



NABARD Consultancy Services Private Limited  
(An ISO 9001:2015 Company)

*A Wholly owned subsidiary of NABARD*

**Requires Project Based Contract Staff for Implementation of 'Integration of Watershed Development for Rehabilitation of Degraded Soil and Climate Change Adaptation Projects' at Mumbai, Kerala (Thiruvananthapuram) and Jharkhand (Ranchi)**

NABARD Consultancy Services (NABCONS), a wholly owned Company of NABARD and a leading consultancy organization in the field of agriculture and rural development ([www.nabcons.com](http://www.nabcons.com)). NABCONS invites online applications from Indian citizens for the post of Project Consultants (04 Posts) for project "Implementation of Integration of Watershed Development for Rehabilitation of Degraded Soil and Climate Change Adaptation Project".

The posting will be at Project Monitoring Support Units at 03 locations viz. Mumbai, Kerala (Thiruvananthapuram) and Jharkhand (Ranchi).

**Details of post, vacancies and place of posting are as under:**

S. No.	Posts	Vacancy	Place of Posting *
1	Project Consultant	01	Head Office, NABARD, Mumbai
2		02	Regional Offices NABARD, Kerala (Thiruvananthapuram)
3		01	Regional Offices NABARD, Jharkhand (Ranchi)

(The above posts will be in the category of Middle Level Consultant)

**\*Candidates may give option for each location separately or for three locations in option section of google link.**

**1. Project Consultant – Middle Level**

**A. Key Responsibilities**

The primary duties and responsibilities as Project Consultant shall be as follows:

- Identification of watershed, desk and field appraisal of DPR submitted by PFAs, preparation of MoS for Project Sanctioning Committee (PSC).
- Scrutiny of disbursement claims of PFAs and process of release claims.
- Conduct of meetings with PFAs and structured capacity building plan for NGO staff and village level organizations.
- Periodic monitoring of the projects (Technical, Physical and Financial)
- Assisting in preparation of DPR and vulnerability analysis
  - To ensure economies of scale NABARD PCC or RO should procure climate data at national or state level.
  - Also NABARD RO should do an analysis of available subsidies and state programmes for the respective state.

- Check, monitor and correct MIS entries at local level (PFA enter the data)
- Support in (monitoring) data consolidation at district or RO level
- Follow up and monitoring of MIS and submission of report to HO
- Documentation of best practices
- Preparation/verification and submission of quarterly/half yearly progress report to HO.
- Scrutiny and verification of Project Completion Report
- Any other work assigned to facilitate smooth functioning of the project

**B. Eligibility Criteria**

S.No	Criteria	Essential	Preferred
1	Educational Qualification	<p>I. 60% or equivalent CGPA in Graduation from recognised university in Agriculture/ Agri. Engineer/ Soil Science/ Agronomy/ Water Resource Development/ Environment Science/ Hydrology, Crop Science etc.</p> <p>AND/OR</p> <p>II. Post-Graduation /PhD with at least 55% from recognised university in Agriculture/ Agri. Engineer/ Soil Science/ Agronomy/ Water Resource Development/ Environment Science/ Hydrology, Crop Science etc.</p>	<p>I. Candidates with academic credentials viz. publications, awards, etc. will be preferred.</p>
2	Experience	<p>I. <b>For Graduates:</b> Minimum 03 years of experience in Watershed Development /Climate Change adaptation /Policy networking post qualification</p> <p>OR</p> <p>II. <b>For Post- Graduates/ PhD:</b> Minimum 01 year of experience in Watershed Development /Climate Change adaptation /Policy networking post qualification</p>	<p>I. Knowledge of the working of the government system and policy formulation, retired Government or Bank officials, leading staff from reputed NGOs, research institutions or academicians will be preferred.</p> <p>II. Experience in stakeholders engagement, networking with State Govt. and Agri universities and research institutes for transfer of technologies and extension support on implementation at climate resilient adaptation measures and enhancing income and livelihood of the watershed community.</p>

3	Other Criteria	<ul style="list-style-type: none"> <li>i. Candidates should have proficiency in reading, writing and speaking English and local language.</li> <li>ii. Proficiency in MS Office with proficiency in MS Excel &amp; Power Point and other computer related functions for day-to-day functioning.</li> <li>iii. Willingness to travel in remote villages and Social skills/proven ability to work with rural communities.</li> </ul>
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## 2. Remuneration per Month:

Candidates shall be paid consolidated remuneration based on the experience and educational qualification as under:

Category	Qualification	Experience	Range of remuneration
Project Consultant - Middle Level	Post Graduate / Doctorate	> 1 year	Rs. 41,000/- – 60,000/-
	Graduate	> 3 years	

Candidates shall be eligible for revision in monthly remuneration within 10% range based on satisfactory performance after a period of one year.

## 3. Other Facilities

- i. Mobile and internet allowance of Rs 1000/- per month.
- ii. Travelling allowance, halting allowance and local conveyance facilities for official travel as applicable from time to time under the project.
- iii. Casual leaves of 24 days (@2 days per month) per calendar year during the contract period on proportionate basis.
- iv. Health Insurance for self upto premium amount of Rs.6500/- per year.
- v. The PBCS appointed will be liable for tax liabilities as per Income Tax Act & Rules and the tax will be deducted at source.

## 4. Age Criteria

Position	Age (as on 01 September 2019)
Project Consultant – Middle Level	Minimum 24 years and Maximum 60 years

## 5. Contract Period

The PBCS will be appointed on contract basis initially for a period of one year which may be extended based on requirement of the project and performance or will be co-terminus with the project period. First 3 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 one month notice within the contract period.

## 6. How to Apply:

Interested candidates may apply online in the prescribed format within 10 days from 16 October 2019 to 25 October 2019 by clicking on the following links and filling the details therein.

Position	Link
Project Consultant - Middle Level	<a href="https://forms.gle/oq85JFc49WJS2L9E6">https://forms.gle/oq85JFc49WJS2L9E6</a>

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.

**7. Last date for submission of online applications: 25 October 2019**

**8. General Information:**

- Only Shortlisted candidates will be called for the interview and may also be assessed for their Excel proficiency. Location for the 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.
- 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 Project Consultants appointed will be as per location mentioned in Table 1. The candidates can be posted anywhere in India depending upon the project requirement. Further, as a part of their functioning the above consultants may be required to travel across the mentioned states and other parts of the country from time to time. 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](http://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 eligibly 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.
- 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 posts without assigning any reason at any stage.