



NATIONAL BANK FOR AGRICULTURE AND RURAL DEVELOPMENT

Plot No, C-24, G Block, Bandra Kurla Complex

Bandra (E), Mumbai 400051

ADVERTISEMENT No.04 RECRUITMENT OF SPECIALISTS ON CONTRACT -2024-25

NABARD is an all-India Apex Organization, wholly owned by Government of India and an equal opportunity employer. NABARD invites **only ONLINE** applications, in the prescribed format, from Indian citizens, having necessary qualification and experience, for engagement of 02 (two) Specialists on contract basis at its Head Office, Mumbai. Candidates can apply **only ON-LINE** on NABARD website www.nabard.org **between 15.10.2024 to 01.11.2024.**

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://cgrrs.ibps.in/>. Do not forget to mention "NABARD – Recruitment to the post of Specialists on contract" in the subject of the email.

Important Dates / Timelines

Online Application Registration and Payment of Online Fees/Intimation Charges	15.10.2024 to 01.11.2024
NABARD reserves the right to make change in the dates indicated above.	



I. NUMBER OF VACANCIES

Sr. No.	Post/Position	No.
1	Senior Climate Finance Specialist	01
2	Chief Financial Officer	01
	Total	02

II. ELIGIBILITY CRITERIA: Educational Qualification, Experience and Job Profile (as on 01 April 2024)

i. Senior Climate Finance Specialist

Age	35- 55 years
Qualification	Master's degree in finance / financial management/ business administration or a equivalent field.
Experience	<p>Essential:</p> <p>At least 10-15 years of professional experience with at least 5-8 years of hands-on experience in handling mid to large sized agriculture and /or Agri infrastructure projects.</p> <p>Desirable:</p> <ol style="list-style-type: none"> Any experience in handling climate proofing / renewable energy projects. Familiarity with the functioning of large sized finance projects. An understanding about nature and management of large sized development programmes. Proven understanding of all essential aspects related to mobilizing/ deploying climate finance in project mode. Should have understanding & experience of conceptualizing and structuring financing solutions for climate adaption / mitigation projects. Experience of raising funds in foreign currency with hedging and a full understanding of compliance framework for foreign currency loan management. Familiarity with climate change, climate resilience and climate risk management. Ability to analyze data for preparing monitoring and programmatic reports, providing strategic advice and direction on fundraising and partnership initiatives.
Job profile	<ol style="list-style-type: none"> Financial Budgeting: Estimating financial budgets required for playing a key role in climate financing domain for a DFI of NABARD's size. Presenting the same in the form of a strategic plan for at least next 5 years. Financial products Development of financial products which are in sync with the NABARD mandate of encouraging climate friendly and sustainable rural development. Strategic Financial Planning and Analysis: Help develop annual



	<p>financial targets and budgets which are aligned with NABARD's strategic plans. Conduct quarterly reviews of performance against targets.</p> <p>4. Networking: Expected to come with knowledge and contact coordinates of sector players. Deep networking with wholesale lenders in agriculture sector to develop long term finance possibilities.</p> <p>5. Financial Convergence: Research and present different types of financial convergence models between NABARD and corporate lenders, bilateral and multilateral organizations.</p> <p>6. Supporting internal lending departments of NABARD: Engage with lending departments of NABARD and define terms and types of loan arrangements with public sector enterprises in the climate sector.</p> <p>7. Resource mobilization and partnership: Coordinate resource mobilization and nurture donor partnerships.</p> <p>8. Monitoring and Evaluation: Coordinate the financial M&E functions of NABARD's climate proofing projects financed through DCAS. Serve as focal point for all oversight, compliance and quality assurance of the M&E framework.</p> <p>9. Capacity Building and Knowledge Sharing: Support the department in facilitating capacity building initiatives relating to climate finance.</p> <p>10. Compliance Framework: Provide active support to the department in setting up of systems which address the regulatory / inspection compliance as desired by RBI in its inspections. Developing SOP for all projects funded under AF, NAFCC, GCF and CCF.</p> <p>11. Others: Perform other duties and functions as may be assigned by NABARD relating to climate finance.</p>
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ii. Chief Financial Officer

Age	52- 57 years
Qualification	<p>Essential: Chartered Accountant</p> <p>Preferred: FRM Certification and / or CFA. Additional qualification like CAIIB, MBA Finance etc.</p>
Experience	Minimum 15 years post qualification work experience (as on 01.04.2024) in overseeing financial operations, preferably accounting and taxation matters., in banks/ large corporates / PSUs / FIs / financial services organizations, of which 10 years should be in Banks / FIs (of which 05 years should be at senior management level.)
Job profile	<p>1. Financial reporting (both Solo and Group)</p> <ul style="list-style-type: none"> • Oversee statutory Audit Function in the Bank and ensure timely completion of the audit. • Reporting of Audit Results as per SEBI requirement. Compliance to SEBI



	<p>(LODR) requirements / Disclosures</p> <ul style="list-style-type: none"> • Effective Budget Planning and control • Coordinating with National Financial Reporting Authority (NFRA) and RBI for auditor related issues. • Support head of finance in discharging various requirements as per SEBI guidelines from Financial Reporting perspective • Keep Top Management updated about Profitability, NPA and other related projections. • Deal with matters relating to finalization of provisions, reserves and dividend. • Deal with all matters relating to Audit Report and related matters thereto. • Collaborate and extensively engage with the Top Management / Board of Directors in creating a strategic roadmap for the organization. <p>2. Tax Compliance:</p> <ul style="list-style-type: none"> • Optimization of Tax Liability of the Bank • GST and TDS Compliance <p>3. Accounting Systems:</p> <ul style="list-style-type: none"> • Developing and maintaining accounting systems as per the Accounting Standards and RBI Guidelines. Review and develop the internal Accounting Policies. • Development and Maintenance of Internal Control over Financial Reporting (ICOFR) • Implementation of IFRS /IND AS in Bank. <p>4. Management Reporting:</p> <ul style="list-style-type: none"> • Maintaining close coordination with Finance Department for review of performance of the Bank and other related functions. <p>5. Any other function as given by Management from time to time.</p>
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III Selection Process

- 1) The selection will be by way of interview. The candidates will be shortlisted for interview in the ratio of 1:3 on the basis of qualification, experience, etc.
- 2) Selected candidates will have to undergo pre-recruitment medical examination. Final appointment will be done only to those candidates who are declared medically fit by Bank's Medical Officer.
- 3) 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 numbers 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 candidates for interview & selecting them 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.



IV. 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	150	150*
For all others	700	150	850*

* Exclusive of applicable GST

V. Compensation, Period of contract and other benefits:

a. Compensation

Sr No	Post	Consolidated Remuneration (Rs. per annum.)-All inclusive
1	Senior Climate Finance Specialist	45-48 lakh
2	Chief Financial Officer	75-85 lakh

The Specialist on contract will be 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 Specialist on contract. Annual increment up to a maximum of 10% can be granted based on satisfactory performance and discretion of the Bank.

b. Period of contract

02 years from the date of appointment extendable for a further period of 03 years. The engagement would be extended after taking a review one year at a time and in any case will not be beyond 05 years. The Bank may terminate the contract at any time without prior notice and without providing any reason thereof. However, in normal course, NABARD may terminate the engagement by giving one month's notice in advance. The Specialist can also seek termination of the contract by giving one month's notice.

In case the notice period is not being served, the Specialist has to pay a sum equivalent to pay for the period of notice required of him /her.

Notwithstanding the above, NABARD retains the right to modify the terms of the recruitment, suspend or terminate the engagement with any Specialist, without assigning any reason thereof.

c. Superannuation Benefits

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

d. Travelling / Halting Allowance

Whenever official tour is required, the Specialist will be entitled for Travelling & Halting Allowance as admissible to the officers in the Bank of equivalent grade for official tours outside the headquarters or as mentioned in the appointment letter.



e. Leave

Maximum of 30 days per calendar year during the contract period, on a proportionate basis.

f. Reporting: The Specialist will report to an officer of higher grade in the department as decided by OIC.

g. Office Facilities

- (i) NABARD will provide Office Space, Internet Connectivity, and other support facilities.
- (ii) Lounge facilities as applicable to the officers of the Bank will be provided.

h. Medical Facility : For self only, at the Dispensary of the Bank, wherever available.

i. Legal Status

Specialist shall be selected on a contract basis and shall have no right / claim for placement in NABARD by the virtue of engagement of their services by the Bank.

Services of the staff on contract shall be governed by the code of conduct as applicable to Specialists / Consultants engaged on contract.

VI. How to apply:

Detailed Guidelines/Procedures for

- a. Application Registration
- b. Payment of fees
- c. Document scan and upload

Candidates can apply only online from 15.10.2024 to 01.11.2024 and no other mode of application will be accepted.

Important Points to be noted before registration.

Before applying online, candidates should-

- 1. Scan their:
 - a. Photograph (4.5cm × 3.5cm)
 - b. Signature (with black ink)
 - c. Left thumb impression (on white paper with black or blue ink)
 - d. A handwritten declaration (on a white paper with black ink) (text given below)
 - e. Ensuring that all these scanned documents adhere to the required specifications as given in Annexure III to this Advertisement.
- 2. The left thumb impression should be properly scanned and not smudged. (If a candidate is not having left thumb, he/she may use his/ her right thumb for applying.)
- 3. The text for the handwritten declaration is as follows –

“I, _____(Name of the candidate), hereby declare that all the information submitted by me in the application form is correct, true and valid. I will present the supporting documents as and when required.”



The above-mentioned handwritten declaration has to be in the candidate's hand writing and in English only. If it is written and uploaded by anybody else or in any other language, the application will be considered as invalid. (In the case of Visually Impaired candidates who cannot write may get the text of declaration typed and put their left-hand thumb impression below the typed declaration and upload the document as per specifications.)

4. Keep the necessary details/documents ready to make Online Payment of the requisite application fee/ intimation charges.
5. Have a valid personal email ID and mobile number, which should be kept active till the completion of this Recruitment Process. Bank may send intimation to download call letters for the Examination etc. through the registered e-mail ID. In case a candidate does not have a valid personal e-mail ID, he/she should create his/her new e-mail ID and mobile number before applying on-line and must maintain that email account and mobile number.

Application fees/ intimation charges (nonrefundable) payment of fee online: 15.10.2024 to 01.11.2024

Bank Transaction charges for Online Payment of application fees/intimation charges will have to be borne by the candidate.

A. Application Registration

1. Candidates to go to the NABARD website – www.nabard.org and under Career Notices, click on the option "APPLY ONLINE" which will open a new screen.
2. To register application, choose the tab "Click here for New Registration" and enter Name, Contact details and Email-id. A Provisional Registration Number and Password will be generated by the system and displayed on the screen. Candidate should note down the Provisional Registration Number and Password. An Email & SMS indicating the Provisional Registration number and Password will also be sent.
3. In case any candidate is unable to complete the application form in one go, he / she can save the data already entered by choosing "SAVE AND NEXT" tab. Prior to submission of the online application candidates are advised to use the "SAVE AND NEXT" facility to verify the details in the online application form and modify the same if required. Visually Impaired candidates should fill the application form carefully and verify/ get the details verified to ensure that the same are correct prior to final submission.
4. Candidates are advised to carefully fill and verify the details filled in the online application themselves as no change will be possible/ entertained after clicking the COMPLETE REGISTRATION BUTTON.
5. The Name of the candidate or his /her Father/ Husband etc. should be spelt correctly in the application as it appears in the Certificates/ Mark sheets/Identity proof. Any change/alteration found may disqualify the candidature.
6. Validate your details and save your application by clicking the 'Validate your details' and 'Save & Next' button.
7. Candidates can proceed to upload Photo & Signature as per the specifications given in the



Guidelines for Scanning and Upload of Photograph and Signature detailed under point "C".

8. Candidates can proceed to fill other details of the Application Form.
9. Click on the Preview Tab to preview and verify the entire application form before FINAL SUBMIT.
- 10. Modify details, if required, and click on 'COMPLETE REGISTRATION' ONLY after verifying and ensuring that the photograph, signature uploaded and other details filled by you are correct.**
11. Click on 'Payment' Tab and proceed for payment.
12. Click on 'Complete Registration' button.

B. Payment of Fees

Online Mode

1. The application form is integrated with the payment gateway and the payment process can be completed by following the instructions.
2. The payment can be made by using Debit Cards (RuPay/Visa/MasterCard/Maestro), Credit Cards, Internet Banking, IMPS, Cash Cards/ Mobile Wallets.
3. After submitting your payment information in the online application form, PLEASE WAIT FOR THE INTIMATION FROM THE SERVER. DO NOT PRESS BACK OR REFRESH BUTTON IN ORDER TO AVOID DOUBLE CHARGE
4. On successful completion of the transaction, an e-Receipt will be generated.
5. Non-generation of 'E-Receipt' indicates PAYMENT FAILURE. On failure of payment, Candidates are advised to login again using their Provisional Registration Number and Password and repeat the process of payment.
6. Candidates are required to take a printout of the e-Receipt and online Application Form containing fee details. Please note that if the same cannot be generated, online transaction may not have been successful.
7. For Credit Card users: All charges are listed in Indian Rupee. If you use a non-Indian credit card, your bank will convert to your local currency based on prevailing exchange rates.
8. To ensure the security of your data, please close the browser window once your transaction is completed.
9. There is facility to print application form containing fee details after payment of fees.

C. Guidelines for scanning and Upload of Documents

Before applying online a candidate will be required to have a scanned (digital) image of his/her photograph, signature, left thumb impression and the hand written declaration as per the specifications given below.

Photograph Image: (4.5cm × 3.5cm)

- Photograph must be a recent passport style colour picture.
- Make sure that the picture is in colour, taken against a light-coloured, preferably white, background.



- Look straight at the camera with a relaxed face
- If the picture is taken on a sunny day, have the sun behind you, or place yourself in the shade, so that you are not squinting and there are no harsh shadows
- If you have to use flash, ensure there's no "red-eye"
- If you wear glasses make sure that there are no reflections and your eyes can be clearly seen.
- Caps, hats and dark glasses are not acceptable. Religious headwear is allowed but it must not cover your face.
- Dimensions 200 x 230 pixels (preferred)
- Size of file should be between 20kb–50 kb
- While scanning the photograph ensure that the size of the scanned image is not more than 50kb. If the size of the file is more than 50 kb, then adjust the settings of the scanner such as the DPI resolution, colours, etc.

Signature, left thumb impression and hand-written declaration Image:

- The applicant has to sign on white paper with Black Ink pen.
- Dimensions 140 x 60 pixels (preferred)
- Size of file should be between 10kb – 20kb for signature and 20kb - 50kb for left thumb impression.
- Ensure that the size of the scanned image is not more than 20kb
- The applicant has to put his left thumb impression on a white paper with black or blue ink.
- File type: jpg / jpeg
- Dimensions: 240 x 240 pixels in 200 DPI (Preferred for required quality) i.e 3 cm * 3 cm (Width * Height)
- File Size: 20 KB – 50 KB
- The applicant has to write the declaration in English clearly on a white paper with black ink.
- File type: jpg / jpeg
- Dimensions: 800 x 400 pixels in 200 DPI (Preferred for required quality) i.e 10 cm * 5 cm (Width * Height)
- File Size: 50 KB – 100 KB
- The signature, left thumb impression and the hand written declaration should be of the applicant and not by any other person.
- Hand written declaration in CAPITAL LETTERS shall NOT be accepted.

Scanning the documents:

- Set the scanner resolution to a minimum of 200 dpi (dots per inch)
- Set Colour to True Colour
- File Size as specified above
- Crop the image in the scanner to the edge of the photograph/signature/ left thumb impression / handwritten declaration, then use the upload editor to crop the image to the final size (as specified above).



- The image file should be JPG or JPEG format. An example file name is: image01.jpg or image01.jpeg. Image dimensions can be checked by listing the folder files or moving the mouse over the file image icon.
- Candidates using MS Windows/MsOffice can easily obtain documents in .jpeg format by using MS Paint or MS Office Picture Manager. Scanned documents in any format can be saved in .jpg / .jpeg format by using 'Save As' option in the File menu. Size can be adjusted by using crop and then resize option.

Procedure for uploading the documents

- While filling in the Online Application Form the candidate will be provided with separate links for uploading Photograph, signature, left thumb impression and hand written declaration
- Click on the respective link "Upload Photograph / signature / Upload left thumb impression / hand written declaration"
- Browse and Select the location where the Scanned Photograph / signature / left thumb impression / hand written declaration file has been saved.
- Select the file by clicking on it
- Click the 'Open/Upload'
- If the file size and format are not as prescribed, an error message will be displayed.
- Preview of the uploaded image will help to see the quality of the image. In case of unclear / smudged, the same may be re-uploaded to the expected clarity /quality.
- Your Online Application will not be registered unless you upload your Photograph, signature, left thumb impression and hand written declaration as specified.

Note:

1. In case the face in the photograph or signature or left thumb impression or the hand written declaration is unclear / smudged then the candidate's application may be rejected.
2. After uploading the Photograph / signature / left thumb impression / hand written declaration in the online application form candidates should check that the images are clear and have been uploaded correctly. In case the photograph or signature or left thumb impression or the hand written declaration is not prominently visible, the candidate may edit his/ her application and re-upload his/ her photograph or signature or left thumb impression or the hand written declaration, prior to submitting the form.
3. Candidate should also ensure that photo is uploaded at the place of photo and signature at the place of signature. If photo in place of photo and signature in place of signature is not uploaded properly, candidate will not be allowed to appear for the interview.
4. Candidate must ensure that Photo to be uploaded is of required size and the face should be clearly visible.
5. If the photo is not uploaded at the place of Photo Admission for Examination will be rejected/denied. Candidate him/herself will be responsible for the same.
6. Candidates should ensure that the signature uploaded is clearly visible



7. After registering online candidates are advised to take a printout of their system generated online application forms.

D. Action against candidates found guilty of misconduct/ use of unfair means.

Candidates are advised in their own interest that they should not furnish any particulars that are false, tampered with or fabricated and should not suppress any material information while submitting online application. At the time of interview or in a subsequent selection procedure, if a candidate is (or has been) found guilty of –

- (i) using unfair means or
- (ii) impersonating or procuring impersonation by any person or
- (iii) resorting to any irregular or improper means in connection with his/ her candidature or
- (iv) obtaining support for his/ her candidature by unfair means.

General Instructions

- a. 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 therefore.
- b. The Specialist shall have no right or claim for regular employment in the organization.
- c. 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.
- d. 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.
- e. Before appointment in the Bank, a proper discharge certificate from the previous/present employer(s) will have to be produced by the applicant.
- f. 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.
- g. Any notice/communication meant for the candidates displayed on the Bank's website, 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.	15.10.2024 to 01.11.2024
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Mumbai

Date: 15 October 2024

Chief General Manager

HRMD, HO Mumbai

