



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

**Requires Project Based Contract Staff for the project “Establishment of Remote Sensing Cell” at NABARD, HO Mumbai**

NABARD Consultancy Services (NABCONS), a wholly owned Subsidiary of NABARD and a leading consultancy organization in the field of agriculture and rural development, invites ONLY ONLINE applications from Indian citizens having necessary qualifications and experience for engagement of specialist consultants on contract basis for the following posts under project “Establishment of Remote Sensing Cell” at NABARD, Head Office, Mumbai.

The posting for the following posts at various locations, will be as under:

S.No	Name of the Post	No. of Posts	Place of posting
1	Team leader	01	NABARD, Head Office, Mumbai
2	Remote Sensing & GIS Analyst	02	
3	System Administrator (Network and System Database Administration)	01	
4	Project Associate	01	
5	Data Entry Operator	01	
<b>Total</b>		<b>06</b>	

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

### **Project Background**

In order to build up its own in-house expertise in web-based monitoring of watershed /NRM projects using geo-spatial technology, NABARD is setting up in-house Remote Sensing Cell (RSC). To start with, the cell will work on existing technology platform already created by National Remote Sensing Centre (NRSC) under BHUVAN portal. NABCONS has been appointed by Farm Sector Development Department (FSDD), NABARD for setting up and operating of the RSC.

### **A. Key Responsibilities:**

S.No	Post	Key Responsibilities
1	Team Leader	<ul style="list-style-type: none"><li>i. Responsible for operationalizing Remote Sensing Cell and achieving the overall deliverables of the project</li><li>ii. Overall coordination of the assignment and team</li><li>iii. Liaising with client and other stakeholders</li><li>iv. Supervision of data collection process</li><li>v. Data finalization and analysis; Quality checking of all deliverables</li><li>vi. Management of MIS</li><li>vii. Preparation/verification and submission of quarterly/half yearly progress report to NABARD</li></ul>

		viii. Any other item of work as per necessity of the department (NABARD, HO)
2	Remote Sensing & GIS Analyst	<ul style="list-style-type: none"> <li>i. Ensuring seamless Remote Sensing (RS) and GIS based monitoring of various NABARD sponsored watershed / NRM projects for real time and online tracking of progress of implementation of interventions and their impact on various parameters of natural resource development and management.</li> <li>ii. Maintaining liaison and coordinate on regular basis with the Executing Entity of the project and related departments of Govt. and also with Regional Offices of NABARD. The scope of work is likely to be expanded to NABARD assisted Tribal Development projects.</li> <li>iii. Creation, maintenance and modification of BHUVAN web-portal along with a Bhuvan mobile app as per the requirement and suggestions from all the stakeholders viz. Project Implementing Agencies, District Development Managers and Regional Offices and Head Office of NABARD/General Public</li> <li>iv. Creation of user IDs of the projects to be covered and hosting project data onto BHUVAN portal.</li> <li>v. Uploading shape files of each project created by PFA onto BHUVAN Portal</li> <li>vi. Upload of watershed-level data and activity-wise sanction, release and utilization details by PFAs using NABARD-Bhuvan web-portal.</li> <li>vii. Using Bhuvan Mobile App, Geo-tagging of assets created under the projects by uploading of photos of the assets from the site along with some basic information by the PFAs (facilitation)</li> <li>viii. Guiding/Assisting DDMs posted in districts in moderation and acceptance/rejection of watershed/activity level data along with geo-tagging of assets.</li> <li>ix. Through online portal facilitate real time tracking of Physical and Financial Progress of the projects</li> <li>x. Creation/modification of Dashboard showing most relevant reports to the management of NABARD</li> <li>xi. Preparation and presenting to the management of various customized reports based on the data available in the portal by RO/HO</li> <li>xii. Procurement of images and analysis of land use/cover changes</li> <li>xiii. Preparation of impact evaluation reports containing change detection in land-use categories in the project areas through comparison of satellite imagery</li> <li>xiv. Observation of progress through Bhuvan interface and data analysis from existing summary reports as well as understanding the trend related to geotagging.</li> <li>xv. Regular visualization and monitoring of the watershed projects for physical and financial progress through BHUVAN portal</li> <li>xvi. Update mobile app and the portal on regular and continuous basis as per feedback of the users and need of the hour</li> <li>xvii. Handholding ROs and PFAs for timely uploading of project level data</li> <li>xviii. Handholding of DDMs in using the portal for moderation of uploaded data</li> <li>xix. Provide a dashboard to monitor the project progress and change the same as and when required.</li> <li>xx. Provide support to all the end-users, DDMs, ROs and HO on need basis.</li> <li>xxi. Provide Top Management with periodic reports/dashboards</li> <li>xxii. Any other work assigned by NABARD, HO as per the need</li> </ul>
3	System Administrator	<ul style="list-style-type: none"> <li>i. Manage GIS deployment and integration</li> <li>ii. Support and manage new GIS within application deployment across server/s</li> <li>iii. Bhuvan GIS database – further development as per technical and business requirements</li> <li>iv. Coordinate with operational support teams related to Bhuvan Portal</li> <li>v. Participation in GIS application development and integration</li> </ul>

		<ul style="list-style-type: none"> <li>vi. Systems analysis and reporting to management.</li> <li>vii. Administration of network, systems as well as support to customization in reporting the progress along with database maintenance.</li> <li>viii. Integration of suitable image (remote sensing) analysis software</li> <li>ix. Any other work assigned by NABARD, HO as per the need</li> </ul>
4	Project Associate	<ul style="list-style-type: none"> <li>i. Conduct meetings with PFAs and structured capacity building plan for NGO staff and village level organizations.</li> <li>ii. Periodic monitoring of the projects (Technical, Physical and Financial)</li> <li>iii. Support in (monitoring) data consolidation at district or RO level</li> <li>iv. Follow up and monitoring of MIS and submission of report to HO</li> <li>v. Documentation of best practices</li> <li>vi. Any other work assigned to facilitate smooth functioning of the project</li> </ul>
5	Data Entry Operator	<ul style="list-style-type: none"> <li>i. Documentation and Reporting</li> <li>ii. Data entry at all level including compilation, cleaning and analysis</li> <li>iii. Page design for printing</li> <li>iv. Preparation of monthly reports</li> <li>v. Perform regular backups to ensure data preservation</li> <li>vi. Any other task assigned by Project Manager</li> <li>vii. Assist GIS analyst/Team Leader/System Administrator</li> </ul>

#### B. Eligibility Criteria (Education & Experience):

S. No.	Name of the Position	Essential Qualification	Essential Experience
1	Team Leader	<p>Post-Graduation with at least 60% marks/ PhD from recognized university in Agriculture / Forestry / Agri. Engineering (Soil and Water Engineering)/ Soil Science/ Agronomy/ Water Resource Development/ Environment Science/ Hydrology/ Crop Science etc. with Remote sensing and GIS as one of the subjects studied.</p>	<p>Minimum 10 years of working experience in the area of Natural Resource Management/Watershed Development especially in monitoring projects/in research, using Remote sensing and GIS platforms out of which 5 years of experience as a project lead or program lead.</p> <p>Following experience /qualities will be an added advantage</p> <ul style="list-style-type: none"> <li>i. Working experience in GIS tools like ArcGIS, ERDAS imagine, etc.</li> <li>ii. Knowledge on use of GIS related hardware and software and its application in watershed and natural resource management activities</li> <li>iii. Excellent verbal and written communication skills in English</li> </ul>
2	Remote Sensing & GIS Analyst	<p>M.Sc/ M.E/ M.Tech in Remote Sensing/ Geomatics /GIS /Geo-informatics with an aggregate minimum of 60% marks</p>	<p>Minimum 03 years of experience in satellite data handling / analysis and database design for Natural Resources related applications – Agriculture/ Forestry/ Soil science / Land</p>

S. No.	Name of the Position	Essential Qualification	Essential Experience
		(average of all semesters) or CGPA/ CPI Grading of a minimum of 6.00 on 10 point scale or equivalent	Degradation / LULC & Wastelands / Water resource assessment / Ground water etc.  Following experience /qualities will be an added advantage <ol style="list-style-type: none"> <li>i. Working experience in GIS tools like ArcGIS, ERDAS Imagine, Autodesk Map 3D, Auto CAD, other open source GIS software, etc.</li> <li>ii. Having Certification on ArcGIS from ESRI.</li> <li>iii. Knowledge on use of GIS related hardware and software and its application in Watershed and Natural Resource Management related activities.</li> <li>iv. Fluency in reading, writing and speaking both English and Hindi</li> </ol>
3	System Administrator	M.Sc / M.E / M.Tech in Computer Science Engineering/ Information Technology with an aggregate minimum of 60% marks (Average of all semesters) or CGPA/ CPI Grading of a minimum of 6.00 on 10 point scale or equivalent	Minimum 03 years of experience in the following: <ol style="list-style-type: none"> <li>i. Web Application S/W development using web services, Programming in .NET, C#, FLEX, AJAX, J2EE, Java script, C&amp; C++, etc.</li> <li>ii. Customized DSS in server GIS environment</li> <li>iii. Database Programming</li> </ol> Following experience /qualities will be an added advantage <ol style="list-style-type: none"> <li>a. Experience of developing web applications for GIS</li> <li>b. Experience with geo databases and underlying DBMS technology such as SQL Server or Oracle</li> <li>c. Experience in Web mapping technologies and expertise in Virtual environments.</li> <li>d. Experience in GIS, Remote sensing and IT infrastructure</li> <li>e. Fluency in reading, writing and speaking both English and Hindi language</li> </ol>
4	Project Associate	Graduate/Post-Graduate from a recognized university with 60% or equivalent CGPA in Agriculture or Agri Business Management with exposure to Remote Sensing and GIS.	<b>Essential:</b> <b>a. For graduate:</b> Minimum 3 years of experience in agriculture related projects on crop yield parameters & Watershed Development with exposure to Remote sensing and GIS.  <b>b. For Post- Graduates:</b> Minimum 01 year of experience in agriculture related projects on crop yield parameters / modeling & Watershed

S. No.	Name of the Position	Essential Qualification	Essential Experience
			Development with exposure to Remote sensing and GIS. Following experience /qualities will be an added advantage: Working knowledge in computer science/Remote Sensing & GIS/ software solutions/ knowledge of handling agriculture based software, etc.
5	Data Entry Operator	Bachelor's/ Master's Degree in any discipline with additional qualification in computer handling skills	Minimum 03 year of experience in data entry and office works Following experience /qualities will be an added advantage i. Knowledge of MS Office with proficiency in MS Excel & Power Point. ii. Proficiency in reading, writing and speaking English and Hindi

### C. Age Criteria

S. No.	Name of the Position	Upper Age Limit (as on as on 01 Sept 2020)
1	Team leader	50 years
2	Remote Sensing & GIS Analyst	45 years
3	System Administrator (Network and System Database Administration)	45 years
4	Project Associate	35 years
5	Data Entry Operator	35 years

### D. Remuneration:

The candidate will be paid consolidated remuneration based on the experience, educational qualification and overall suitability of the candidate. The candidates will be liable for tax liabilities under section 194 J of the Income Tax Act & Rules in force and the tax will be deducted at source:

Sl. No.	Name of the Position	Consolidated Monthly Remuneration
1	Team leader	Rs. 80,000/-
2	Remote Sensing & GIS Analyst	Rs. 75,000/-
3	System Administrator (Network and System Database Administration)	Rs. 75,000/-
4	Project Associate	Rs. 36,000/-
5	Data Entry Operator	Rs. 35,000/-

The amount will be inclusive of all statutory deductions that NABCONS may be required to make on behalf of the contracted staff. Remuneration will be released after making statutory deductions.

#### E. Other facilities:

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

S. No.	Particulars	Eligibility
<b>A.</b>	<b>Daily allowance during field visit</b>	
i	Travelling allowance	Train 3rd AC/ Air (economy class airfare may be allowed in special case as approved by CGM, FSDD) or hired taxi.
ii	Halting Allowance	Rs.750 per diem for normal, (II) 50% of normal If staying in hotel, (iii) 25% of normal if residential programme like training, workshops etc.
iii	Lodging	On actual basis and up to the ceiling of Rs.1500 per diems
<b>B</b>	<b>Insurance</b>	
i	Premium of comprehensive medical insurance	Rs. 6,500 per year
<b>B</b>	<b>Other</b>	
i	Mobile phone charge for official purpose	Rs 1,000/- per month
ii	Permissible absence (other than Saturday / Sunday / holiday)	18 days per calendar year as per NABCONS Policy
iii	Performance Linked Incentive	8 % (maximum) would be granted to the candidates after completion of 1 year of contract on annual performance review.

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

#### F. Contract Period:

The period of contract would initially be for 1 year from the date of appointment, which may be extended based on project requirement, performance or will be co-terminus with 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 three months' notice within the contract period.

#### G. How to apply:

Interested candidates may apply online in the prescribed format within 10 days from **22 September 2020 to 01 October 2020** by clicking the following links and filling the details therein:

S. No.	Name of the Position	Link to apply
1	Team leader	<a href="https://forms.gle/mVeeBeZT5XA6r9PE7">https://forms.gle/mVeeBeZT5XA6r9PE7</a>
2	Remote Sensing & GIS Analyst	<a href="https://forms.gle/CXPY9sdPpaekPtj8">https://forms.gle/CXPY9sdPpaekPtj8</a>
3	System Administrator (Network and System Database Administration)	<a href="https://forms.gle/YMvhPQEYwY77T9i8A">https://forms.gle/YMvhPQEYwY77T9i8A</a>
4	Project Associate	<a href="https://forms.gle/TBJ78qp6UJ3Ex5xt9">https://forms.gle/TBJ78qp6UJ3Ex5xt9</a>
5	Data Entry Operator	<a href="https://forms.gle/m88MBEjLHDqgZJ4s5">https://forms.gle/m88MBEjLHDqgZJ4s5</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.

**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/Timeline**

<b>Last date for submission of online applications</b>	<b>01 October 2020</b>
<b>NABCONS reserves the right to make change in the dates indicated above.</b>	

Please note that corrigendum, if any, issued related to the above advertisement will be published only on NABCONS website (www.nabcons.com).

**H. General Information:**

- Only Shortlisted candidates will be called for the interview. Location and the process of 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 at the time of interview, failing which candidate will not be allowed to attend interview.
- Place of posting of the candidate appointed will initially be at NABARD, HO, Mumbai. They may however be liable to be posted anywhere in India as per project requirement. Further, as a part of their functioning the above staff may be required to travel across the State of Maharashtra 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 posts will be uploaded in NABCONS website ([www.nabcons.com](http://www.nabcons.com)). The validity of the panel of waitlisted candidates will be for 12 months from the date of publish of the list.
- 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 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 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 contractor 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.

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**Advt. Ref.No. NABCONS/CO-HR/008/PBCS/2020-21**

**Dated: 22 September 2020**