



National Bank for Agriculture and Rural Development
Plot No.C-24, G Block, Bandra-Kurla Complex
Bandra (E), Mumbai-400 051

ADVERTISEMENT No. 01 SPECIALIST CONSULTANTS ON CONTRACT - 2021

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 four posts at its Head Office, Mumbai. Candidates can apply only **ON-LINE** on NABARD website www.nabard.org **between 27 February 2021 and 19 March 2021**. NABARD is an all India Apex Organization, wholly owned by Government of India and is equal opportunity employer.

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.

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.

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.

Important Dates / Timelines

Online Application Registration and Payment of Online Fees/Intimation Charges	27 February 2021 to 19 March 2021
NABARD reserves the right to make change in the dates indicated above.	

Table – 1**I. NUMBER OF VACANCIES AND RESERVATION**

SR.N O.	POST	UR	SC	ST	OBC	TOTAL
i	Cyber Security Manager	1	-	-	-	1
ii	Project Manager -Water Resources Management	-	-	-	1	1
iii	Project Manager - Climate Smart Agriculture/Soil and Land Management/Conservation Agriculture.	1	-	-	-	1
iv	Project Manager - Waste Management/Green Transportation/Green financing	1	-	-	-	1

Posts mentioned at Sr No i, iii & iv, is open for all categories

The reservation will be provided for candidates belonging to SC/ST/OBC category as per extant Government of India instructions.

II. ELIGIBILITY CRITERIA: Educational Qualification, Experience and Job Profile/Key responsibilities (as on 01 January 2021)**i. Post - Cyber Security Manager (CSM)**

Qualification	<p>Essential: i. Bachelor's/Master's Degree in IT/Computer Science.</p> <p>- Candidates with following qualifications will be preferred;</p> <p>i. Certifications like CISSP/CISM/SABSA</p> <p>ii. Certification in PCI DSS</p> <p>iii. Certifications like CISSP/CISM/SABSA</p> <p>iv. Certification in PCI DSS</p>
Experience	<p>Essential: Minimum experience of 7 years for graduates and 5 years for Post Graduates in the following areas; IT experience with areas of Information/Cyber Security & Risk Management.</p> <p>- Following experience will be an added advantage</p> <ul style="list-style-type: none"> • 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	<p>The role will have the following responsibilities:</p> <p>Policies and Processes</p> <ul style="list-style-type: none"> • 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 Department of Supervision(DOS).

	<ul style="list-style-type: none"> • 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. <p>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.</p> <ul style="list-style-type: none"> • 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. <p>Guidance to banks</p> <ul style="list-style-type: none"> • 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. <p>Data and Analytics</p> <ul style="list-style-type: none"> • 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. <p>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.</p>
--	--

ii. Post: Project Manager- Water Resources Management

Qualification	Bachelor's degree in Civil Engineering (WR)/Agriculture Engineering/Water Resource Development with 60% marks (SC/ST 55%) in aggregate or Post Graduate Degree/Ph. D in Civil Engineering (WR)/Agriculture Engineering/Water Resource Development with a minimum of 55% marks
Experience	Minimum experience of 7 years for graduates and 5 years for Post Graduates/ Ph.D in Water Resources Management

Job profile	<ol style="list-style-type: none"> 1. Collection and compilation of Pan India Data / Information on Impact of Climate Change on the Sector(s), Vulnerability Analysis. 2. Support to HO / ROs in identifying innovative concepts for implementation. 3. Preparation of PCN / DPR for innovative project proposals 4. Appraisal and finalization of the project proposals. 5. Assessment of potential under Green Finance / Renewable Energy Finance, suggest measures, provide technical inputs and development of proposals. 6. Need based association with monitoring visits to analyse and extend technical input and support to ROs and Executing Entities in addressing operational issues and suggest corrective measures. 7. Analyse monitoring reports from ROs / EEs, prepare status notes for review and action points for follow-up. 8. Identify potential adaptation / mitigation interventions under key sectors for upscaling through private investment / bank credit. 9. Any other work assigned by FSDD from time to time.
--------------------	--

iii. Post: Project Manager - Climate Smart Agriculture/Soil & land Management/Conservative Agriculture

Qualification	Bachelor's degree in Agriculture/ Agriculture Engineering/ Agronomy/Crop Science/Natural Resource Management with 60% marks (SC/ST 55%) in aggregate or Post Graduate Degree/Ph. D in Agriculture/Agriculture Engineering/Agronomy/Crop Science/Natural Resource Management with a minimum of 55% marks.
Experience	Minimum experience of 7 years for graduates and 5 years for Post Graduates/ Ph.D in Climate Smart Agriculture/Soil & land Management/Conservative Agriculture
Job profile	<ol style="list-style-type: none"> 1. Collection and compilation of Pan India Data / Information on Impact of Climate Change on the Sector(s), Vulnerability Analysis. 2. Support to HO / ROs in identifying innovative concepts for implementation. 3. Preparation of PCN / DPR for innovative project proposals 4. Appraisal and finalization of the project proposals. 5. Assessment of potential under Green Finance / Renewable Energy Finance, suggest measures, provide technical inputs and development of proposals. 6. Need based association with monitoring visits to analyse and extend technical input and support to ROs and Executing Entities in addressing operational issues and suggest corrective measures. 7. Analyse monitoring reports from ROs / EEs, prepare status notes for review and action points for follow-up. 8. Identify potential adaptation / mitigation interventions under key sectors for upscaling through private investment / bank credit. 9. Any other work assigned by FSDD from time to time.

iv. Post: Project Manager -Waste Management/Green Transportation/ Green Financing

Qualification	Graduate degree plus PG Diploma (or) Certificate programme on Waste Management/Green Transportation/Green Financing with 60% marks (SC/ST 55%) in aggregate or Post Graduate Degree/Ph. D in Agriculture/Agriculture Engineering/Agronomy/Crop Science/Natural Resource Management with a minimum of 55% marks
Experience	Minimum experience of 7 years for graduates and 5 years for Post Graduates/ Ph.D in Waste Management/Green Transportation/ Green Financing

Job profile	<ol style="list-style-type: none"> 1. Collection and compilation of Pan India Data / Information on Impact of Climate Change on the Sector(s), Vulnerability Analysis. 2. Support to HO / ROs in identifying innovative concepts for implementation. 3. Preparation of PCN / DPR for innovative project proposals 4. Appraisal and finalization of the project proposals. 5. Assessment of potential under Green Finance / Renewable Energy Finance, suggest measures, provide technical inputs and development of proposals. 6. Need based association with monitoring visits to analyse and extend technical input and support to ROs and Executing Entities in addressing operational issues and suggest corrective measures. 7. Analyse monitoring reports from ROs / EEs, prepare status notes for review and action points for follow-up. 8. Identify potential adaptation / mitigation interventions under key sectors for upscaling through private investment / bank credit. 9. Any other work assigned by FSDD from time to time.
--------------------	--

III. MAXIMUM AGE (as on 01 January 2021) : 62 Years

IV. Selection Process

The candidates will be shortlisted for interview in the ratio of 1:10 on the basis of qualification, experience, etc. 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. 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. Bank reserves the right to increase the number of posts or not to fill up any of the posts.

V. APPLICATION FEE (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

VI. Compensation, Period of contract and other benefits:

Sr. No	Name of Post	Remuneration (per month) (all inclusive) (Rs.)
i.	Cyber Security Manager (CSM)	Rs 3.75 lakh
ii.	Project Manager- Water resources Management	Rs 1.5 lakh
iii.	Project Manager - Climate Smart Agriculture/Soil & land Management/Conservative Agriculture	
iv.	Project Manager -Waste Management/Green Transportation/Green Financing	

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.

5% annual increment in remuneration will be considered subject to satisfactory performance.

a. Period of contract

3 years from the date of appointment extendable by 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. Superannuation Benefits

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

c. Residential Accommodation and Travelling / Halting Allowance

Consultants on contract will be eligible for accommodation at NABARD quarters at Ghatkopar or Kandivali, subject to availability against payment of license fee @ 0.50% p.m. of the remuneration. 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.	Cyber Security Manager (CSM)	0.38 lakh
ii.	Project Manager- Water resources Management	0.15 lakh
iii.	Project Manager - Climate Smart Agriculture/Soil & land Management/Conservative Agriculture	
iv.	Project Manager -Waste Management/Green Transportation/Green Financing	

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.

d. Leave

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 on proportionate basis provided that not more than 07 days leave may be availed 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. Leave will however be granted subject to exigencies of work. Any absence beyond the above period will be treated as leave without any pay and the remuneration payable to him will be reduced to that extent.

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

f. During the period of contract, the contract appointee shall not be entitled to any other benefits except those mentioned above.

g. 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.

VII. General Instructions:

- i. The candidates called for personal Interview will be reimbursed TO & FRO travel expenses as under:

Post	Travel expenses eligibility
Sr No (i)	Economy class airfare
Sr No (ii to iv)	2 AC Train fare by Shortest Route

- ii. Depending upon the requirement, the Bank reserves the right to increase/decrease/modify/cancel/restrict/curtail/enlarge any or all the provisions of the vacancy/ the recruitment process, if need so arises, without any further notice and without assigning any reason therefor.
- iii. The contract employee shall have no right or claim for regular employment in the organization.
- iv. No correspondence will be entertained from any ineligible and non-selected candidate. 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.
- v. The candidates belonging to SC/ST/OBC/EWS 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.
- vi. 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.
- vii. Before appointment in the Bank, a proper unconditional discharge certificate from the previous/present employer(s) will have to be produced by the applicant.
- viii. 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.
- ix. Any notice/communication meant for the candidates displayed on the Bank's website or sent by Registered/Speed Posts or conveyed 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.	27 February 2021 to 19 March 2021
--	--

Mumbai
Date: 27 February 2021

Chief General Manager
HRMD, HO Mumbai