



**NABARD Consultancy Services Private Limited (NABCONS)**

**A Wholly owned subsidiary of NABARD**

An ISO 9001:2008 Company

**Recruitment of Vice Presidents (04 posts) from open market as Core Contract Staff (CCS) for Zonal Offices and Corporate Office**

NABARD Consultancy Services (NABCONS), a wholly owned subsidiary of NABARD and a leading consultancy organization in the field of agriculture and rural development ([www.nabcons.com](http://www.nabcons.com)) invites only online applications from Indian Citizens for the following posts as Core Contract Staff.

**2. Details of vacancies and place of posting:**

S. No.	Post	Vacancy	Location
1	Vice President (CCS)	01	Corporate Office, New Delhi
		01	Hyderabad, Zonal Office
		01	Guwahati, Zonal Office, North Eastern Region
		01	Jaipur, Zonal Office

**3. The details of eligibility criteria, Job Profile and experience are as under:**

S.No	Name of the Position	Qualifications and Experience	Job profile
1	Vice President (CCS)	<p><b><u>Educational Qualifications :</u></b></p> <p><b>Minimum Criteria</b></p> <ul style="list-style-type: none"><li>• First Class Graduate and Post-Graduation with 55% at the aggregate from a recognized University.</li><li>• Candidates should have specialisation in any one of the technical fields such as finance, agri-business, food processing, food technology, data analytics, agri &amp; allied sector, civil engineering, agri-engineering, business administration, etc.</li></ul> <p><b>Desired Criteria:</b></p> <ul style="list-style-type: none"><li>• Additional weightage will be given to candidates having Ph.D, MBA, CA or any other professional degree</li></ul>	<p>The primary duties and responsibilities of Vice President shall be as follows:</p> <ol style="list-style-type: none"><li>1. Under direction from the Chief Operating Officer (COO) and Managing Director (MD), the Vice President will plan, direct, coordinate and oversee operational activities of the Business verticals/ Zonal Offices of NABCONS.</li><li>2. To direct and manage the development of short term and long term goals and objectives consistent with the Strategic Plan/Annual Business Plan of NABCONS and ensures their effective execution.</li><li>3. Liaison and networking with officials of Central Government, State Governments, Corporations &amp; Corporate Sector to identify various collaboration opportunities, creating strategic business partnership and driving new revenue sources for the organization</li><li>4. To collaborate and coordinate with Regional/ Zonal Offices and business verticals of NABCONS to carry out the organizational goals and objectives.</li></ol>

		<p><b><u>Work experience :</u></b></p> <p><b>Minimum Experience</b></p> <ul style="list-style-type: none"> <li>• Minimum 12 years of overall experience.</li> <li>• Candidates should have field / working experience / expertise in any one of the domain such as finance, agri-business, food processing, food technology, data analytics, agri &amp; allied sector, civil engineering, agri engineering, business administration, etc.</li> </ul> <p><b>Desired</b></p> <p>Candidates with track record of engagement / networking with Central Government, State Governments &amp; Corporate Sector will be given preference.</p> <p><b>Other Skills/ competence required</b></p> <ol style="list-style-type: none"> <li>1. Demonstrated and reference-able experience supporting the growth of revenues for a business</li> <li>2. Proven ability to develop and achieve financial plans</li> <li>3. Proven ability to develop long-term client relationships and a demonstrated personal network of contacts</li> <li>4. Adaptive attitude towards quick environment changes, with high level of commitment and objective driven</li> <li>5. Skilled at building a cohesive team and facilitating goal accomplishment by aligning individual and team actions with strategies and plans to drive business results.</li> <li>6. Exceptional verbal and written communications</li> </ol>	<ol style="list-style-type: none"> <li>5. Negotiating contracts/agreements with vendors, suppliers, distributors, or other business partners. Establishing relationships with external clients in the industry and ensure successful business outcomes. Manage relationships with key clients.</li> <li>6. Monitor NABCONS' business vertical's performance against performance goals to ensure that client expectations are met/exceeded. Establish and monitor performance reporting systems</li> <li>7. Manage high impact issues / gaps in projects by liaising between the project teams, client, Regional/ Zonal Offices and difference departments of NABCONS.</li> <li>8. Maintain project budget and timelines of the project to ensure tasks are accomplished effectively</li> <li>9. Ensure effective communications with all key stakeholders within the organization (Internal and External)</li> <li>10. To identify gaps and recommend new processes, technologies and systems to improve/ streamline existing processes and use of resources.</li> <li>11. Manage staffing requirement, form &amp; lead internal teams and provide training/mentorship as needed and to assess overall performance of the staff.</li> <li>12. Any other work as assigned from time to time</li> </ol>
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		<p>skills with the ability to support writing and responding to proposal content and to confidently brief corporate capabilities and make formal presentations to customers</p> <p>7. Knowledge of business and management principles involved in strategic planning, resource allocation, leadership technique and coordination of people and resources</p> <p>8. Ability to clearly communicate and influence key stakeholders around enablement strategies</p>	
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**4. Age:**

Position	Age (as on 31 October 2022)
Vice President (CCS)	The maximum age of 50 years. Preference will be given to candidates under the age of 45 years.

**5. Remuneration:** Candidate will be paid consolidated remuneration based on the experience, educational qualification and overall suitability of the candidate for the post as under:

Position	Remuneration Range
Vice President (CCS)	As per NABCONS Policy and Industry Standards.

*(The staff will be liable for tax liabilities as per Income Tax Act & Rules in force and the tax will be deducted at source.)*

**6. Vacancy & Posting:**

NABCONS requires Vice Presidents to head its Zonal Offices at Jaipur, Hyderabad and Guwahati and to head Business Verticals at Corporate Office New Delhi.

- i. The Vice President at Jaipur Zonal Office, is initially expected to manage & expand NABCONS' business in the states of Rajasthan and Gujarat. In due course, the ambit of Zonal Office, Jaipur will be extended to Maharashtra and Madhya Pradesh.
- ii. The Vice President at Hyderabad Zonal Office is expected to manage & expand NABCONS' business in the states of Telangana, Andhra Pradesh, Tamil Nadu, Karnataka & Kerala
- iii. The Vice President at Guwahati Zonal Office is expected to manage & expand NABCONS' business in the states of Assam, Sikkim, Meghalaya, Mizoram, Arunachal Pradesh, Manipur, Nagaland and Tripura.
- iv. The Vice President at New Delhi is expected to manage 2-3 business / administrative verticals of NABCONS.

Candidates may indicate their preference order of posting.

**7. Contract Period:**

Initial contract will be for a period of one year and further extendable by three years, to be renewed each year based on annual performance review, as per the existing Company’s policy.

**8. Termination Clause:**

The contract will be terminable by three months’ notice period on either side as per the existing Company’s policy

**9. Selection Process**

- i. The candidates shortlisted as per the eligibility criteria may be subjected to a qualifying written test & followed by Personal Interview.
- ii. Place of Interview will be indicated at the time of issuing call letters to the shortlisted candidates.

**10. How to Apply:**

Interested candidates may apply online in the prescribed format within 10 days by clicking on the following links and filling the details therein from 23<sup>rd</sup> Nov 2022 to 3<sup>rd</sup> Dec 2022.

Position	Link to Apply
Vice President (CCS)	<a href="https://forms.office.com/r/PsaAghcQAq">https://forms.office.com/r/PsaAghcQAq</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.

Applications submitted successfully will only be considered.

**11. Instructions:**

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 ONLINE 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.

Candidates are requested to apply only ON-ONLINE through NABCONS website ([www.nabcons.com](http://www.nabcons.com)) or Naukri.com. No other mode of submission of application will be accepted.

**Important Dates/ Timelines**

<b>Last date for submission of online applications</b>	<b>03 December 2022 Midnight</b>
<ul style="list-style-type: none"> <li>• NABCONS reserves the right to make change in the dates indicated above</li> <li>• Please note that corrigendum, if any, issued related to the above advertisement will be published only on NABCONS website (<a href="http://www.nabcons.com">www.nabcons.com</a>).</li> </ul>	

## 12. General Information:

- i. Only Shortlisted candidates will be called for the interview. Location and the process of 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.
- ii. The applicant may submit the declaration in the online 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.
- iii. Place of posting of the candidates appointed as Vice President may be as per their preference and requirement of NABCONS. Candidates, however, liable to be posted at any other Office or Unit of NABCONS in India or abroad In future, depending on the official requirements.
- iv. For the eligible shortlisted candidates already working with NABCONS, in case of selection for any of the posts, they will have to resign from their existing contract and sign the fresh contract.
- v. 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 selected and waitlisted candidates will be 06 months. However, NABCONS reserves the right to extend the offer of appointment to the waitlisted candidates.
- vi. 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.
- vii. 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.
- viii. 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.
- ix. 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.
- x. 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.
- xi. 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.
- xii. NABCONS reserves the right to cancel the recruitment for the captioned post without assigning any reason at any stage.

