



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

**Require Project Based Contract Staff for Implementation of Green Climate Fund (GCF) in Odisha**

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 Project Based Contract Staff.

**Details of vacancies are as under:**

Sl. No.	Posts	Vacancy	Location
1	Project Manager cum Water Resource Expert	01	Odisha
2	Project Associate – Monitoring & Evaluation	03	

The project is providing support services to the PMU of NABARD for the project “Ground water recharge and solar micro irrigation to ensure food security and enhance resilience in vulnerable tribal areas of Odisha”. The recruitment is project based on contract basis for a period of one year, which can be further extended, subject to satisfactory performance which will be co-terminus with the present project period of four years.

**2. Key Responsibilities:**

Posts	Key Responsibilities:
<b>(a) Project Manager cum Water Resource Expert</b>	<p>Overall Project coordination and management under the guidance the In-charge, PMU of NABARD, Odisha Regional office, Bhubaneswar. Provide strategic vision, guidance and leadership to the PMU on matters relating to its planning, strategy, management and operations. The primary role of the consultant would be</p> <ul style="list-style-type: none"><li>• Maintaining liaison and coordinate on regular basis with the Executing Entity of the project and related departments</li><li>• Preparing of Annual monitoring plans and ensuring the implementation of the monitoring plan</li><li>• Preparing of the Capacity Building Plan of different stakeholders and ensuring that the capacity building programmes are conducted as per the Plan</li><li>• Assisting the PMU in conduct of Quarterly review meetings at district level and state level</li><li>• Undertaking verification of Installed Recharge System and installed pump set system and monitoring of ponds on sample basis</li><li>• Designing of required Management Information System (MIS)</li><li>• Reporting to the PMU in-charge</li><li>• Any other item of work as assigned by the PMU In-charge</li></ul>

<b>(b) Project Associate – Monitoring &amp; Evaluation</b>	<ul style="list-style-type: none"> <li>Defining and support developing indicators and Monitoring of overall progress of the project in consultation with other team members at PMU/ Project Leader/ PMU In-charge</li> <li>Undertaking offsite monitoring through vetting of monitoring reports submitted by the state government and onsite monitoring of project</li> <li>Periodic evaluation studies for ongoing interventions</li> <li>Development and maintenance of MIS</li> <li>Preparing of monthly/ quarterly/ annual reports</li> <li>Facilitate the conduct of impact/ evaluation studies, etc.</li> <li>Any other task assigned by Project Manager/ PMU In-charge from time to time</li> </ul>
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### 3. Eligibility Criteria

Post	Criteria	Details
<b>(a) Project Manager cum Water Resource Expert (01 Post)</b>	Educational Qualification	i. Masters or equivalent qualification in Water Resources/Hydrogeology/Soil and Water Conservation or M. Tech in Agri Engineering/Civil Engineering with specialization in water resources/hydrology/ground water engineering. ii. Must have proficiency in Odia language.
	Experience	Minimum 7 years of experience. Work experience in projects related to ground water recharge / water resource management, solar pump installation will be preferred.
	Other Criteria	i. Experience of implementation/supervision of climate change/water resource projects and willing to undertake monitoring visit ii. Liasoning closely with State Government Departments iii. Proficiency in using tools such as MS Office, related software's and other computer related functions for day-to-day functioning iv. Proficiency in reading, writing and speaking English
<b>(c) Project Associate – Monitoring &amp; Evaluation (03)</b>	Educational Qualification	i. Bachelor or Equivalent Qualification in Water Resources/Soil Science/Soil and Water Conservation/Agriculture or B. Tech in Agri Engineering/Civil Engineering ii. Must have proficiency in Odia language.

	Experience	i. At least 5 years of relevant experience and exposures in development sector schemes and projects with at least three years' experience in MIS and M&E related assignment in various developmental/engineering projects. ii. Candidates having experience in the sector/similar assignments will be given preference
	Other Criteria	i. Experience of implementation/supervision of climate change/water resource projects and willing to undertake monitoring visit ii. Proficiency in using tools such as MS Office, related software's and other computer related functions for day-to-day functioning iii. Proficiency in reading, writing and speaking English.

#### 4. Remuneration:

Position wise remuneration for the posts is as under:-

Position	Remuneration
Project Manager cum Water Resource Expert	Rs.1,60,000/- Per Month
Project Associate – Monitoring & Evaluation	Rs.60,000/- Per Month

- 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.
- The staff will be liable for tax liabilities as per Income Tax Act & Rules in force and the tax will be deducted at source.
- Other than the above remuneration, candidate is also eligible for other facilities/allowances as per NABCONS policy.
- A performance linked increment of 10 % (maximum) would be granted to the candidates after completion of 1 year of contract on annual performance review.

#### 5. Age:

Position	Age (as on 31 March 2023)
Project Manager cum Water Resource Expert	Not exceeding 45 years
Project Associate – Monitoring & Evaluation	Not exceeding 40 years

#### 6. Other facilities:

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

- Travelling allowance, halting allowance and local conveyance facilities for official travel as applicable from time to time
- Casual leaves of 18 days per calendar year during the contract period on proportionate basis
- The consultants are not eligible for any other facilities/allowance like leave encashment, performance bonus, leave travel concession, etc.

## 7. Contract Period

Initial contract will be for one year which can be extended based on periodic performance review, to be co-terminus with the present project period.

## 8. Termination Clause:

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 and without assigning any reason. Thereafter, the contract is terminable by giving three months' notice period on either side.

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

## 9. How to Apply:

Interested candidates may apply online in the prescribed format within 15 days by clicking on the following links and filling the details therein from **05 May 2023 to 19 May 2023**. Applications submitted successfully will only be considered.

Sl. No.	Name of the Post	Link
1	Project Manager cum Water Resource Expert	<a href="https://forms.office.com/r/vdcTb56uCb">https://forms.office.com/r/vdcTb56uCb</a>
2	Project Associate – Monitoring & Evaluation	<a href="https://forms.office.com/r/Y8cBVGiBUg">https://forms.office.com/r/Y8cBVGiBUg</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.

## 10. 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.

### iii. Important Dates/Timeline

Last date for submission of online applications	19 May 2023 Midnight
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))

## 11. General Information:

- 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.

- 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.
- Place of posting of Project Manager cum Water Resource Expert and Project Associate (M&E) appointed will be at Bhubaneswar, Odisha. Further, as a part of their functioning the above consultants may be required to travel across the State of Odisha and other parts of the country from time to time.
- 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.
- List of selected candidates for the post will be uploaded in NABCONS website ([www.nabcons.com](http://www.nabcons.com)) after the selection process is completed. 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, and 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 NABCON'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 reserve 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.
- 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 contract or 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 posts without assigning any reason at any stage.