



**National Bank for Agriculture and Rural Development**  
**Plot No.C-24, G Block, Bandra-Kurla Complex**  
**Bandra (E), Mumbai-400 051**

**ADVERTISEMENT No. 01 SPECIALISTS ON CONTRACT -2022- 2023**

NABARD invites only ONLINE applications in prescribed format from Indian citizens having necessary qualification and experience, for engagement of Specialist on contract basis for 21 (Twenty one) posts at its Head Office, Mumbai. Candidates can apply only **ON-LINE** on NABARD website [www.nabard.org](http://www.nabard.org) between **14.06.2022 to 30.06.2022**. NABARD is an all India Apex Organization, wholly owned by Government of India and is an equal opportunity employer.

**Before applying, candidates should read all the instructions carefully and ensure that they fulfill all the eligibility criteria for the post. NABARD would admit candidates on the basis of the information furnished in the ON-LINE application along with applicable requisite fee 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 Bank, 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.**

**Candidates are requested to apply only ON-LINE through Bank's website [www.nabard.org](http://www.nabard.org). No other mode of submission of application will be accepted by NABARD.**

**Help Facility:** In case of any problem in filling up the form, payment of fee/intimation charges, complaints may be made at "Candidate Grievance Lodging and Redressal Mechanism" at <http://cgrs.ibps.in/>. Do not forget to mention "NABARD – Recruitment to the post of Specialist on contract" in the subject of the email.

**Important Dates / Timelines**

<b>Online Application Registration and Payment of Online Fees/Intimation Charges</b>	<b>14.06.2022 to 30.06.2022</b>
<b>NABARD reserves the right to make change in the dates indicated above.</b>	

**Table – 1****I. NUMBER OF VACANCIES AND RESERVATION**

S No	Post/Position	UR	SC	ST	OBC	Total
1	Chief Technology Officer	1				1
2	Senior Enterprise Architect	1				1
3	Solution Architect (Software)				1	1
4	Database Analyst-cum-Designer				1	1
5	UI/UX Designer & Developer	1				1
6	Senior Software Engineer (Full Stack Java)	1	1			2
7	Software Engineer (Full Stack Java)	1	1			2
8	Business Intelligence Report Developer				1	1
9	QA Engineer				1	1
10	Data Designer	1				1
11	BI Designer	1				1
12	Business Analysts	1	1			2
13	Application Analysts	1		1		2
14	ETL Developers	1	1			2
15	Power BI Developers	1		1		2
	<b>Total</b>	<b>11</b>	<b>4*</b>	<b>2*</b>	<b>4</b>	<b>21</b>

\* Includes Backlog vacancies

Vacancies indicated under UR are open for all categories

Reservation is provided for candidates belonging to SC/ST/OBC category as per extant Government of India instructions.

**II. ELIGIBILITY CRITERIA: Educational Qualification, Experience and Job Profile/Key responsibilities (as on 01 June 2022)**

**i. Post: Chief Technology Officer**

<b>Qualification</b>	First class in B.E. / B. Tech degree in Computer Science / Information Technology/Electronics and Communication from an accredited and reputed institution  <b>OR</b>  MCA from an accredited and reputed institution
<b>Experience</b>	<b>Essential:</b>  i. Post Qualification IT experience of minimum 15 years including 5 years at Senior leadership level with expertise mostly in Core Banking Solutions, Alternative Delivery Channels, Application Development, Network & Communication Channels and Data Centre Management (including software defined data centre environment), Data warehouse/Big Data Analytics, IT Security & Technology Risk Management, Business Continuity Plan. ii. Training and Teaching experience will not be counted for eligibility.

	<p><b>Desirable:</b></p> <ol style="list-style-type: none"> <li>1. Demonstrable experience in leading the successful development of software solutions.</li> <li>2. Expertise in Digital Banking, Networking, Core IT Infrastructure.</li> <li>3. Experience in new technologies viz., Cloud, Mobile, Analytics.</li> <li>4. Demonstrable team leadership experience with ability to shape and lead an effective team.</li> <li>5. Deliver a positive impact on the Bank's business. Strong project management skills and management of development, maintenance and support teams. Added working knowledge of enterprise architecture.</li> <li>6. Academic experience with exposure in participating in seminars, conferences, research publications representing the organization.</li> <li>7. Up-to-date with the current levels of IT security, threats, vulnerability that could impact the Bank's digital and financial assets.</li> </ol>
<p><b>Job profile</b></p>	<ol style="list-style-type: none"> <li>1. Providing in-depth technical expertise</li> <li>2. Responsible for identifying and implementing new technologies and technology products.</li> <li>3. Preparation, aligning and enabling implementation of Technology Vision Document for the Bank</li> <li>4. Develop stress-testing mechanism to mitigate risk arising out of cyber- attacks and taking corrective measures / prudent response in case of cyber- attacks at NABARD / partner agencies.</li> <li>5. Enhancing training &amp; capacity building at NABARD / partner agencies w.r.t. Information Technology</li> <li>6. Apprise the Management about global developments and necessary action points in all areas of IT, including cyber security.</li> <li>7. Digitalization and automation of most of the operations of the Bank by leveraging the digital shift.</li> <li>8. Heading the Technical Consultants Team/Contract Staff for IT Operations besides heading the technical team of client institutions to coordinate with IT vendors of the Bank to effectively influence the decision and ensure technical delivery. Bring in the Industry Expertise for the digital initiatives of the Bank.</li> <li>9. Maintain competitive advantage over peers in digital banking and leveraging the digital ecosystem.</li> <li>10. Ensuring State of the Art technology network, optimizing and managing it in a manner it delivers high efficiency with sufficient resilience and yet managing cost effectively.</li> </ol>

	<ol style="list-style-type: none"> <li>11. Ensuring appropriate solution architecture is in place and identifying needs and ensuring ideal software solutions are developed in a timely manner to help increase operational efficiency and also leading edge products; guiding the Bank on its Enterprise Architecture Journey. Providing technical inputs in identifying suitable database solutions for the bank as also overseeing and ensuring fine tuning of existing data bases.</li> <li>12. Develop and maintain overall framework of IT policies, standards and strategies that will empower business and people to deliver on their commitments to the strategy and budgets.</li> <li>13. Define the priorities, objectives and targets that underpin what contributes to delivery of value to business aligned with best practices and standards.</li> <li>14. Ensure efficiency in process / operations across the Bank.</li> <li>15. Ensure State-of-the Art Security, identify security threats, formulate strategies and methods to mitigate the threats.</li> <li>16. As part of Business Continuity Plan, lend support to the business operations and ensure that appropriate DR plans are in place and regularly tested for readiness for unforeseen and unexpected events which can impact the business continuity.</li> <li>17. Pivotal role in supporting the business departments and meeting their needs in a time bound manner.</li> <li>18. Developing long term plans to sustain and support the business, anticipating the future trends.</li> <li>19. Lead strategic insight and overview of business case justifications and ROI analysis for IT spending and initiatives.</li> <li>20. Ensure total quality management through uniform processes and procedures.</li> <li>21. Mitigation of Operational Risk in coordination with CISO and any other work entrusted from time to time by the Bank.</li> <li>22. Facilitate and Oversee IS Audit, System Audit and all IT related audit.</li> <li>23. Assigning, managing and monitoring the functioning of the Specialists (on contract) attached to DIT.</li> <li>24. Any other work entrusted by the Bank from time to time.</li> </ol>
--	---

**ii. Post: Senior Enterprise Architect**

<b>Qualification</b>	<p><b>Essential:</b> BE/BTech in IT/ Engineering <b>OR</b> B.Sc in IT <b>OR</b> BCA/MCA from an accredited and reputed institution</p>
----------------------	--

	<p><b>AND</b></p> <p>2. TOGAF 9 certified and well versed in the Architecture Development Model of the Open Group.</p>
<b>Experience</b>	<p><b>Essential:</b></p> <ol style="list-style-type: none"> <li>1. Minimum 8 years of experience in Enterprise Architecture and a practicing Enterprise Architect.</li> <li>2. Must have knowledge and strong understanding of all layers of Enterprise Architecture with deep expertise and knowledge in at least one layer of the Open group Architecture framework.</li> <li>3. Effective communication Skills both oral and written to document, plan, market and execute programs.</li> <li>4. Project Management Skills to manage competing priorities and lead program/projects.</li> </ol> <p><b>Desirable:</b></p> <ol style="list-style-type: none"> <li>1. Experience in System Architecture. Experience of other industry standard open frameworks will be an added advantage. Experience in the BFSI Sector</li> <li>2. Experience in leading multiple large product/project engagements and collaborating with other solution architects to provide seamless leadership across all engagements.</li> </ol>
<b>Job profile</b>	<ol style="list-style-type: none"> <li>1. Evaluating internal functions and IT processes and suggesting improvements in the light of the Enterprise Architecture Document already in place in the Bank. Must own the EA roadmap and its consumption / enablement across the Organisation.</li> <li>2. Assessing the Opportunities, Threats and Challenges in Technology Implementation in the Bank and suggest Strategic Options with reference to the target Business Architecture of the Bank.</li> <li>3. Suggesting the methodology for establishment of a full-fledged EA Cell with the Requirement of Manpower consisting of Enterprise Architects, Solution and Technology Architects, Business Analytics and Business Architects and resources based on the assessment made above.</li> <li>4. Act as a thought leader and innovator to advise on new disruptive technologies and solutions for NABARD, which uses IT and digital as primary driver to be a future driven organisation.</li> <li>5. Lead the EA Cell once it is established and coordinate among the different members of the Cell and user Departments at HO.</li> <li>6. Guiding the EA Cell in creating business architecture models to reflect the organisation's strategies and goals and creating and implementing business visions and goals.</li> <li>7. Applying existing technologies, approaches, methodologies in new combinations to design new products, systems or processes.</li> <li>8. Presenting the various project plans, technical roadmaps, risks and recommendations to Senior Management from time to time.</li> <li>9. Communicating the solutions and technologies to various stakeholders within and without the organisation.</li> </ol>

	10. Organising awareness creation programmes and training to improve employees' knowledge and skills for future organisational growth.
--	--

### iii. Post: Solution Architect (Software)

<b>Qualification</b>	<p><b>Essential</b> BE/BTech in IT/Computer Science/Engineering OR MCA from an accredited and reputed institution</p> <p><b>Desirable</b> Relevant certifications in architecture/programming/databases</p>
<b>Experience</b>	<p><b>Essential:</b> Minimum 10-12 years in Software development, design and architecture of which 5-7 years' experience as IT Architect</p>
<b>Job profile</b>	<ul style="list-style-type: none"> <li>• Study the business functional &amp; non-functional requirements and design a high-level architectural solution.</li> <li>• Manage the technology stack and deployment methods of NABARD's existing and new applications.</li> <li>• Manage development, implementation, maintenance, support and evolution of NABARD's existing and new applications.</li> <li>• Responsible for design of logical and physical database models.</li> <li>• Perform requirements analysis, data modelling and database architecture functions for relational database system(s).</li> <li>• Document the As Is and To Be architecture</li> <li>• Any other related task assigned by NABARD</li> </ul>

### iv. Post: Database Analyst-cum-Designer

<b>Qualification</b>	<p><b>Essential</b> BE/BTech in IT/Computer Science/Engineering OR MCA from an accredited and reputed institution</p> <p><b>Desirable</b> Relevant certifications in programming/databases</p>
<b>Experience</b>	<p><b>Essential:</b> Minimum 6-8 years of relevant experience with database programming, development, designing and architecture</p>
<b>Job profile</b>	<ul style="list-style-type: none"> <li>• Design and develop databases while ensuring high quality performance, reliability and security</li> <li>• Upgrade and improve existing application schema and database designs</li> <li>• Installing, indexing, partitioning, DB tuning, implementing and upgrading DBMS installations</li> <li>• Ensuring timelines are met for database related projects.</li> <li>• Working with the development teams and DBA teams to ensure that the databases are designed to meet the specifications and requirements with cost efficiency.</li> <li>• Responsible for gathering, organizing and interpreting statistical data from the database to provide reports to the management.</li> </ul>

	<ul style="list-style-type: none"> <li>Developing and maintaining documentation, meeting industry and organization standards.</li> <li>Any other related task assigned by NABARD</li> </ul>
--	---

#### v. Post: UI / UX Designer and Developer

<b>Qualification</b>	<p><b>Essential</b> Bachelor's degree in Science or Engineering <b>OR</b> MCA from an accredited and reputed institution</p> <p><b>Desirable</b> ➤ Relevant certification in UI/UX design/development Exposure to Appzillon platform</p>
<b>Experience</b>	Minimum 3-5 years as UI / UX designer and developer
<b>Job profile</b>	<ul style="list-style-type: none"> <li>Work with other developers to ensure that the application is high quality, functional and visually appealing.</li> <li>Liaise with the client to understand and document their needs and expectations.</li> <li>Quickly develop prototypes using design tools.</li> <li>Ensure that the user interface is optimized for various devices.</li> <li>Identify, prioritize and execute tasks in the software development lifecycle.</li> <li>Working with the other development team members and supporting them as needed so that the usability of the application increases.</li> <li>Maintaining the code version</li> <li>Review and debugging of the application code</li> <li>Performing application validation and testing</li> <li>Documenting various software development phases</li> <li>Any other related task assigned by NABARD</li> </ul>

#### vi. Post: Senior Software Engineer (Full Stack Java)

<b>Qualification</b>	<p><b>Essential</b> BE/BTech in IT/Computer Science/Engineering <b>OR</b> MCA from an accredited and reputed institution</p> <p><b>Desirable</b> ➤ Relevant certifications in programming and BFSI domain ➤ Candidates worked on Appzillon platform would be preferred</p>
<b>Experience</b>	Minimum 6-8 years as full stack developer

<b>Job profile</b>	<ul style="list-style-type: none"> <li>• Responsible for high quality software design and development while working with the development team.</li> <li>• Identify, prioritize and execute tasks in the software development lifecycle.</li> <li>• Working with the business teams to gather and document their needs and requirements.</li> <li>• Working with the other development team members and supporting them as needed so that the usability of the application increases.</li> <li>• Maintaining the code version</li> <li>• Review and debugging of the application code</li> <li>• Performing application validation and testing</li> <li>• Documenting various software development phases</li> <li>• Any other related task assigned by the NABARD</li> </ul>
--------------------	--

**vii. Post: Software Engineer (Full Stack Java)**

<b>Qualification</b>	<p><b>Essential</b></p> <ul style="list-style-type: none"> <li>➤ BE/BTech in IT/Computer Science /Engineering</li> </ul> <p><b>OR</b></p> <p>MCA from an accredited and reputed institution</p> <p><b>Desirable</b></p> <ul style="list-style-type: none"> <li>➤ Relevant certifications in programming and domain</li> <li>➤ Candidates worked on Appzillon platform would be preferred</li> </ul>
<b>Experience</b>	Minimum 3-5 years as full stack developer
<b>Job profile</b>	<ul style="list-style-type: none"> <li>• Responsible for high quality software design and development while working with the development team.</li> <li>• Identify, prioritize and execute tasks in the software development lifecycle.</li> <li>• Working with the business teams to gather and document their needs and requirements.</li> <li>• Working with the other development team members and supporting them as needed so that usability of the application increases.</li> <li>• Maintaining the code version</li> <li>• Review and debugging of the application code</li> <li>• Performing application validation and testing</li> <li>• Documenting various software development phases</li> <li>• Any other related task assigned by NABARD</li> </ul>

**viii. Post: Business Intelligence (BI) Report Developer**

<b>Qualification</b>	<p><b>Essential</b></p> <p>BE/BTech in IT/Computer Science</p> <p><b>OR</b></p> <p>MCA from an accredited and reputed institution</p>
<b>Experience</b>	Minimum 4-5 years as BI report developer and designer

<b>Job profile</b>	<ul style="list-style-type: none"> <li>• Collaborate with business users and business analysts to develop, deploy and maintain Business Intelligence solutions.</li> <li>• Developing and presenting information through MIS dashboards and reports for the management.</li> <li>• Crafting and creating queries upon request for data/reports.</li> <li>• Evaluating and improving the current BI Solutions.</li> <li>• Translating business needs to BI solutions.</li> </ul>
--------------------	---

#### ix. Post: QA Engineer

<b>Qualification</b>	<p><b>Essential</b> Bachelor's degree in Science or Engineering <b>OR</b> MCA from an accredited and reputed institution <b>Desirable</b> Relevant QA and domain certifications</p>
<b>Experience</b>	Minimum 3-5 years as QA Analyst
<b>Job profile</b>	<ul style="list-style-type: none"> <li>• Understand business requirements, help in creating FRD/BRDs including workflow, business rules and use cases and perform necessary setups and configurations and other change management responsibilities related to the project.</li> <li>• Creating UAT scope, test cases and acceptance criteria for new and existing projects.</li> <li>• Execution of test cases under varying circumstances and environments.</li> <li>• Create logs to document testing phases and defects</li> <li>• Validation of defect fixes/hot fixes and of new features</li> <li>• Partner with the development teams to introduce good coding practices and standards.</li> <li>• Explore and introduce automation testing capabilities</li> <li>• Any other related task assigned by NABARD</li> </ul>

#### x. Post: Data Designer

<b>Qualification</b>	<p><b>Essential</b> B.Tech (any discipline) / MCA with 10 years of IT experience from an accredited and reputed institution <b>Desirable</b> ➤ Global Certification in Data Base Design for Data Warehouses</p>
<b>Experience</b>	<p><b>Essential</b> ➤ 10 years of IT experience from an accredited and reputed institution, of which 7-10 years in business environments in Data Modeling ➤ Ability to guide junior Data modelers ➤ Good knowledge of SQL and Dimensional Modeling concepts</p>

	<ul style="list-style-type: none"> <li>➤ Leverage and enforce standards for data naming conventions to ensure consistency and reuse of data models</li> </ul> <p><b>Desirable</b></p> <ul style="list-style-type: none"> <li>➤ Business acumen through interacting with business partners</li> <li>➤ Experience in BFSI domain. Familiarity with data in core banking system</li> </ul>
<b>Job profile</b>	<ol style="list-style-type: none"> <li>i. Analyze data needs and use skills in coding to maintain secure databases</li> <li>ii. Design and implement effective database solutions and models to store and retrieve data</li> <li>iii. Adhere to architecture standards</li> <li>iv. Focus on improving data quality, accessibility and security</li> <li>v. Improve system performance by conducting tests, troubleshooting and integrating new elements</li> <li>vi. Optimize new and current database systems</li> <li>vii. Define security and backup procedures</li> <li>viii. Coordinate with the Data Science department to identify future needs and requirements</li> <li>ix. Provide operational support for Management Information Systems (MIS)</li> </ol>

**xi.Post: BI designer**

<b>Qualification</b>	<p><b>Essential:</b> B.Tech. (any discipline) / MCA from an accredited and reputed institution</p> <p><b>Desirable:</b> Certified in a leading BI platform viz. Power BI, Tableau, QlikSense</p>
<b>Experience</b>	<p><b>Essential:</b></p> <ol style="list-style-type: none"> <li>i. Minimum 9 years of IT experience of which <ul style="list-style-type: none"> <li>➤ 7+ years of hands on experience in Reports / Dashboard Development using Power BI or comparable tools like Tableau &amp; QlikSense</li> <li>➤ 4 years of Oracle (or comparable database) experience with BI/DW deployments</li> </ul> </li> <li>ii. Should be familiar with both technical and aesthetic aspects of reports building</li> <li>iii. Proven track record as Reports Designer</li> </ol> <p><b>Desirable:</b></p> <ol style="list-style-type: none"> <li>I. Business acumen through interacting with business partners</li> <li>ii. Familiarity with BFSI domain, familiarity with core banking system</li> </ol>
<b>Job profile</b>	<ol style="list-style-type: none"> <li>i. Lead and guide the BI architecture to handle complex business rules while balancing the fulfillment of stringent performance requirements</li> <li>ii. Lead a team of reporting analysts</li> <li>iii. Responsible for the development and administration of BI tools along with complete knowledge of the BI system.</li> </ol>

	<ul style="list-style-type: none"> <li>iv. Build, develop and maintain automated reporting systems, dashboards and performance metrics that support key business decisions</li> <li>v. Present actionable analysis and recommendations to executives, senior officers and non-technical managers to drive business decisions.</li> <li>vi. Contribute technical expertise and issue resolution</li> </ul>
--	---

## xii. Post: Business Analysts

<b>Qualification</b>	<p><b>Essential</b></p> <p>B.Tech. / MCA from an accredited and reputed institution</p> <p><b>Desirable</b></p> <ul style="list-style-type: none"> <li>➤ Management education</li> <li>➤ TDWI's Certified Business Intelligence Professional or IIBA's CBAP Certification or equivalent</li> </ul>
<b>Experience</b>	<p><b>Essential</b></p> <ul style="list-style-type: none"> <li>➤ 4 years of experience of which Minimum 2 years of experience in collecting business requirements gathering for data science projects</li> <li>➤ Expert in SQL including complex joins and sub queries</li> <li>➤ Good understanding of data warehousing concepts including dimensional modelling</li> <li>➤ Proven expertise in interpersonal skills and business acumen</li> <li>➤ Ability to design and conduct periodic health checks on the data warehouse</li> </ul> <p><b>Desirable</b></p> <ul style="list-style-type: none"> <li>➤ Experience working in BFSI and development financing</li> <li>➤ Exposure to Master data management and driving data quality initiatives</li> </ul>
<b>Job profile</b>	<ul style="list-style-type: none"> <li>➤ Bridge between the development team and the business teams.</li> <li>➤ Develop good understanding of the data</li> <li>➤ Requirements Elicitation, Gathering, Clarification, and Analysis</li> <li>➤ Participate in the creation of Business Requirements Document</li> <li>➤ Perform health checks for the data warehouse</li> <li>➤ Strong knowledge of software development lifecycle for Data Warehouse projects</li> </ul>

## xiii. Application Analysts

<b>Qualification</b>	B.Tech. / MCA from an accredited and reputed institution ➤ Management education preferred but not essential.
<b>Experience</b>	<ul style="list-style-type: none"> <li>➤ Minimum 4 years</li> <li>➤ Experience working with Data Warehouse constructs and concepts</li> <li>➤ Working knowledge of Structured Query Language</li> <li>➤ Good understanding of Relational Database Management Concepts and Dimensional Modeling</li> <li>➤ Familiarity with ER Tools viz. Visio / ERWIN</li> <li>➤ IT professional with good knowledge of Functional applications in Banking and strong business acumen.</li> <li>➤ Should be conversant with data profiling using SQL queries, reporting tools, data quality tools and data exploration tools.</li> </ul>
<b>Job Profile</b>	<p>i. Obtaining the existing documentation (i.e.Data models, Data dictionary, Internal / technical documentation, Business user guides, Data profiles and Data quality assessments) of the input applications, model &amp; define the output, profile the data, improve the data quality and save the results for further use by the data warehouse.</p> <p>ii. Profiling of the data sources identifying mismatches between the data definition and the type of data would involve the following activities :</p> <ul style="list-style-type: none"> <li>➤ Invalid and inconsistent code values</li> <li>➤ Missing data values</li> <li>➤ Multiple uses of single data item</li> <li>➤ Incorrect values</li> </ul> <p>iii. improve the data quality at the source involving the following activities :</p> <ul style="list-style-type: none"> <li>➤ Work with data owners to define the appropriate level of data quality. Build this into a data governance program.</li> <li>➤ Determine why there are data quality problems -- do a root cause analysis.</li> <li>➤ Correct the data in the source system through manual or automated efforts.</li> <li>➤ Add edits or database rules to prevent the problem.</li> <li>➤ Change business processes to enter correct data.</li> <li>➤ Make data quality visible to the business through scorecards, dashboards and reports.</li> <li>➤ Where possible, shall plan for creation of Master Data Management for common reference data.</li> <li>➤ Should be Flexible to transition into the role of either BI developer, ETL Developer or a Business Analyst depending on the work requirements.</li> </ul>

#### xiv. Post: ETL Developer

<b>Qualification</b>	<p><b>Essential</b> B.Tech. / MCA from an accredited and reputed institution</p> <p><b>Desired</b></p> <ul style="list-style-type: none"> <li>➤ Professional certification in PowerCenter Data Integration 10 Developer or equivalent with other Data Integration tools</li> </ul>
<b>Experience</b>	<p><b>Essential</b></p> <ul style="list-style-type: none"> <li>➤ Minimum 04 years of which 2 years of experience in implementation of ETL Mappings</li> <li>➤ Expert in SQL including stored procedures and triggers</li> <li>➤ Worked with relational databases like Oracle or Microsoft SQLServer</li> <li>➤ Work with various data sources--relational, flat file (fix width, delimited) and XML.</li> </ul> <p><b>Desired</b></p> <ul style="list-style-type: none"> <li>➤ Experience in full lifecycle data warehouse development</li> <li>➤ Strong on DW fundamentals and concepts</li> <li>➤ Exposure to production support</li> <li>➤ Experience in Data Quality initiatives</li> <li>➤ Exposure to Master Data Management</li> </ul>
<b>Job Profile</b>	<ul style="list-style-type: none"> <li>➤ Extract and copy business data and load it into a data warehousing environment</li> <li>➤ Design and program ETL mappings to the desired specifications</li> <li>➤ Testing the ETL mappings</li> <li>➤ Troubleshoot issues that may arise</li> </ul>

#### xiv. Power BI Developers

<b>Qualification</b>	<p><b>Essential</b></p> <p>B.Tech (Any discipline) / MCA from an accredited and reputed institution</p> <p><b>Desirable</b></p> <ul style="list-style-type: none"> <li>➤ Preferably certified in DA-100: Analyzing Data with Microsoft Power BI</li> </ul>
<b>Experience</b>	<p><b>Essential</b></p> <ul style="list-style-type: none"> <li>➤ Minimum 04 years of which 2 years of experience in developing reports in Power BI</li> <li>➤ Expert in SQL including complex joins and sub queries</li> <li>➤ Worked with relational databases like Oracle or Microsoft SQL Server</li> </ul>

	<ul style="list-style-type: none"> <li>➤ Work with various data sources--relational, flat file (fix width, delimited) and XML.</li> </ul> <p><b>Desired</b></p> <ul style="list-style-type: none"> <li>➤ Experience in full lifecycle data warehouse development</li> <li>➤ Strong on DW fundamentals &amp; concepts</li> <li>➤ Exposure to production support</li> <li>➤ Experience in data quality initiatives</li> <li>➤ Exposure to master data management</li> </ul>
<b>Job Profile</b>	<ul style="list-style-type: none"> <li>➤ Understand business requirements in BI context and design data models to transform raw data into meaningful insights</li> <li>➤ Create dashboards and interactive visual reports using Power BI</li> <li>➤ Identify key performance indicators (KPIs) with clear objectives and consistently monitor those</li> <li>➤ Analyzing data and present data through reports that aid decision-making</li> <li>➤ Create relationships between data and develop tabular and other multidimensional data models</li> <li>➤ Design, develop, test, and deploy Power BI scripts and perform detailed analytics</li> <li>➤ Perform DAX queries and functions in Power BI</li> <li>➤ Analyze current ETL process, define and design new systems</li> <li>➤ Data warehouse development and work with appropriate databases and ETL tools</li> <li>➤ Redefine and make technical/strategic changes to enhance existing Business Intelligence systems</li> <li>➤ Create customize charts and custom calculations as per requirements</li> <li>➤ Should be able to develop tabular and multidimensional models that are compatible with data warehouse standards.</li> <li>➤ Very good communication skills - must be able to discuss the requirements effectively with the client teams, and with internal teams.</li> </ul>

**III. MAXIMUM AGE (as on 01 June 2022) :** 62 Years

**IV. Selection Process**

**A** For the posts at S No 3 to 9 above, the following process will be adopted

1. **Stage 1:** The candidates will be shortlisted in the ratio of 1:10 on the basis of academics/education background, work experience, resume and skillset and related certification.
2. **Stage 2:** Projects will be assigned to the short-listed candidates based on their job profile. It will be followed by a screening interview based on their project and other technical know-how related to their job-profile. This will be qualifying in nature. After this stage candidates will be shortlisted in the ratio of 1:5 for the next round.

3. **Stage 3:** The screened candidates will undergo another interview for final selection.

**B** For the remaining posts the candidates will be shortlisted for interview in the ratio of 1:10 on the basis of qualification, experience, etc.

The Bank reserves the right to increase/ decrease the number of post/s or cancel the above contract recruitment in part or full as per institutional requirement without assigning any reason. The roll numbers of candidates shortlisted for interview & subsequent selection shall be published on Bank's website viz. www.nabard.org. The decision of the Bank in shortlisting candidates for interview & selecting them for appointment based on minimum qualifying standard shall be final & no correspondence will be entertained in this regard.

**The final appointment will be based on the decision of the Selection Committee constituted for the purpose. Bank reserves the right to increase the number of posts or not to fill up any of the posts.**

**V. APPLICATION FEE (NON-REFUNDABLE)**

Application fee (exclusive of applicable GST) for the post will be as under:

**(Amount in Rs.)**

Category of applicant	Application Fee	Intimation charges etc.	Total
For SC/ ST/ PWBD	NIL	50	50*
For all others	750	50	800*

\* Exclusive of applicable GST

**VI. Compensation, Period of contract and other benefits:**

S No	Post	Remuneration (per month) (all inclusive) (Rs.)
1	Chief Technology Officer	4.50 lakh
2	Senior Enterprise Architect	3.00 lakh
3	Solution Architect	2.50 lakh
4	Database Analyst-cum-Designer	1.50 lakh
5	UI/UX Designer & Developer	2.00 lakh
6	Senior Software Engineer (Full Stack Java)	1.50 lakh
7	Software Engineer (Full Stack Java)	1.00 lakh
8	Business Intelligence Report Developer	1.00 lakh
9	QA Engineer	1.50 lakh
10	Data Designer	3.00 Lakh
11	BI Designer	2.5 lakh
12	Business Analysts	1.5 lakh
13	Application Analysts	1.5 lakh
14	ETL Developers	1.5 lakh
15	Power BI Developers	1.5 lakh

The contract employee will be liable for tax liabilities as per Income Tax Act & Rules in force and the tax will be deducted at source. The amount of compensation being cost to NABARD, will be inclusive of any statutory payments that NABARD may be required to pay on behalf of the contract employee.

5% annual increment in remuneration will be considered subject to satisfactory performance and at the discretion of the Bank.

**a. Period of contract**

3 years from the date of appointment extendable by 02 more years based on the performance and requirement. The above contract periods shall be subject to half-yearly review of performance. The Bank may terminate the contract of service if the performance is found unsatisfactory. The Bank may at its sole discretion, terminate the contractual engagement by giving one month's notice or one months' compensation in lieu thereof, at any time during the contract period.

**b. Superannuation Benefits**

The staff on contract shall not be entitled to any superannuation benefits viz., Provident Fund, Pension, Gratuity, etc.

**c. Residential Accommodation and Travelling / Halting Allowance**

Based on a request and subject to availability, Specialists on contract will be eligible for accommodation at NABARD quarters at Ghatkopar or Kandivali, against payment of license fee @ 0.50% p.m. of the remuneration. Electricity charges would be borne by the Specialists. In absence of allocation of quarters, they would be eligible for house rent allowance as given in the table below.

S No	Post	Remuneration (per month) (all inclusive) (Rs.)
1	Chief Technology Officer	Rs 45,000.00
2	Senior Enterprise Architect	Rs 30,000.00
3	Solution Architect	Rs 25000.00
4	Database Analyst-cum-Designer	Rs 15,000.00
5	UI/UX Designer & Developer	Rs 20,000.00
6	Senior Software Engineer (Full Stack Java)	Rs 15,000.00
7	Software Engineer (Full Stack Java)	Rs 10,000.00
8	Business Intelligence Report Developer	Rs 10,000.00
9	QA Engineer	Rs 15,000.00
10	Data Designer	Rs 30,000.00
11	BI Designer	Rs 25000.00
12	Business Analysts	Rs 15,000.00
13	Application Analysts	Rs 15,000.00
14	ETL Developers	Rs 15,000.00
15	Power BI Developers	Rs 15,000.00

Whenever official tour is required, the specialist will be entitled for to and fro air fare (economy class) and applicable TA/HA. During period of the tour, accommodation will be provided at Bank's Visiting Officers Flat, subject to availability.

**d. Leave**

The Specialist on contract shall be entitled for leave up to a maximum of 30 days in a calendar year during the contract period on proportionate basis, provided that not more than 07 days leave may be availed at a stretch and that Saturday/Sunday/Holiday may not be combined in

such a way that total absence on any one occasion exceeds 10 days (including intervening holidays / Saturday /Sunday, if any. Leave will however be granted subject to exigencies of work. Any absence beyond the above period will be treated as leave without any pay and the remuneration payable to him/her will be reduced to that extent.

**e. Reporting:**

The Specialist will be required to report to the CGM / GM/ DGM, of concerned department at, HO, Mumbai.

f. During the period of contract, the Specialist shall not be entitled to any other benefits except those mentioned above.

**g. Conduct, Discipline and Appeal**

Services of the staff on contract shall be governed by the relevant provisions contained in Chapter IV of NABARD (Staff Rules) 1982.

**VII. How to apply**

**Detailed Guidelines/Procedures for**

- a. Application Registration
- b. Payment of fees
- c. Document scan and upload

Candidates can apply online only from 14.06.2022 and no other mode of application will be accepted.

**Important Points to be noted before registration**

Before applying online, candidates should-

(i) scan their :

- photograph (4.5cm × 3.5cm)
- signature (with black ink)
- left thumb impression (on white paper with black or blue ink)
- a hand written declaration (on a white paper with black ink) (text given below)

ensuring that all these scanned documents adhere to the required specifications as given in Annexure III to this Advertisement.

(ii) Signature in CAPITAL LETTERS will NOT be accepted.

(iii) The left thumb impression should be properly scanned and not smudged. (If a candidate is not having left thumb, he/she may use his/ her right thumb for applying.)

(iv) The text for the hand written declaration is as follows –

“I, \_\_\_\_\_ (Name of the candidate), hereby declare that all the information submitted by me in the application form is correct, true and valid. I will present the supporting documents as and when required.”

(v) The above mentioned hand written declaration has to be in the candidate’s hand writing and in English only. If it is written and uploaded by anybody else or in any other language, the

application will be considered as invalid. (In the case of Visually Impaired candidates who cannot write may get the text of declaration typed and put their left hand thumb impression below the typed declaration and upload the document as per specifications.)

(vi) Keep the necessary details/documents ready to make Online Payment of the requisite application fee/ intimation charges

(vii) Have a valid personal email ID and mobile no., which should be kept active till the completion of this Recruitment Process. Bank may send intimation to download call letters for the Examination etc. through the registered e-mail ID. In case a candidate does not have a valid personal e-mail ID, he/she should create his/her new e-mail ID and mobile no. before applying on-line and must maintain that email account and mobile number.

**Application fees/ intimation charges (nonrefundable) payment of fee online:  
14.06.2022 to 30.06.2022**

Bank Transaction charges for Online Payment of application fees/intimation charges will have to be borne by the candidate.

**A. Application Registration**

1. Candidates to go to the NABARD website – [www.nabard.org](http://www.nabard.org) click on the option "APPLY ONLINE" which will open a new screen.

2. To register application, choose the tab "Click here for New Registration" and enter Name, Contact details and Email-id. A Provisional Registration Number and Password will be generated by the system and displayed on the screen. Candidate should note down the Provisional Registration Number and Password. An Email & SMS indicating the Provisional Registration number and Password will also be sent.

3. In case the candidate is unable to complete the application form in one go, he / she can save the data already entered by choosing "SAVE AND NEXT" tab. Prior to submission of the online application candidates are advised to use the "SAVE AND NEXT" facility to verify the details in the online application form and modify the same if required. Visually Impaired candidates should fill the application form carefully and verify/ get the details verified to ensure that the same are correct prior to final submission.

4. Candidates are advised to carefully fill and verify the details filled in the online application themselves as no change will be possible/ entertained after clicking the COMPLETE REGISTRATION BUTTON.

5. The Name of the candidate or his /her Father/ Husband etc. should be spelt correctly in the application as it appears in the Certificates/ Mark sheets/Identity proof. Any change/alteration found may disqualify the candidature.

6. Validate your details and Save your application by clicking the 'Validate your details' and 'Save & Next' button.

7. Candidates can proceed to upload Photo & Signature as per the specifications given in the Guidelines for Scanning and Upload of Photograph and Signature detailed under point "C".

8. Candidates can proceed to fill other details of the Application Form.

9. Click on the Preview Tab to preview and verify the entire application form before FINAL SUBMIT.

10. Modify details, if required, and click on 'COMPLETE REGISTRATION' ONLY after verifying and ensuring that the photograph, signature uploaded and other details filled by you are correct.

11. Click on 'Payment' Tab and proceed for payment.

12. Click on 'Complete Registration' button.

## **B. Payment of Fees**

### Online Mode

1. The application form is integrated with the payment gateway and the payment process can be completed by following the instructions.
2. The payment can be made by using Debit Cards (RuPay/Visa/MasterCard/Maestro), Credit Cards, Internet Banking, IMPS, Cash Cards/ Mobile Wallets.
3. After submitting your payment information in the online application form, PLEASE WAIT FOR THE INTIMATION FROM THE SERVER. DO NOT PRESS BACK OR REFRESH BUTTON IN ORDER TO AVOID DOUBLE CHARGE
4. On successful completion of the transaction, an e-Receipt will be generated.
5. Non-generation of 'E-Receipt' indicates PAYMENT FAILURE. On failure of payment, Candidates are advised to login again using their Provisional Registration Number and Password and repeat the process of payment.
6. Candidates are required to take a printout of the e-Receipt and online Application Form containing fee details . Please note that if the same cannot be generated, online transaction may not have been successful.
7. For Credit Card users: All charges are listed in Indian Rupee. If you use a non-Indian credit card, your bank will convert to your local currency based on prevailing exchange rates.
8. To ensure the security of your data, please close the browser window once your transaction is completed.
9. There is facility to print application form containing fee details after payment of fees.

## **C. Guidelines for scanning and Upload of Documents**

Before applying online a candidate will be required to have a scanned (digital) image of his/her photograph, signature, left thumb impression and the hand written declaration as per the specifications given below.

### **Photograph Image: (4.5cm × 3.5cm)**

- Photograph must be a recent passport style colour picture.
- Make sure that the picture is in colour, taken against a light-coloured, preferably white, background.
- Look straight at the camera with a relaxed face
- If the picture is taken on a sunny day, have the sun behind you, or place yourself in the shade, so that you are not squinting and there are no harsh shadows
- If you have to use flash, ensure there's no "red-eye"
- If you wear glasses make sure that there are no reflections and your eyes can be clearly seen.
- Caps, hats and dark glasses are not acceptable. Religious headwear is allowed but it must not cover your face.
- Dimensions 200 x 230 pixels (preferred)
- Size of file should be between 20kb–50 kb
- Ensure that the size of the scanned image is not more than 50kb. If the size of the file is more than 50 kb, then adjust the settings of the scanner such as the DPI resolution, no. of colours etc., during the process of scanning.

### **Signature, left thumb impression and hand-written declaration Image:**

- The applicant has to sign on white paper with Black Ink pen.
- Dimensions 140 x 60 pixels (preferred)
- Size of file should be between 10kb – 20kb for signature and 20kb - 50kb for left thumb impression.
- Ensure that the size of the scanned image is not more than 20kb
- The applicant has to put his left thumb impression on a white paper with black or blue ink.
- File type: jpg / jpeg
- Dimensions: 240 x 240 pixels in 200 DPI (Preferred for required quality) i.e 3 cm \* 3 cm (Width \* Height)
- File Size: 20 KB – 50 KB
- The applicant has to write the declaration in English clearly on a white paper with black ink.
- File type: jpg / jpeg
- Dimensions: 800 x 400 pixels in 200 DPI (Preferred for required quality) i.e 10 cm \* 5 cm (Width \* Height)
- File Size: 50 KB – 100 KB
- The signature, left thumb impression and the hand written declaration should be of the applicant and not by any other person.
- Signature / Hand written declaration in CAPITAL LETTERS shall NOT be accepted.

### **Scanning the documents:**

- Set the scanner resolution to a minimum of 200 dpi (dots per inch)
- Set Colour to True Colour
- File Size as specified above
- Crop the image in the scanner to the edge of the photograph/signature/ left thumb impression / hand written declaration, then use the upload editor to crop the image to the final size (as specified above).
- The image file should be JPG or JPEG format. An example file name is: image01.jpg or image01.jpeg. Image dimensions can be checked by listing the folder files or moving the mouse over the file image icon.
- Candidates using MS Windows/MsOffice can easily obtain documents in .jpeg format by using MS Paint or MsOffice Picture Manager. Scanned documents in any format can be saved in .jpg / .jpeg format by using 'Save As' option in the File menu. Size can be adjusted by using crop and then resize option.

### **Procedure for Uploading the documents**

- While filling in the Online Application Form the candidate will be provided with separate links for uploading Photograph, signature, left thumb impression and hand written declaration
- Click on the respective link "Upload Photograph / signature / Upload left thumb impression / hand written declaration"
- Browse and Select the location where the Scanned Photograph / signature / left thumb impression / hand written declaration file has been saved.
- Select the file by clicking on it
- Click the 'Open/Upload'
- If the file size and format are not as prescribed, an error message will be displayed.
- Preview of the uploaded image will help to see the quality of the image. In case of unclear / smudged, the same may be re-uploaded to the expected clarity /quality.

Your Online Application will not be registered unless you upload your Photograph, signature, left thumb impression and hand written declaration as specified.

**Note:**

(1) In case the face in the photograph or signature or left thumb impression or the hand written declaration is unclear / smudged the candidate's application may be rejected.

(2) After uploading the Photograph / signature / left thumb impression / hand written declaration in the online application form candidates should check that the images are clear and have been uploaded correctly. In case the photograph or signature or left thumb impression or the hand written declaration is not prominently visible, the candidate may edit his/ her application and re-upload his/ her photograph or signature or left thumb impression or the hand written declaration, prior to submitting the form.

(3) Candidate should also ensure that photo is uploaded at the place of photo and signature at the place of signature. If photo in place of photo and signature in place of signature is not uploaded properly, candidate will not be allowed to appear for the interview.

(4) Candidate must ensure that Photo to be uploaded is of required size and the face should be clearly visible.

(5) If the photo is not uploaded at the place of Photo Admission for Examination will be rejected/denied. Candidate him/herself will be responsible for the same.

(6) Candidates should ensure that the signature uploaded is clearly visible

(7) After registering online candidates are advised to take a printout of their system generated online application forms.

**D. Action against candidates found guilty of misconduct/ use of unfair means**

Candidates are advised in their own interest that they should not furnish any particulars that are false, tampered with or fabricated and should not suppress any material information while submitting online application. At the time of interview or in a subsequent selection procedure, if a candidate is (or has been ) found guilty of –

(i) using unfair means or

(ii) impersonating or procuring impersonation by any person or

(iii) resorting to any irregular or improper means in connection with his/ her candidature or

(iv) obtaining support for his/ her candidature by unfair means, or

(vi) carrying mobile phones or similar electronic devices of communication in the interview hall, such a candidate may, in addition to rendering himself/ herself liable to criminal prosecution, be liable :

- to be disqualified from the recruitment process for which he/ she is a candidate
- to be debarred either permanently or for a specified period from any examination conducted by bank
- for termination of service, if he/ she has already joined the Bank.

**VIII. General Instructions:**

- i. The candidates called for personal Interview will be reimbursed TO & FRO travel expenses as under:

Post	Travel expenses eligibility
------	-----------------------------

Sr No (1, 2 & 10)	Economy class airfare
Others	2 AC Train fare by Shortest Route

- ii. Depending upon the requirement, the Bank reserves the right to increase/decrease/modify/cancel/restrict/curtail/enlarge any or all the provisions of the vacancy/ the recruitment process, if need so arises, without any further notice and without assigning any reason therefor.
- iii. The Specialist shall have no right or claim for regular employment in the organization.
- iv. No correspondence will be entertained from any ineligible and non-selected candidate. In all matters regarding eligibility, the selection process, the stages at which the scrutiny of eligibility is to be undertaken, documents to be produced for the selection process, assessment, prescribing minimum qualifying standards in the selection process, number of vacancies, communication of results, etc., the Bank's decision shall be final and binding on the candidates and no correspondence shall be entertained in this regard.
- v. The candidates belonging to SC/ST/OBC categories will have to provide original caste certificate for verification together with an attested copy by Executive Magistrate / Gazetted Officer / any Competent Authority designated in this regard, at the time of Interview.
- vi. Applicants serving in Government/Quasi Government Offices, Public Sector Undertaking including Nationalized Banks and Financial Institutions will be required to submit 'No Objection Certificate' from the employer at the time of interview, failing which their candidature may **not** be considered and travelling expenses, if any, otherwise admissible, will not be paid.
- vii. Before appointment in the Bank, a proper discharge certificate from the previous/present employer(s) will have to be produced by the applicant.
- viii. Any legal proceedings in respect of any matter of claim or dispute arising out of this advertisement and/ or an application in response thereto can be instituted only in Mumbai, and courts/ tribunals/ forums at Mumbai only shall have sole & exclusive jurisdiction to try any clause/ dispute.
- ix. Any notice/communication meant for the candidates displayed on the Bank's website, sent by Registered/Speed Posts, or conveyed to the email id mentioned in the application at the time of registration with the Bank, shall be deemed to be sufficient service of communication upon the candidate, for all purposes.

**Note:**

**In case of any corrigendum issued on the above advertisement and further announcements, it will be published only on Bank's website [www.nabard.org](http://www.nabard.org).**

**IMPORTANT DATES**

<b>Online Application Registration and Payment of Online Fees/ Intimation Charges.</b>	<b>14.06.2022 to 30.06.2022</b>
--	---

**Mumbai**  
**Date: 14 June 2022**

**Chief General Manager**  
**HRMD, HO Mumbai**