



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

Recruitment of Chief Information Technology Officer (01 Post) and Management Trainees (02 Posts) as Project Based Consultants at NABSarakshan Trustee Company Pvt. Ltd., Mumbai, wholly owned subsidiary of National Bank for Agriculture and Rural Development

NABARD Consultancy Services (NABCONS) is a wholly owned Company of NABARD and 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 Posts of 01 Chief Information and Technology Officer (CITO) and 02 Management Trainees (MT) as Project Based Contract Staff at NABSarakshan Trustee Pvt. Ltd. NABSarakshan is a wholly owned subsidiary of NABARD. This arm has the mandate of carrying out credit guarantee and related activities towards sustainable and equitable agriculture and rural development.

A. Details of vacancies and place of posting

Post	Vacancy	Place of posting
Chief Information and Technology Officer (CITO)	01	Mumbai
Management Trainee (MT)	02	Mumbai
Total	03	

B. Key Responsibilities

S.No	Posts	Key Responsibilities
i.	Chief Information and Technology Officer (CITO)	<p>The CITO will be key resource person providing in-depth technical expertise and will be responsible for identifying and implementing new technologies and technology products.</p> <p>The primary duties and responsibilities of CITO shall be as follows:</p> <ul style="list-style-type: none">• Responsible for formulation of Technology Vision of the Company involving Technology architecture of the Company to meet its present and future needs and making the institution technologically competitive in the market.• Develop technical aspects as per the Company's strategy to ensure alignment with its business goals.• Responsible for digitizing the operations of the Company wherever feasible and possible and identifying the needs and ensuring ideal software solutions are developed/ deployed in a timely manner.• To help increase operational efficiency and also leading edge product development through the entire SDLC.• Managing entire IT Operations and IT vendors for implementing and improving IT solutions.• Develop and maintain overall framework of IT policies,

		<p>standards and strategies that will empower business and people to deliver on their commitments to the strategy and budgets.</p> <ul style="list-style-type: none"> • Provide expertise to mitigate risk arising and take prudent measures in case of cyber- attacks and other cyber security threats. • Providing technical expertise on data storage, data backup and data mining. • Need establish Dashboards and other report generation methodology, both in standalone systems and through Data Warehouse. • Integration of NABSanrakshan with other systems, both internal and external sources as necessary. • Be proactive in evaluating new trends and suggest suitable integration strategies • Interact with GoI, NABARD, Lending Institutions and other stakeholders and resolve the issues, if any. • Enhancing capacity building of staff of NABSanrakshan. • Any other work entrusted by the Company from time to time.
ii	Management Trainee (MT)	<p>The primary duties and responsibilities of Management Trainee shall be as follows:</p> <ul style="list-style-type: none"> • Assist in the Credit Guarantee operations of the Company • Coordination with NABARD and NABCONS • Any other Credit Guarantee operations related work • Ensure smooth and timely operations of the Company • Interaction with stakeholders <p>Other responsibilities</p> <ul style="list-style-type: none"> • Duties and responsibilities shall pertain to all work relating to the Credit Guarantee operations • Shall exercise utmost diligence in discharge of duties and responsibilities and apply required knowledge and skills in such a manner so as to ensure timely and quality end results

ii. **Eligibility Criteria**

Criteria	Details	
	Chief Information and Technology Officer (CITO)	Management Trainee (MT)
Educational Qualification	<ul style="list-style-type: none"> • First class in 4 years B.E. / B. Tech degree in Computer Science/Information Technology/Electronics & Communication from recognized University/Institutes. • Post- Graduation in areas relevant to the role will be given preference. • Certifications in ITIL/ PMP/ Oracle/ 	<ul style="list-style-type: none"> • Graduate/ Post Graduate (with minimum 60%). • Candidates with a MBA degree will be preferred.

	Cloud Technology, etc. will be preferable.	
Experience	<ul style="list-style-type: none"> • Post Qualification: IT experience of minimum 08 years with expertise mostly in Core Banking Solutions, Alternative Delivery Channels, Application development, Network & Communication Channels and Data Centre Management, Data warehouse/Big Data Analytics, IT Security & Technology Risk Management. • Should have experience in implementing SDLC/Agile methodologies 	<ul style="list-style-type: none"> • Candidate must have minimum 2 years of experience in banking/finance/rural development/management/insurance
Key Skills	<ul style="list-style-type: none"> • First-hand knowledge in supervising development of large software solutions involving multiple integrations. • Exposure to Core Banking Solutions, Digital Banking, Networking, IT Infrastructure Solutions. • Up-to-date with technological trends to build and execute IT strategy which could impact the Company digital and financial assets. • Experience of working with Different Tech Stack for application Development including 2 Tier & 3 Tier Architecture.(e.g.:- MS SQL Database, MySQL, Oracle database. - Application development layers such as C#, Java, Dot Network framework.) • Adaptability to different roles: Ability to work within both the executive and technical teams. • Sound understanding of building/structure maintenance/ managing third-party suppliers and sub-contractors to deliver optimum performance. • Demonstrable team leadership experience with ability to shape and lead an effective team with collaborative skills. • Exposure to Insurance/ Credit Guarantee Sector would be desirable. • Industry connect is added advantage for suitable candidate. 	<ul style="list-style-type: none"> • Demonstrable team spirit with collaborative skills. • Exposure to Insurance/ Credit Guarantee Sector would be desirable • Industry connect is added advantage for suitable candidate.

Other Criteria	<ul style="list-style-type: none"> • Proficiency in MS Office/ IT Tools • Proficiency in English language 	<ul style="list-style-type: none"> • Proficiency in MS Office/ IT Tools • Proficiency in English language
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C. Age Criteria:

Category	Age (as on 01 January 2022)
Chief Information and Technology Officer	Maximum 40 years
Management Trainee	Maximum 30 years

D. Remuneration:

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

Category	Range of remuneration (per month)* u/s 192 of the IT Act
Chief Information and Technology Officer	Rs. 1.45 Lakh (Negotiable)
Management Trainee	Rs. 40,000/- (Negotiable)

*An annual increment shall be provided basis performance review. Tax liabilities wherever applicable, will be deducted at source as per Income Tax Rules in force. Management reserves the right to alter/modify/change the system of compensation.

E. Other Facilities:

In addition to the remuneration as mentioned above other facilities as under will also be provided:

S.No.	Particulars	Eligibility Chief Information and Technology Officer	Eligibility Management Trainee
A.	Allowances		
i	Halting/travelling and conveyance	Halting/ traveling and conveyance during official visits will be applicable as per Company's policy from time to time	Halting/ traveling and conveyance during official visits will be applicable as per Company's policy from time to time
ii	Lunch Allowance	Rs. 2,500/- per month	Rs. 2,500/- per month
iii	Mobile/Internet allowance	Rs. 1,500/- per month	Rs. 1,500/- per month
iii	Newspaper Allowance	Rs. 300/- per month	Rs. 300/- per month
B	Insurance		
i	Health insurance for self and family dependent parents	Upto premium amount of Rs 15,000/- per year (on reimbursement basis on submission of relevant documents)	Upto premium amount of Rs 6500/- per year (on reimbursement basis on submission of relevant documents)
C	Others		

i	Permissible absence (other than Saturday/Sunday/holiday)	<ul style="list-style-type: none"> 15 days of Casual Leave (CL) during the calendar year 18 days of Ordinary Leaves (OL) during the calendar year. 	<ul style="list-style-type: none"> 15 days of Casual Leave (CL) during the calendar year 18 days of Ordinary Leaves during the calendar year.
ii	Provident Fund	Coverage under Provident Fund (optional) as per industry practice.	Coverage under Provident Fund (optional) as per industry practice.
iii	Gratuity Scheme	Gratuity as per industry practice.	Gratuity as per industry practice.

Note: Other than the above, the consultants are not eligible for any other facilities/allowance like leave encashment, performance bonus, leave travel concession, etc.

F. Contract Period:

The Consultants 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.

G. Termination of contract

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, the contract is terminable by giving 03 months' notice period on either side as per NABCONS policy.

H. How to Apply:

Interested candidates may apply online in the prescribed format within 10 days from 25 January 2022 to 03 February 2022 by clicking on the following links and filling the details therein:

Position	Link to Apply
Chief Information and Technology Officer	https://forms.gle/yn9MBAgXg5Z5v4bd7
Management Trainee	https://forms.gle/VKqaTWGX6Tb5CSn66

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.

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/ Timelines**

Last date for submission of online applications	03 February 2022 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).

I. General Information

- Only Shortlisted candidates will be called for the interview. The interview will be conducted in an on-line mode. 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 will be as per the locations mentioned in Section A above. 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 state 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) after the selection process is completed. The validity of the panel of selected and waitlisted candidates will be one year from the date of result.
 - 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 / short listing 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.
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- 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.
- The selected candidates shall not take up any part time / full time employment or assignments elsewhere or do any business during the period of their contract with NABCONS. The engagement shall automatically be terminated if he/ she joins any other organization without giving prior information. In such an event, NABCONS shall have the right to claim compensation/ damages, if any, as it may deem fit.
- NABCONS reserves the right to cancel the recruitment for the captioned posts without assigning any reason at any stage.

Advt. Ref. No. NABCONS/CO-HR/011/PBCS/2021-22

Dated: 25 January 2022