Environment (SHE) and Security at all schemes. x. Must have worked in electrical works system like electrical power transmission line works, substation, switch yard construction, pump, motor, transformer, control panel etc.
7	Site Engineer(Mechanical)	<ul style="list-style-type: none"> i. Supervise the Mechanical work of the contractor to ensure adherence to the drawings, technical specification. ii. Planning the work and organizing the site facilities in order to meet agreed deadlines. iii. Review meeting with the contractor's at site regarding progress, site issues. iv. Administer the contract and ensure that the contract clauses whether related to quality or quantity of work are executed in accordance with its tender specification.

		<ul style="list-style-type: none"> v. Day to day monitoring and supervision of the project activities. vi. Any other work within the scope of the assignment and as will be assigned by appropriate authority. vii. Develop Safety, Health, Environment (SHE) and Security at all schemes. viii. They shall report to respective Sub Cluster Engineer.
8	Data Entry Operator	<ul style="list-style-type: none"> i. Maintenance of database. ii. Checking data accuracy. iii. Collecting office data from field. iv. Maintenance of office records. v. Preparing daily, weekly and monthly reports. vi. Any other work within the scope of the assignment and as will be assigned by appropriate authority.
9	Accounts Assistant	<ul style="list-style-type: none"> i. Book keeping and Accounting. ii. Financial Management. iii. Preparation of budget & financial planning. iv. Checking of construction project bills with respect to accepted tender provisions. v. Auditing of bills with reference to the provision of OPWD manual. vi. Keeping, maintaining and preserving all bills as per instruction of Team Leader. vii. Any other work within the scope of the assignment and as will be assigned by appropriate authority
10	Office Assistant	<ul style="list-style-type: none"> i. Maintenance of office assets & records. ii. Maintenance of HR records, expenditure database. iii. Preparation of Monthly reports. iv. Book keeping and Accounting. v. Financial Management. vi. Keeping, maintaining and preserving all bills as per instruction. vii. Any other work within the scope of the assignment and as will be assigned by appropriate authority.

B. Eligibility Criteria (Education and Experience)

S.N	Post	Educational Qualifications	Experience	Other Criteria
1	Chief Project Consultant/ Team Leader	Essential Qualification <ul style="list-style-type: none"> • Graduation Degree in Civil Engineering (preferably with MBA) 	Essential Experience <ul style="list-style-type: none"> • Minimum of 20 year post qualification experience in Civil Engineering Sector, preferably in Electro-Mechanical project implementation. 	<ul style="list-style-type: none"> • The candidate should have working knowledge of civil construction works. • Should have knowledge of MS Office with proficiency in MS Excel & Power Point. • Fluency in reading, writing and speaking both English and Oriya is desirable.

2	Resident Engineer	Essential Qualification <ul style="list-style-type: none"> Degree in Civil/Mechanical Engineering 	Essential Experience <ul style="list-style-type: none"> Minimum of 15 years' experience in Civil/ Electro-Mechanical Sector out of which 5 years of experience in Irrigation/ Water supply works 	<ul style="list-style-type: none"> The candidate should have working knowledge of civil construction works. Should have knowledge of MS Office with proficiency in MS Excel & Power Point. Fluency in reading, writing and speaking both English and Oriya is desirable.
3	Sub Cluster Engineer (Civil/Mechanical)	Essential Qualification <ul style="list-style-type: none"> Degree in Civil/Mechanical Engineering 	Essential Experience <ul style="list-style-type: none"> Minimum of 10 years of experience in irrigation, water supply and Lift Irrigation projects. 	<ul style="list-style-type: none"> The candidate should have working knowledge of civil/Mechanical construction works. Should have knowledge of MS Office with proficiency in MS Excel & Power Point. Fluency in reading, writing and speaking both English, Hindi and Oriya is desirable.
4	MIS Expert	Essential Qualification <ul style="list-style-type: none"> Degree in Civil Engineering Desirable Qualification <ul style="list-style-type: none"> MS project/Primavera software. 	Essential Experience <ul style="list-style-type: none"> Minimum of 10 years of experience in Civil Engineering Sector. Desirable Experience <ul style="list-style-type: none"> Exposure in Electro-Mechanical project. 	<ul style="list-style-type: none"> The candidate should have working knowledge of Mega lift construction works (Civil, Mechanical and Electrical). The candidate should have proficiency knowledge of MS project/ Primavera software. Fluency in reading, writing and speaking both English, Hindi and Oriya is desirable.
5	Site Engineers (Civil)	Essential Qualification <ul style="list-style-type: none"> Degree/ Diploma in Civil Engineering 	Essential Experience <ul style="list-style-type: none"> Minimum of 02 years' experience in Lift Irrigation/ Water Supply Sector/ Structural work for Degree Engineer & Minimum of 05 years' experience for Diploma Engineer. 	<ul style="list-style-type: none"> The candidate should have working knowledge of civil construction works. Should have knowledge of MS Office with proficiency in MS Excel & Power Point. Fluency in reading, writing and speaking both English, Hindi and Oriya is desirable.

6	Site Engineer (Electrical)	Essential Qualification <ul style="list-style-type: none"> Degree/ Diploma in Electrical Engineering 	Essential Experience <ul style="list-style-type: none"> Minimum of 02 years of experience in Lift Irrigation/ Water Supply Sector/Structural work for Degree Engineer & Minimum of 05 years of experience for Diploma Engineer. 	<ul style="list-style-type: none"> The candidate should have working knowledge of Electrical works. The candidate should have knowledge of MS Office with proficiency in MS Excel & Power Point. Fluency in reading, writing and speaking both English and Oriya is desirable
7	Site Engineer (Mechanical)	Essential Qualification <ul style="list-style-type: none"> Degree/ Diploma in Mechanical Engineering 	Essential Experience <ul style="list-style-type: none"> Minimum of 02 years of experience in Lift Irrigation/ Water Supply Sector/Structural work for Degree Engineer & Minimum of 05 years of experience for Diploma Engineer. Desired Experience <ul style="list-style-type: none"> Preference will be given to candidates having worked in electro - mechanical works system pipe line works along with valve surge protection system, installations, erection & commissioning, fabrication, welding, wrapping/ coating overhead crane, etc. 	<ul style="list-style-type: none"> The candidate should have working knowledge of Mechanical works. The candidate should have knowledge of MS Office with proficiency in MS Excel & Power Point. Fluency in reading, writing and speaking both English and Oriya is desirable.
8	Data Entry Operator	Essential Qualification <ul style="list-style-type: none"> Any Graduate with computer knowledge 	Essential Experience <p>Minimum 2 year Experience in data entry and office works</p>	<ul style="list-style-type: none"> The candidate should have knowledge of MS Office with proficiency in MS Excel & Power Point. Fluency in reading, writing and speaking both English and Oriya is desirable.
9	Accounts Assistant	Essential Qualification <ul style="list-style-type: none"> B.Com with Good Computer knowledge Desirable Qualification <ul style="list-style-type: none"> M.Com with Inter ICWA/ Inter CA 	Essential Experience <ul style="list-style-type: none"> Minimum 02 year Experience in Corporate office works. 	<ul style="list-style-type: none"> The candidate should have knowledge of MS Office with proficiency in MS Excel & Power Point. Fluency in reading, writing and speaking both English and Oriya is desirable.

10	Office Assistant	Essential Qualification <ul style="list-style-type: none"> Any Graduate with knowledge in MS office 	Essential Experience <ul style="list-style-type: none"> Minimum 2 year Experience in Corporate office works. 	<ul style="list-style-type: none"> The candidate should have knowledge of MS Office with proficiency in MS Excel & Power Point. Fluency in reading, writing and speaking both English and Oriya is desirable.
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C. Remuneration and other Facilities:

S.No	Position	Consolidated Monthly Remuneration*
1	Chief Project Consultant (Team Leader)	Rs 1,10,000/-
2	Resident Engineer	Rs 85,000/-
3	Sub Cluster Engineer – Civil/Mechanical	Rs 55,000/-
4	MIS Expert	Rs 55,000/-
5	Site Engineer-Civil	Rs 42,000/-
6	Site Engineer-Electrical	Rs 42,000/-
7	Site Engineer-Mechanical	Rs 42,000/-
8	Data Entry Operator	Rs 20,000/-
9	Accounts Assistant	Rs 22,000/-
10	Office Assistant	Rs 20,000/-

*The above remuneration is negotiable commensurate with the qualification and experience.

- The staff would also be entitled to Travelling Allowances during the official tours as per the guidelines that NABCONS may frame during the contract period from time to time.
- The staff shall not be eligible for any benefits/facilities/allowances other than consolidated monthly compensation.
- The PBCS appointed will be liable for tax liabilities as per Income Tax Act & Rules and the tax will be deducted at source.
- There will be no claim for regularization during or after the expiry of contract period.

D. Age Limit: The upper age limit for the posts are as under:

S.No	Position	Upper Age Limit as on 01 November 2019
1	Chief Project Consultant (Team Leader)	65 years
2	Resident Engineer	50 years
3	Sub Cluster Engineer – Civil/Mechanical	50 years
4	MIS Expert	50 years
5	Site Engineer-Civil	40 years
6	Site Engineer-Electrical	40 years
7	Site Engineer-Mechanical	40 years

8	Data Entry Operator	35 years
9	Accounts Assistant	35 years
10	Office Assistant	35 years

E. Contract Period:

Initial contract will be for one year from the date of joining, which can be extended based on periodic performance review and to be co-terminus with the project period. Initial 03 months will be probation period during which NABCONS shall have the right to terminate the services of the individual without any notice period or assigning any reason. Thereafter NABCONS reserves the right to terminate the contract by giving three months' notice within the contract period. Further, NABCONS might rescind the contract at any time during the contract period if the work/conduct is found to be unsatisfactory.

F. How to Apply:

Interested candidates may apply online in the prescribed format latest by 30 November 2019 by clicking on the following links and filling the details therein:

S.No	Position	Link
1	Chief Project Consultant (Team Leader)	https://forms.gle/saqYAsrSjRkJRZDw8
2	Resident Engineer	https://forms.gle/A2qcWUYTf4wNhkfw7
3	Sub Cluster Engineer – Civil/Mechanical	https://forms.gle/FZrcCauuCTpAtNLD8
4	MIS Expert	https://forms.gle/muof5Jzwio7vD3bJ7
5	Site Engineer-Civil	https://forms.gle/yQMqfwv151Fmwe6V6
6	Site Engineer-Electrical	https://forms.gle/BxeDjfhymDq9HQbS9
7	Site Engineer-Mechanical	https://forms.gle/Zmh9DggUGGGvveSb8
8	Data Entry Operator	https://forms.gle/7L89t6r3PrR6c7Sz7
9	Accounts Assistant	https://forms.gle/LdM7MgJRfbwhbwLG6
10	Office Assistant	https://forms.gle/fiwk1LkbqDgviBqcA

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.

G. Last date for submission of online applications: 30 November 2019

H. General Information:

- Only Shortlisted candidates will be called for the interview. Location for the Selection process 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.
- 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.

- Place of posting of the candidate appointed will initially be as indicated at page number 1 of this advertisement. They may however be liable to be posted anywhere in India as per project requirement.
- NABCONS will not provide accommodation for the selected/appointed candidates.
- List of selected and waitlisted candidates for the post will be uploaded in NABCONS website (www.nabcons.com) after the selection process is completed. The validity of the panel of selected and waitlisted candidates will be co-terminus with the project.
- 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.
- 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.
- 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.
- Merely satisfying the eligibility criteria does not entitle a 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.
- 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.
- The contractually engaged staff shall have no legal claim to regular absorption either during the period of contract or after the period of contract expires. Similarly, the Contract Appointee will have no claims as to seniority
- NABCONS reserves the right to cancel the recruitment for the captioned post without assigning any reason at any stage.