



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

Requires Project Based Contract Staff for the project “Monitoring of Watershed Development Fund” at West Bengal and Andhra Pradesh

NABARD Consultancy Services Private Limited, a wholly owned subsidiary of NABARD, invites applications for the posts of Project Consultants (02 Posts) from individuals for Monitoring, Evaluation and Documentation of Projects under Watershed Development Fund. Under Watershed Development Fund, the programmes are carried out for land and water management, livelihood interventions through participatory approach.

Table 1: Details of the vacancy and place of posting are as under:

S. No.	Name of Position	Vacancy	Location (Place of posting)
1	Project Consultant	01	Kolkata, West Bengal
2	Project Consultant	01	Hyderabad, Andhra Pradesh
		02	

Initial contract period will be upto 17 September 2021, which can be extended based on periodic performance review and to be co- terminus with the Project period.

A. Key Responsibilities:

The individual consultant is required to take up comprehensive monitoring of each watershed project to evaluate the field level implementation of the watershed development activities as well as their impact on the livelihood of the beneficiaries. Key responsibilities under the project will be as under:

- Periodic monitoring of the projects (Technical, Physical and Financial)
- Identification of watersheds, desk and field appraisal of DPRs submitted by PFAs, preparation of MoS for Project Sanctioning Committee (PSC)
- Scrutiny of disbursement claims of PFAs and processing of release claims
- Conduct of meetings with PFAs and structured capacity building plan for NGO staff and village level organizations.
- Assisting in preparation, desk scrutiny & field appraisal of DPRs of Climate Proofing Projects
- Check, monitor and correct MIS entries at local level (PFA enter the data)
- Support in (monitoring) data consolidation at district or Regional Office level
- Follow up and monitoring of MIS and submission of report to Head Office
- Documentation of best practices
- Preparation/verification and submission of quarterly/half yearly progress report to Head Office.
- Scrutiny and verification of Project Completion Reports
- Web based monitoring of watershed projects through BHUVAN portal
- Any other work assigned by the Regional Offices

B. Eligibility Criteria (Educational Qualification, Experience, Other Knowledge / Skills):

- i. The candidate must be a graduate in relevant stream from a recognized university with minimum 60% marks or equivalent CGPA. The candidate should have at-least 03 years of relevant work experience post completion of graduation;
OR
- ii. Graduate in any discipline with Post-Graduation/ PhD in relevant stream from a recognized university with minimum 55% marks or equivalent CGPA. The candidate should have at-least 01 year of relevant work experience post PG/PhD qualification.
- iii. **Relevant Stream for Graduation/Post-graduation/PHD are as under:**
Agriculture, Agricultural Engineering, Soil Science, Agronomy, Water Resource Development, Environment Science, Hydrology, Crop Science or any other related stream.
- iv. **Relevant fields for work experience are as under:**
Experience in Watershed Development / Climate Change Adaptation / Policy Networking / stakeholders engagement / networking with State Governments / Agricultural universities and research institutes for transfer of technologies and extension support on implementation climate resilient adaptation measures and enhancing income and livelihood of the watershed community.
- v. Candidates should have proficiency in English language (reading, writing and speaking) and knowledge of Hindi/local language.
- vi. Proficiency in using tools such as MS Office and other computer related functions for day-to-day functioning.
- vii. Academic credentials viz. publications, awards, etc. will be desirable

C. Age Criteria

Position	Age (as on 01 October 2020)
Project Consultant	Minimum 24 Years and maximum 50 years

D. Remuneration:

The Project Consultants will be paid consolidated remuneration (u/s 192 of the IT Act) based on the experience and educational qualification as under:

Category	Qualification	Experience	Remuneration Range
Project Consultant	Graduate	3 – 4 years	Rs. 41,000 – Rs. 50,000/-
	Post Graduate / Doctorate	1 – 2 years	

E. Other facilities:

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

S. No.	Particulars	Eligibility
A.	Daily allowance during field visit	
i	Travelling allowance	3AC or hired taxi by Regional Office, NABARD/District Development Manager, NABARD
ii	Halting Allowance	(i) Rs.1,000/- per diem for normal (ii) 50% of normal if staying in hotel

		(iii) 25% of normal if residential programme like training, workshop, etc.
iii	Lodging	On actual basis subject to the ceiling of Rs.1,500/- per diem
B	Insurance	
i	Premium of comprehensive medical insurance for self	Rs.6,500/- per year
C	Other	
i	PF contribution	Applicable as per Company Policy
ii	Mobile phone/internet /data charge for official purposes	Rs.1,000/- per month
iii	Permissible absence (other than Saturday / Sunday / holiday)	24 days per year (@2 days per month)
iv	Printing of visiting card	100 cards per year

Note:

- i. Other than the above, the consultants are not eligible for any other facilities/allowance like leave encashment, performance bonus, leave travel concession, etc.
- ii. The PBCS appointed will be liable for tax liabilities as per Income Tax Act & Rules and the tax will be deducted at source.

F. Contract Period: The PBCS will be appointed on contract basis initially for a period upto 17 September 2021 which may be extended based on requirement of the project and performance or will be co-terminus with the project period. Initial 03 months shall be of probation period. In case the contract is considered for renewal, an annual rise of maximum 5% linked to performance would be considered.

Termination of contract - During the probation period NABCONS shall have the right to terminate the services of the individual without any notice period or assigning any reason. Thereafter, the contract will be terminable by three months' notice period on either side as per the Company's policy.

G. How to apply:

Interested candidates may apply online in the prescribed format within 15 days from **21 October 2020 to 04 November 2020** by clicking the following links and filling the details therein:

Name of the Position	Link to apply
Project Consultant	https://forms.gle/ZbnfpNDCKFUEQZ6n8

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**

Last date for submission of online applications	04 November 2020
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).

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 Project Consultants appointed will be at Kolkata, West Bengal (one post) and Hyderabad, Andhra Pradesh (one post). 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 posts will be uploaded in NABCONS website (www.nabcons.com). 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 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.
- 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 post without assigning any reason at any stage.

Advt. Ref.No. NABCONS/CO-HR/009/PBCS/2020-21

Dated: 21 October 2020