

**NABARD Consultancy Services**  
(A wholly owned subsidiary of NABARD)

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**Recruitment for the post of Middle Level Consultant (05 Posts) and Junior Level Consultant (05 Posts) for handling "Tribal Development Projects" at Regional Office/Zonal Office of National Bank for Agriculture and Rural Development**

NABARD Consultancy Services (NABCONS) is a wholly owned Company of NABARD and a leading consultancy organization in the field of agriculture and rural development ([www.nabcons.com](http://www.nabcons.com)). NABCONS invites ONLY ONLINE applications from Indian Citizens for the posts of Middle Level Consultants (05 Posts) and Junior Level Consultants (05 Posts) for handling 'Tribal Development Projects' under Farm Sector Development Department of NABARD in various states across India.

**2. Details of vacancies and place of posting is as under:**

| Sl. No.                                           | Location/Place of posting | Middle Level Consultant | Junior Level Consultant |
|---------------------------------------------------|---------------------------|-------------------------|-------------------------|
| 1                                                 | Arunachal Pradesh RO      | -                       | 01                      |
| 2                                                 | Assam RO                  | -                       | 01                      |
| 3                                                 | Bihar RO                  | 01                      | -                       |
| 4                                                 | Gujarat RO                | -                       | 01                      |
| 5                                                 | Himachal Pradesh RO       | -                       | 01                      |
| 6                                                 | Jharkhand RO              | 01                      | -                       |
| 7                                                 | Karnataka RO              | 01                      | -                       |
| 8                                                 | Kerala ZO                 | -                       | 01                      |
| 9                                                 | Maharashtra RO            | 01                      | -                       |
| 10                                                | Sikkim RO                 | 01                      | -                       |
|                                                   | <b>Total</b>              | <b>05</b>               | <b>05</b>               |
| Candidates can apply for only one state at a time |                           |                         |                         |

**3. Primary Duties and Key Responsibilities of Middle Level Consultant and Junior Level Consultants**

**A. Middle Level Consultants**

- Desk and field monitoring of projects, analysis of issues pertaining to TDF projects, tracking physical and financial achievements against allocated target, follow up with Project Implementing Agencies (PIAs) etc.
- Follow up with PIAs on digitization of the projects on TDF portal on regular basis and handling issues encountered therein.
- Conduct field visits, studies, convene stakeholder consultations/discussions for policy inputs or for implementation of projects.
- Analysis of feedback received from field studies/consultations and reports.
- Communication and coordination with HO, Line Departments, affiliated organisations, training establishments etc.
- Assist in preparation of Detailed Project Report (DPRs) and draft Memorandum of Sanction (MoS)
- Conduct of project rating exercise, preparation of project-wise monitoring reports and submission of State monitoring report to HO
- Management of database on TDF
- Compilation, checking and management of information uploaded by Junior Level Consultants on TDF Monitoring Software
- Any other work assigned by RO pertaining to TDF assignment

**B. Junior Level Consultant**

- Monitoring of projects at ground level. Each and every Wadi has to be visited by the Junior Level Consultant and data on different components has to be collected. RO will devise format for collection of data and reporting.
- Upload the project data in Saral survey app and digitization of the project on regular basis
- Conduct of project rating exercise, assist in preparation of project-wise monitoring reports.
- Any other item of work assigned by RO (as per necessity).

**4. Details of eligibility criteria for the post of Middle Level Consultants and Junior Level Consultant are as under:**

| S. No. | Criteria                          | Middle Level Consultant                                                                                                                                                                                                                                                      | Junior level Consultant                                                                                                                                                                                                                                                                                                                                    |
|--------|-----------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1      | Minimum Educational Qualification | Graduate, Post-Graduate in Agriculture and allied subjects*                                                                                                                                                                                                                  | Graduate from any Recognized University                                                                                                                                                                                                                                                                                                                    |
|        | Minimum Experience                | 1-4 years' experience in Natural resource management/ Financing/ Value chain management/ Agri. Marketing based projects/studies.                                                                                                                                             | 1-2 years' experience in Natural resource management/ Financing/ Value chain management/ Agri. Marketing based projects/ studies.                                                                                                                                                                                                                          |
| 2.     | Other Criterion                   | a) Should have experience in field monitoring and evaluation of NRM projects or tribal development projects<br>b) Should have database management knowledge<br>c) Must be proficient in MS Office, MS Power Point, MS Excel<br>d) Should be proficient in the State language | a) Should possess knowledge of MS Office and should be able to handle the mobile app designed for the data collection purpose.<br>b) He/ She should be physically fit for travelling in rugged sites.<br>c) Must be proficient in State language. Additional score would be given to a candidate having good knowledge of different dialects of the State. |

\*Agriculture, Horticulture, Forestry, Agricultural Engineering, Dairy Technology, Veterinary and Animal Science only.

**5. Remuneration:** The candidates will be paid consolidated monthly remuneration (u/s 192 of the IT Act) based on the experience and educational qualification and overall suitability of the candidate for the posts as under:

| Category                 | Qualifications | Remunerations          |
|--------------------------|----------------|------------------------|
| Middle Level Consultants | Graduate       | Rs. 60,000/- per month |
| Junior Level Consultants | Graduate       | Rs. 40,000/- per month |

- The above remuneration 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.

The PBCS appointed will be liable for tax liabilities as per Income Tax Act & Rules and the tax will be deducted at source. There would be an annual revision in the remuneration by 5% within the range stated above, which shall be considered after one year of satisfactory service by consultants.

**6. Other Facilities: In addition to the remuneration as mentioned above other facilities as under will also be provided:**

| <b>Sr. No.</b> | <b>Particulars</b>                                            | <b>Middle level consultant</b>                                                                                                                                                                                                        | <b>Junior Level Consultants</b>                                                                                                                                                                                     |
|----------------|---------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>1.</b>      | <b>Lodging*</b>                                               | On actual basis subject to a ceiling of i. ₹3500 per diem for metro and non-metro centres@<br>ii. ₹3000 per diem for other state capitals/UTs and other major cities\$<br>iii. ₹2500 per diem for all other centres                   | On actual basis subject to a ceiling of i. ₹2500 per diem for metro and non-metro centres@<br>ii. ₹2000 per diem for other state capitals/UTs and other major cities\$<br>iii. ₹1500 per diem for all other centres |
| <b>2.</b>      | <b>Travel category</b>                                        | Special permission for flight travel may be accorded by RO, where the one-way train or bus journey is more than 24 hours and urgency of the visit.<br><br>For all other travels, travel category will be 3AC or hired taxi by RO/Bus. |                                                                                                                                                                                                                     |
| <b>3.</b>      | <b>Halting allowance#</b>                                     | i. ₹1000 per diem for normal,<br>ii. ₹750 per diem in case of stay at hotel,<br>iii. ₹250 per diem in case of residential programmes.                                                                                                 | i. ₹800 per diem for normal,<br>ii. ₹600 per diem in case of stay at hotel,<br>iii. ₹200 per diem in case of residential programmes.                                                                                |
| <b>4.</b>      | <b>Petrol allowance</b>                                       | ₹2000                                                                                                                                                                                                                                 | ₹4000                                                                                                                                                                                                               |
| <b>5.</b>      | <b>Insurance</b> - Premium of comprehensive medical insurance | ₹8000 per year                                                                                                                                                                                                                        |                                                                                                                                                                                                                     |
| <b>6.</b>      | <b>PF contribution</b>                                        | As applicable                                                                                                                                                                                                                         |                                                                                                                                                                                                                     |
| <b>7.</b>      | <b>Mobile expenses</b>                                        | Rs.500 per month                                                                                                                                                                                                                      |                                                                                                                                                                                                                     |
| <b>8.</b>      | <b>Permissible absence</b>                                    | 24 days per year (@2 days per month) – Leaves can be carried forward within a calendar year                                                                                                                                           |                                                                                                                                                                                                                     |
| <b>9.</b>      | <b>Printing of visiting card</b>                              | Not required. A valid Identity card to be provided by NABCONS instead.                                                                                                                                                                |                                                                                                                                                                                                                     |
| <b>10.</b>     | <b>Lunch allowance</b>                                        | ₹1500 per month                                                                                                                                                                                                                       |                                                                                                                                                                                                                     |

\* Lodging should be sought only if the journey period and field visits extends beyond **10 hours** (at a stretch). Further, halting allowance should be provided for all the days of the field visits (as per the norms mentioned above).

@Metro and non-metro centers include Mumbai, New Delhi, Kolkata, Chennai, Bengaluru, Hyderabad, Ahmedabad and Pune.

#In case of long-distance travel involving more than **12 hours** journey period at single stretch, halting

allowance @₹600 per diem shall be provided.

#### **7. Other important notes:**

1. The job involves extensive touring within the state and outside to various project areas/ROs/Offices etc. as may be required for all the positions. Travel will need to be undertaken as directed by the FSDD at both ROs/ HO for the field visits.
2. Local conveyance claims should be processed only for amounts exceeding the petrol allowance provided for Junior Level Consultant category. For example, if two consultants submit claims of ₹3800 and ₹4500, the first consultant will not receive any reimbursement, while the second consultant will be reimbursed ₹500.
3. e-cabs and prepaid taxi services (mentioned under serial number 2 under 'Other important notes') should only be availed for conveyance to and from railway stations, airports and hotel/venue (on production bills in original) for the consultants.
4. Other than the above, the consultants are not eligible for any other facilities/allowance like leave encashment, performance bonus, leave travel concession, etc.

#### **8. Training and capacity building of Consultants and Enumerators**

Once the recruitment is complete, all the consultants and enumerators would be given a training regarding their key responsibilities at HO and ROs and usage of TDF digitization and monitoring software.

#### **9. Age Criteria**

| Position                | Age as on date of application         |
|-------------------------|---------------------------------------|
| Middle Level Consultant | Minimum 24 years and Maximum 61 years |
| Junior Level Consultant | Minimum 24 years and Maximum 50 years |

#### **10. Contract Period**

The Contract Staff (Middle Level Consultants and Junior Level Consultants) will be appointed on contract basis initially for a period one year which may be extended subject to annual review of their satisfactory performance of duties and requirement of the project or will be co-terminus with the project period.

#### **11. Resignation:**

In the event the consultant/staff resigns, he/she

- (i) shall provide the Company with three (3) months prior written notice, irrespective of expiry date of the contract;
- (ii) However, under exceptional circumstances (to be recorded in writing by the contract staff), the shortfall in notice period can be considered at sole discretion of NABCONS by payment / recovery of consolidated monthly remuneration proportionate to shortfall in notice period to NABCONS.
- (iii) shall not make any public announcements concerning his/her resignation prior to the resignation date without the written consent of the Company and
- (iv) shall continue to perform faithfully the duties assigned to him/her under the contract
- (v) Resignation submitted during holiday/leave period will be reckoned from the ensuing working day.
- (vi) The notice period will be extended by the number of working days, if any, during which you may be absent / on leave during the notice period
- (vii) Your relieving will be subject to "No Dues Clearance" as per the prescribed format within 30 days from the date of end of your notice period. In case of outstanding dues, if any, the same will be settled from your last drawn remuneration from NABCONS.

## 12. Termination of contract

Initial 03 months will be of 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, the contract is terminable by giving 03 months' notice period on either side as per NABCONS policy

Interested candidates may apply online in the prescribed format for 10 days between 20/04/2026 to 30/04/2026 by clicking on the following links and filling the details therein:

| Position                | Link to Apply                                                                            |
|-------------------------|------------------------------------------------------------------------------------------|
| Middle Level Consultant | <a href="#">Application for the post of Middle Level Consultant -TDF – Fill out form</a> |
| Junior Level Consultant | <a href="#">Application for the post of Junior Level Consultant -TDF – Fill out form</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

## 13. Instructions:

- Before applying, candidates should read all the instructions carefully and ensure that they fulfil 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.
- Candidates are requested to apply only ON-ONLINE through NABCONS website ([www.nabcons.com](http://www.nabcons.com)). No other mode of submission of application will be accepted.
- **Important Dates/ Timelines**

|                                                                         |            |
|-------------------------------------------------------------------------|------------|
| Last date for submission of online applications                         | 30/04/2026 |
| 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](http://www.nabcons.com)).

## 14. General Information

- Only Shortlisted candidates will be called for the interview and may also be assessed for their proficiency in MS Office/ data management. Location for 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 interview may be held in person or through virtual mode as may be required.
- 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.
- Place of posting of the posts will be as per the locations mentioned in Section 2 above. 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 post will be uploaded in NABCONS website ([www.nabcons.com](http://www.nabcons.com)) after the selection process is completed.
- 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 eligibility criteria does not entitle a 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 / short listing with reference to candidate's qualification, suitability, experience, etc. 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. k. The contractually engaged staff shall have no legal claim to regular absorption either during the period of contract or 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 posts without assigning any reason at any stage