



**NATIONAL BANK FOR AGRICULTURE  
AND RURAL DEVELOPMENT  
(Fully owned by Govt. of India)  
Advertisement No.4/Grade A/2017-18**

**Recruitment to the post of Assistant Manager in Grade 'A' (RDBS)**

Applications are invited from Indian citizens for the post of **Assistant Manager** in Grade 'A' in the Rural Development Banking Service (RDBS) in National Bank for Agriculture and Rural Development (NABARD). Candidates can apply only **ON-LINE** on NABARD website [www.nabard.org/Career Notices](http://www.nabard.org/Career Notices) **between 13 March 2018 and 02 April 2018**.

**IMPORTANT INSTRUCTIONS**

**1. Candidates to ensure their eligibility for the post:**

Before applying, candidates should read all the instructions carefully and ensure that they fulfil the eligibility criteria for the advertised post. NABARD would admit to the Examinations all the candidates applying for this post with the applicable requisite fee/intimation charges on the basis of the information furnished in the ON-LINE application and shall verify their eligibility at the stage of interview as also joining. If at that stage, it is found that any information furnished in the ON-LINE application is false/ incorrect or if according to NABARD, 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 interview or to join the service.

**2. Mode of Application**

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.

Instructions for filling up the "Online Application Form" are given in Para XI.

**3. Important Dates**

<b>Website Link Open - Online Registration and Payment of Online Fees/Intimation Charges</b>	<b>13<sup>th</sup> March 2018 to 2<sup>nd</sup> April 2018</b>
<b>Last date for submission of online Applications</b>	<b>2<sup>nd</sup> April 2018 (Time 23.59 hours)</b>
<b>Download of Phase I (Preliminary Exam) Admission Letters</b>	<b>27<sup>th</sup> April 2018 onwards</b>
<b>Phase I (Preliminary Exam) – Online Examination</b>	<b>12<sup>th</sup> May 2018 @</b>
<b>Phase II (Main) - Online Examination</b>	<b>6<sup>th</sup> June 2018 @</b>
<b>@ NABARD reserves the right to change the dates on account of administrative exigencies</b>	

(The links for the above will be published on our website viz. [www.nabard.org](http://www.nabard.org). Candidates are advised to visit the website regularly for updates, etc.)

**4. Corrigendum:**

Please note that Corrigendum, if any, issued on the above advertisement, will be published on the Bank's website [www.nabard.org](http://www.nabard.org).

**5. Help Facility:**

In case of any problem in filling up the form, payment of fee/intimation charges, or in downloading of Admission Letter, etc. queries may be made through "Candidate Grievance Lodging and Redressal Mechanism" at <http://cgrs.ibps.in/>. Do not forget to mention "Direct Recruitment - NABARD - Grade 'A' (RDBS)" in the subject of the email.

## DETAILED NOTICE

### I. 1. Number of Vacancies:

Table -1

Sr. No.	Name of the Discipline	No. of vacancies
	Rural Development Banking Service (RDBS) - Assistant Manager in Grade 'A'	
i)	General	46
ii)	Animal Husbandry	5
iii)	Chartered Accountant	5
iv)	Economics	9
v)	Environmental Engineering	2
vi)	Food Processing / Food Technology	4
vii)	Forestry	4
viii)	Land Development (Soil Science) / Agriculture	8
ix)	Minor Irrigation (Water Resources)	6
x)	Social Work	3
	<b>Total-RDBS</b>	<b>92</b>

### II. 2. RESERVATION OF VACANCIES

Table -2

Sr. No.	DISCIPLINE	UR	SC	ST	OBC	TOTAL	PWBD@
	AM (RDBS)						
i)	General	23	7	3	13*	46	4
ii)	Animal Husbandry	3	1	-	1	5	
iii)	Chartered Accountant	3	1	-	1	5	
iv)	Economics	5	-	1	3	9	
v)	Environmental Engineering	1	-	-	1	2	
vi)	Food Processing / Food Technology	2	-	1	1	4	
vii)	Forestry	2	1	-	1	4	
viii)	Land Development (Soil Science) / Agriculture	4	1	1	2	8	
ix)	Minor Irrigation (Water Resources)	3	1	1*	1	6	
x)	Social Work	1	1	-	1	3	
	<b>Total-RDBS</b>	<b>47</b>	<b>13</b>	<b>7</b>	<b>25</b>	<b>92</b>	

\* Backlog vacancy - 01 in OBC from 2016 batch in General Discipline and 01 vacancy in ST from 2017 batch in Water Resources Development & Management.

@ Reservation for Persons with Benchmark Disability (PWBD) shall be applied @4% of total vacancies, horizontally, within the overall vacancies earmarked for various categories viz., UR, SC, ST & OBC in General Discipline (Sr.No.II(i) above) as per the Rights of Persons with Disabilities Act, 2016 as under:

**Table -3****Reservation - PWD**

Sl. No.	Benchmark Disability	Reservation
a.	Blindness & Low Vision	1%
b.	Deaf & Hard of Hearing	1%
c.	Locomotor Disability including cerebral palsy, leprosy cured, dwarfism, acid attack victims and muscular dystrophy	1%
d.	Multiple disabilities from amongst persons under category (a) to (c) including deaf-blindness in the posts identified for each disability	1%

Out of 92 vacancies of Asst. Manager (RDBS), 04 are reserved for Persons With Benchmark Disabilities (PWBD), of which 01 each is earmarked for benchmark disabilities given at a, b, & c and 01 vacancy for disabilities given at d. *All the 04 PWBD vacancies are in General discipline as indicated at II in (Table 2 )*

- (i) The candidates from PWD category will be eligible for age relaxation and exemption from payment of application fee. However, they will have to pay the intimation charges.
- (ii) The reservation will be provided for candidates belonging to SC/ST/OBC category as per extant Government of India instructions.
- (iii) Candidates belonging to OBC category but coming in the 'Creamy Layer' are not entitled to OBC reservation. They should indicate the category as 'General' (Gen).

**The Bank reserves the right to increase / decrease the number of vacancies in any of the disciplines or not to fill up any of the vacancies or cancel the recruitment process, as per its requirement.**

**Posts identified for PWBD candidates:**

	Type of disability	Nature of Disability	Post(s) identified
A	Visual Impairment	B, LV	Asst. Manager (RDBS) -01 General
B	Hearing Impairment	D, HH	Asst. Manager (RDBS) – 01 General
C	Locomotor Disability	LCP, CP, DW, MD, AAV	Asst. Manager (RDBS) – 01 General
D	Multiple Disability	MD	Asst. Manager (RDBS) – 01 General

**3. PWBD Definitions**

The definition of disabilities under PWBD category will be as given in the RPD Act, 2016.

### **Note for PWBD:**

PWBD candidates may belong to any category (UR/SC/ST/OBC), Reservation for PWBD is horizontal and within the overall vacancies for the post. The PWBD candidates are required to submit Benchmark Disability Certificate as per the provisions of the RPD Act, 2016.

#### **(i) Guidelines for Persons with Benchmark Disabilities using a Scribe**

The visually impaired candidates and candidates whose writing speed is adversely affected permanently for any reason can use their own scribe at their cost during the online examination, subject to limits as in (ii) and (iii) below. In all such cases where a scribe is used, the following rules will apply:

- a. The candidate will have to arrange his/her own scribe at his/her own cost.
- b. The scribe arranged by the candidate should not be a candidate for the same examination. If violation of the above is detected at any stage of the process, candidature of both the candidate and the scribe will be cancelled. Candidates eligible for and who wish to use the services of a scribe in the examination should invariably carefully indicate the same in the online application form. Any subsequent request will not be favourably entertained.
- c. A person acting as a scribe for one candidate cannot be a scribe for another candidate.
- d. The scribe may be from any academic stream. However, for posts in disciplines other than "General", the scribe should be from an academic stream different from that prescribed for the post.
- e. Scribe should not answer on his/her own. Any such behaviour observed will result in cancellation of candidature
- f. Both the candidate as well as scribe will have to give a suitable undertaking confirming that the scribe fulfils all the stipulated eligibility criteria for scribe as mentioned above. Further, in case it later transpires that he/she did not fulfil any laid down eligibility criteria or suppressed material facts, the candidature of the applicant will stand cancelled, irrespective of the result of the online examination and interview / final result.
- g. Those candidates who use a scribe shall be eligible for compensatory time of 20 minutes for every hour of the examination or as otherwise advised.
- h. Only candidates registered for compensatory time will be allowed such concession. Since the compensatory time given to candidates shall be system based, it shall not be possible for the test conducting agency to allow such time if he / she is not registered for the same. Candidates not registered for compensatory time shall not be allowed such concessions.

#### **(ii) Guidelines for Candidates with locomotor disability and cerebral palsy**

A compensatory time of twenty minutes per hour or otherwise advised shall be permitted for the candidates with locomotor disability and cerebral palsy where dominant extremity (writing) is affected to the extent of slowing the performance of function (minimum of 40% impairment).

(iii) **Guidelines for Visually Impaired candidates**

Visually Impaired candidates (who suffer from not less than 40% of disability) may opt to view the contents of the test in magnified font and all such candidates will be eligible for compensatory time of 20 minutes for every hour or otherwise advised of examination.

These guidelines are subject to change in terms of GOI guidelines/ clarifications, if any, from time to time.

**III. ELIGIBILITY CRITERIA (as on 01 March 2018)**

**a) Important Points:**

A candidate can apply for AM (RDBS) in Grade A under **only one option** from among the options given at **Sr.No.(i) to (x) in Table 1**. It is clarified that candidate applying for AM (RDBS)-General cannot apply for another discipline viz., Animal Husbandry/ Chartered Accountant/ Economics, etc., and vice a versa.

**The candidate may apply only for discipline of his/her choice. In case of multiple applications across or within disciplines from same candidate, only the last application submitted by him / her will be considered valid and fee against all other applications will be forfeited.**

Reserved category candidates belonging to SC/ST/OBC (Non Creamy Layer) may apply against unreserved vacancies in those disciplines in which no vacancies have been reserved for their category. However, they must fulfil the eligibility criteria for age and educational qualification at par with unreserved candidates. They will be eligible for fee concession, where ever applicable. Similarly, Persons with bench mark disabilities (PWBD) may also apply for unreserved vacancies provided they fulfil the eligibility criteria for educational qualification at par with unreserved candidates and the post is identified for the concerned benchmark disability as per GOI guidelines. They will, however, be eligible for age relaxation along with fee concession.

- b) **EDUCATIONAL QUALIFICATION (As on 01 March 2018)** – The candidate must possess the required educational qualification as on 01 March 2018. The result of final term / semester/year examination of the required educational qualification must have been declared on or before 01 March 2018. In other words, candidates whose final year/semester results have been declared on or after 02 March 2018 are not eligible to apply. Bachelor's Degree in a particular discipline means that the candidate must have studied that discipline as main subject in all the semesters / years of respective degree course and it must be mentioned in the Degree Certificate issued by the University/Institute.
- i. **General:** Bachelor's Degree in any subject with a minimum of 50% marks (SC/ST/PWBD applicants 45%) in aggregate or Post Graduate degree with a minimum of 50% marks in aggregate (SC/ST/PWBD applicants 45%) from a recognized University or Ph.D **OR** Chartered Accountant /Cost Accountant / Company Secretary with Bachelor's degree **OR** Two years full time P.G. Diploma in Management / full time MBA degree from Institutions/Universities recognized by GOI

/ UGC with Bachelor's Degree in any discipline.

- ii. **Animal Husbandry:** Bachelor's Degree in Veterinary Sciences/Animal Husbandry with a minimum of 50% marks (SC applicants 45%) in aggregate or Post Graduate degree in Veterinary Sciences / Animal Husbandry with a minimum of 50% marks (SC applicants 45%) in aggregate from any recognized University / Institute.
- iii. **Chartered Accountant:** Bachelor's degree in any discipline from a recognized University/Institution with Membership of Institute of Chartered Accountants of India (ICAI). The Membership of ICAI must have been obtained on or before 01 March 2018.
- iv. **Economics:** Bachelor's Degree with Economics/Agriculture Economics with 50% marks (ST applicants -45%) in aggregate or Post Graduate degree in Economics /Agriculture Economics with a minimum of 50% marks (ST applicants-45%) in aggregate from a recognized University/Institution. Candidates with Economics as one of the main subjects at all years/semesters of the course, will only be eligible.
- v. **Environmental Engineering:** Bachelor's degree in Environmental Science / Environmental Engineering / Climate Change / Climate Change Adaptation with 50% marks in aggregate or Post graduate degree in Environmental Science / Environmental Engineering / Climate Change / Climate Change Adaptation with 50% marks in aggregate, from a recognized University/Institution.
- vi. **Food Processing/Food Technology:** Bachelor's degree in Food Processing /Food Technology with 50% marks (ST applicants 45%) in aggregate or Post Graduate degree in Food Processing /Food Technology with 50% marks (ST applicants 45%) in aggregate from a recognized University/Institution.
- vii. **Forestry:** Bachelor's degree in Forestry with 50% marks (SC applicants 45%) in aggregate or Post Graduate degree in Forestry with 50% marks (SC applicants 45%) in aggregate from a recognized University/Institution.
- viii. **Land Development (Soil Science) / Agriculture:** Bachelor's Degree in Agriculture / Agriculture (Soil Science/Agronomy) with 50% marks (SC/ST applicants - 45%) in aggregate or Post Graduate degree in Agriculture / Agriculture (Soil Science/Agronomy) with a minimum of 50% marks (SC/ST applicants 45%) in aggregate from a recognised University / Institution.
- ix. **Minor Irrigation (Water Resources)**  
Bachelor's degree in Hydrology/Applied Hydrology or Geology/Applied Geology with Hydrogeology /Irrigation /Water Supply & sanitation as one of the subjects with 50% marks (SC/ST applicants 45%) in aggregate or Post Graduate degree in Hydrology/Applied Hydrology or Geology/Applied Geology with Hydrogeology /Irrigation /Water Supply & sanitation as one of the subjects with 50% marks in aggregate (SC/ST applicants 45%) from a recognized University.

- x. **Social Work:** Bachelor's degree in Social Work with 50% marks (SC applicants 45%) in aggregate or Post Graduate degree in Social Work with 50% marks (SC applicants 45%) in aggregate from a recognized University.

**NOTE:** All educational qualifications should have been obtained from Universities / Institutions incorporated by an Act of Central or State legislature in India or other educational institutions established by an Act of Parliament or declared to be deemed as a University under Section – 3 of UGC Act 1956 or possess an equivalent qualification.

- i. Some Universities/Institutes do not award Class or percentage of marks and allot Aggregate Grade Points (e.g. CGPA/OGPA/CPI, etc.). In case University/Institute defines criteria for conversion of Aggregate Grade Point into Class and/or percentage of marks, the same will be accepted. However, where the University/Institute does not define criteria for conversion of Aggregate Grade Point into Class and/or percentage of marks, the undefined parameter(s) would be worked out as under:

Equivalent CGPA/ OGPA/ CPI or similar terminologies allotted on a 10-point scale	Aggregate % of Marks
6.75	60%
6.25	55%
5.75	50%
5.25	45%

- ii. Aggregate Grade Point or percentage of marks where ever awarded would mean aggregate over the entire duration of the course and covering all subjects.
- iii. Where the Aggregate Grade Point (CGPA/OGPA/CPI, etc.) is awarded out of a number other than 10, it will be normalized out of 10 and computed as per item (i) above.

#### **IV. AGE\_(as on 01 March 2018)**

The candidate must be between 21 and 30 years of age as on 01.03.2018, i.e., the candidate must have been born not earlier than 02.03.1988 and not later than 01.03.1997).

**Relaxation in Upper Age Limit:** Upper age limit may be relaxed by -

- a. 03 years in case of eligible OBC applicants,



- b. a maximum of 05 years in case of : (i) Applicants belonging to SC/ST , if the posts are reserved for them (ii) Ex-servicemen (including Emergency Commissioned Officers/Short Service Commissioned Officers) provided that the applicants have rendered at least five years continuous Military Service and have been released on completion of assignment (including those whose assignment is due to be completed within one year) otherwise than by way of dismissal or discharge on account of misconduct or inefficiency or on account of physical disability or have been released on account of physical disability attributable to Military Service or on invalidation (iii) Emergency Commissioned Officers/Short Service Commissioned Officers who have completed their initial period of assignment of five years of Military Service but whose assignment has been extended beyond five years and in whose case, on selection, the Ministry of Defence issues certificates that they would be released within 03 months from the date of receipt of offer of appointment, (iv) Applicants who had ordinarily been domiciled in Kashmir Division of the State of Jammu and Kashmir during the period 01 January 1980 to 31 December 1989 (v) Children/family members of victims died in the 1984 riots.
- c. 10 years for PWBD (General); 13 years for PWBD (OBC) and 15 years for PWBD (SC/ST) applicants.

**NOTE:** NO CUMULATIVE AGE RELAXATION WILL BE AVAILABLE TO ANY APPLICANT, SAVE AS PROVIDED ABOVE.

## V. SELECTION PROCEDURE

A. The selection will be in three Phases as furnished below:

<p><b>Phase I – Preliminary Examination (Online Exam)</b></p> <p><b>Objective Type: MCQ (Multiple Choice Questions) carrying 200 marks.</b></p> <p><b>Duration: 120 Minutes Composite Time</b></p> <p>i) Test of Reasoning – - 20 questions - 20 marks  ii) English Language – - 40 questions - 40 marks  iii) Computer Knowledge – 20 questions - 20 marks  iv) General Awareness – 20 questions - 20 marks  v) Quantitative Aptitude – 20 questions - 20 marks  vi) Economic &amp; Social Issues (with focus on Rural India) – 40 questions - 40 marks  vii) Agriculture &amp; Rural Development (with focus on Rural India) - 40 questions- 40 marks  Total Marks : 200</p>
<p><b>Phase II – Main Examination will be online and will be a mix of MCQ and descriptive pattern.</b></p>
<p><b>Paper-I - General English: (Descriptive - online through key board)</b></p> <p>The paper will have descriptive questions carrying 100 marks.</p> <p><b>Duration: 1 ½ hrs</b></p> <p>The analytical and drafting abilities of the candidate shall be assessed through the Descriptive Paper on General English comprising essay writing, comprehension, report writing, paragraph</p>

writing & letter writing. Essay (40 Marks), Precis (20 Marks), Questions on the Precis para (20 Marks), Report / Letter Writing (20 Marks).

**Paper–II (MCQ): i) for posts as at (i) in Table I - Economic & Social Issues and Agriculture & Rural Development (with focus on rural India)  
ii) for posts as at (ii) to (x) in Table I : Paper on related discipline**

**Duration: 1 ½ hrs. – 100 Marks**

**Phase III – Interview**

Applicants qualifying in the Phase-II Examination and securing sufficiently high rank in merit shall be short-listed for interview.

Marks for Interview : 25 Marks

\* The Preliminary Examination is only qualifying in nature and is meant to serve as a screening test. Only those candidates who score sufficiently high in both, individual tests & in aggregate, shall be shortlisted for Main Examination in the calling ratio of maximum 1:25 based on the cut off arrived on performance of the candidates in the examination. Similarly, only such candidates who score the cut off marks or above in the Main Examination will be shortlisted for interview. The calling ratio for Interview shall be a maximum of 1:5. There will be penalty for wrong answers marked by the candidate. ***For every wrong answer marked, 1/4th of the marks assigned to that question will be deducted as penalty in Phase I and Phase II, both. Cut-offs in Phase I and Phase II may be applied in two stages: (i) On scores in individual tests, (ii) On Total Score.***

***Since the vacancies are earmarked discipline-wise, merit list of candidates for each stage will be prepared discipline-wise.***

- B. The final selection of the applicants for the post of Assistant Manager in Grade 'A' (RDBS) will be based on their performance in the Phase-II Main Examination and Interview, taken together. In case of candidates securing same marks their ranking will be decided as under:
- I. Among the candidates having equal marks in total (Main examination + interview taken together), the candidate with higher marks in Main Examination will be ranked higher.
  - II. In case of having equal marks in Main Examination also, candidate with higher qualification or in case of similar qualification, candidate with higher marks in graduation will be ranked higher. In case of further tie-up, the candidate senior in age will be ranked higher.

For shortlisting from Prelims to Mains and Mains to Interview, all candidates with tied marks will be shortlisted.

NOTE: With a view to overcoming the possibility of applicants seeking help of other applicants during the online / main exam, the Bank would be analysing the responses of applicants in the main examination with other appeared applicants to detect patterns of similarity of right and wrong answers. On the basis of such an analysis, if it is suspected that the responses have been shared and scores obtained are not genuine/ valid, the Bank reserves the right to

cancel the candidature of the suspected applicants. Hence the applicants are advised in their own interest not to indulge in any unfair practice in the exams.

## **VI. SYLLABUS**

Illustrative syllabus for Phase II (Main Examination) may be as furnished below:

### **For All Posts from (i) to (x) in Table 1**

- 1) Paper I – English:** Essay, Précis writing, Comprehension and Business/Office Correspondence. The paper on English shall be framed in a manner to assess the writing skills including expressions and understanding the topic.

### **For General Posts as at (a) in Table 1**

#### **2) Paper II – Economic & Social Issues and Agriculture & Rural Development**

**Economic & Social Issues:** Nature of Indian Economy - Structural and Institutional features - Economic underdevelopment - Opening up the Indian Economy - Globalisation - Economic Reforms in India - Privatisation. Inflation - Trends in Inflation & their Impact on National Economy and Individual Income. Poverty Alleviation and Employment Generation in India - Rural and Urban - Measurement of Poverty - Poverty Alleviation Programmes of the Government. Population Trends - Population Growth and Economic Development - Population Policy in India. Agriculture - Characteristics / Status - Technical and Institutional changes in Indian Agriculture - Agricultural performance - Issues in Food Security in India - Non Institutional and Institutional Agencies in rural credit. Industry - Industrial and Labour Policy - Industrial performance - Regional Imbalance in India's Industrial Development - Public Sector Enterprises. Rural banking and financial institutions in India - Reforms in Banking/ Financial sector. Globalisation of Economy - Role of International Funding Institutions - IMF & World Bank - WTO - Regional Economic Co-operation. Social Structure in India - Multiculturalism - Demographic trends - Urbanisation and Migration - Gender Issues Joint family system - Social Infrastructure - Education - Health and Environment. Education - Status & System of Education - Socio -Economic Problems associated with Illiteracy - Educational relevance and educational wastage - Educational Policy for India. Social Justice: Problems of scheduled castes and scheduled tribes - socio-economic programmes for scheduled castes and scheduled tribes and other backward classes. Positive Discrimination in favour of the under privileged - Social Movements - Indian Political Systems - Human Development. Current Economic & Social Issues.

#### **Agriculture & Rural Development:**

*Agriculture:* definition, meaning and its branches, Agronomy: definition, meaning and scope of agronomy. Classification of field crops. Factors affecting on crop production, Agro Climatic Zones; Cropping Systems: Definition and types of cropping systems. Problems of dry land agriculture; Seed production, seed processing, seed village; Meteorology: weather parameters, crop-weather advisory; Precision Farming, System of Crop Intensification, organic farming;

- Soil and Water Conservation* : Major soil types, soil fertility, fertilisers, soil erosion, soil conservation, watershed management;

- b) *Water Resource: Irrigation Management:* types of irrigation, sources of irrigation, crop-water requirement, command area development, water conservation techniques, micro-irrigation, irrigation pumps, major, medium and minor irrigation.
- c) *Farm and Agri Engineering :* Farm Machinery and Power, Sources of power on the farm- human, animal, mechanical, electrical, wind, solar and biomass, bio fuels, water harvesting structures, farm ponds, watershed management, Agro Processing, Controlled and modified storage, perishable food storage, godowns, bins and grain silos.
- d) *Plantation & Horticulture:* Definition, meaning and its branches. Agronomic practices and production technology of various plantation and horticulture crops. Post-harvest management, value and supply chain management of Plantation and Horticulture crops.
- e) *Animal Husbandry:* Farm animals and their role in Indian economy, Animal husbandry methods in India, common terms pertaining to different species of livestock, Utility classification of breeds of cattle. Introduction to common feeds and fodders, their classification and utility.  
Introduction to poultry industry in India (past, present and future status), Common terms pertaining to poultry production and management. Concept of mixed farming and its relevance to socio-economic conditions of farmers in India. Complimentary and obligatory nature of livestock and poultry production with that of agricultural farming.
- f) *Fisheries:* Fisheries resources, management and exploitation - freshwater, brackish water and marine; Aquaculture- Inland and marine; biotechnology; post-harvest technology. Importance of fisheries in India. Common terms pertaining to fish production.
- g) *Forestry:* Basic concepts of Forest and Forestry. Principles of silviculture, forest mensuration, forest management and forest economics. Concepts of social forestry, agroforestry, joint forest management. Forest policy and legislation in India, India State of Forest Report 2015. Recent developments under Ministry of Environment, Forest and Climate Change.
- h) *Agriculture Extensions:* Its importance and role, methods of evaluation of extension programmes, Role of Krishi Vigyan Kendra's (KVK) in dissemination of Agricultural technologies.
- i) *Ecology and Climate Change:* Ecology and its relevance to man, natural resources, their sustainable management and conservation. Causes of climate change, Green House Gases (GHG), major GHG emitting countries, climate analysis, distinguish between adaptation and mitigation, climate change impact to agriculture and rural livelihood, carbon credit, IPCC, UNFCCC, CoP meetings, funding mechanisms for climate change projects, initiatives by Govt of India, NAPCC, SAPCC, INDC.
- j) Present Scenario of Indian Agriculture and Allied activities; recent trends, major challenges in agriculture measures to enhance viability of agriculture. Factors of Production in agriculture; Agricultural Finance and Marketing; Impact of

Globalization on Indian Agriculture and issues of Food Security; Concept and Types of Farm Management.

**Rural Development:** Concept of Rural Area, Structure of the Indian Rural Economy- Importance and role of the rural sector in India- Economic, Social and Demographic Characteristics of the Indian rural economy, causes of rural backwardness.

Rural population in India; Occupational structure, Farmers, Agricultural Labourers, Artisans, Handicrafts, Traders, Forest dwellers/tribes and others in rural India- Trends of change in rural population and rural work force; problems and conditions of rural labour; Issues and challenges in Handlooms

Panchayati Raj Institutions – Functions and Working. MGNREGA, NRLM – Aajeevika, Rural Drinking water Programmes, Swachh Bharat, Rural Housing, PURA and other rural development programmes.

**Note: The illustrative syllabus for Main Examination - Paper II for specialised disciplines / posts at Sr. No. (ii) to (x) in Table 1 is given in Annexure.**

#### **VII. PRE-RECRUITMENT TRAINING (PRT) FOR SC/ST/OBC/PWBD CANDIDATES**

The Bank arranges pre examination training to SC/ST/OBC/PWBD candidates, free of cost. Candidates who desire to avail of the training may apply **SEPARATELY** to the Chief General Manager, NABARD at any one of the centres marked below(\*\*), in the format furnished below on or before **16 April 2018**. The cover containing the application should be super-scribed "APPLICATION FOR PRE-EXAMINATION TRAINING FOR SC/ST/OBC/PWBD CANDIDATES FOR ASST. MANAGER IN RDBS, Outstation **Candidates should not send their application for training to NABARD, HRMD, HO, MUMBAI, as it will not entertain such applications. However, candidates opting for Mumbai Centre for PRT may forward their application to NABARD, HRMD, HO, Plot No. C-25, G Block, Bandra Kurla Complex, Mumbai.**

The pre-examination training would be held prior to Preliminary Examination in the following centres. The exact date, time and venue would be informed to the candidates in advance. **The training will be held subject to receipt of adequate number of requests.**

(\*\*) **ADDRESSES OF THE CENTRE:** ONE CENTRE TO BE CHOSEN FROM THE LIST GIVEN BELOW:

(1) NABARD Tower, Opp. Municipal Garden, Usmanpura, Ahmedabad 380 013, (2) NABARD Towers, 46, K.G. Road, Bangalore 560 009, (3) E-5, Arera Colony, Bittan Market, P.O. Ravishankar Nagar, Bhopal 462 016, (4) "Ankur", 2/1 Nayapalli, Civic Centre, Bhubaneswar 751 015, (5) Plot No.3, Sector 34-A, Chandigarh 160 022, (6) 48 Mahatma Gandhi Road, Nungambakkam, Chennai 600034, (7) Hotel Sunrise Building, 113/3, Rajpur Road, Dehradun 248 001, (8) G.S. Road, Opp. Assam Secretariat, Dispur, Guwahati 781001, (9) 1-1-61, R.T.C. Cross Roads, Musheerabad, Hyderabad 500 020 (10) 3, Nehru Place, Tonk Road, Jaipur 302015, (11) B-II, 4<sup>th</sup> Floor, South Block, Bahu Plaza, Jammu 180 012, (12) Abhilasha, II Floor, 6 Royd Street Kolkata 700016, (13) 11, Vipin Khand, Gomtinagar, Lucknow 226 010, (14) C-24/G Block, Bandra Kurla Complex, Bandra East, Mumbai 400051, (15) 24 Rajendar Place, New Delhi 110125. (16) Maurya Lok Complex, Block B, 4&5 Floors, Dak Bungalow Road, Patna 800 001 (17) 54 Wellesley Road, Shivaji Nagar, Pune 411 005 (18) 1<sup>st</sup> Floor, Pithalia Complex,

Fafadih Chowk, Opp. Trunk Exchange, K.K. Road, Raipur 492 009 (19) Opp. Adivasi College Hostel, Karamptoli Road, Ranchi 834 001 (20) U PHEIT KHARMIHPEN Bldg, 2<sup>nd</sup> & 3<sup>rd</sup> Floor, Plot No.28(2), Dhanketi, Near Law College, Shillong 793 003 and (21) Punnen Road, Statue, Thiruvananthapuram 695 039.

## FORM OF APPLICATION FOR TRAINING

The Chief General Manager  
National Bank for Agriculture and Rural Development  
Human Resources Management Department

Place:

Date:

\*\* \_\_\_\_\_

Dear Sir,

### **Pre-examination Training – Asst. Manager (RDBS) in Grade ‘A’**

I have applied for the above post. My Registration No. / Roll Number is \_\_\_\_\_. You are requested to register my name for training in English / Hindi medium. I enclose an attested copy of the caste / physically challenged certificate and copy of fee receipt in respect of payment made by me. I note that I will have to make my own arrangement for stay and meet all my expenses. I also note that undergoing the training will not confer on me any right to be called for the examination or for recruitment in the Bank's service.

Yours faithfully,

(Signature)

Name and Address

Email ID

Mobile No.

Encl: Self attested Copy of SC/ST/OBC (NCL)/PWBD certificate and fee receipt

\*\* Name of the Regional Office or HRMD, HO, Mumbai, whichever is applicable

(Note: Training in Hindi will be held only if there are sufficient number of requests).

## VIII. EXAMINATION CENTRES

**A. Phase – I (Preliminary Examination) :** The ON-LINE Examination for Phase-I will be held at the following Centres:

1	<b>Andaman &amp; Nicobar</b>	Port Blair.
2	<b>Andhra Pradesh</b>	Chirala, Srikakulam, Guntur, Kadapa, Kurnool, Nellore, Rajahmundry, Vijayawada, Vishakhapatnam, Tirupati, Kakinada, Chittoor, Eluru, Vizianagaram.
3	<b>Arunachal Pradesh</b>	Naharlagun.
4	<b>Assam</b>	Guwahati, Dibrugarh, Jorhat, Silchar, Tezpur.
5	<b>Bihar</b>	Bhagalpur, Darbhanga, Gaya, Muzaffarpur, Patna, Purnea, Samastipur, Biharsharif.
6	<b>Chandigarh</b>	Chandigarh-Mohali.
7	<b>Chattisgarh</b>	Bilhal, Bilaspur, Durg-Bilhal, Raipur.
8	<b>Goa</b>	Panaji-Mapusa, Verna.
9	<b>Gujarat</b>	Ahmedabad / Gandhinagar, Anand Himmatnagar, Mehsana, Jamnagar, Rajkot, Surat, Vadodara
10	<b>Haryana</b>	Hisar, Faridabad, Gurgaon, Karnal, Kurukshetra, Sonapat, Ambala, Palwal, Panipat, Rohtak.
11	<b>Himachal Pradesh</b>	Bilaspur, Hamirpur, Kullu, Shimla, Solan, Una, Mandi, Kangra.
12	<b>Jammu &amp; Kashmir</b>	Samba, Jammu, Srinagar.
13	<b>Jharkhand</b>	Bokaro, Dhanbad, Hazaribagh, Jamshedpur, Ranchi.
14	<b>Karnataka</b>	Bengaluru, Belgaum, Bidar, Dharwad, Hassan, Gulbarga, Hubli, Mangalore, Mysore, Shimoga, Udupi, Bagalkot, Mandya.
15	<b>Kerala</b>	Alappuzha, Pathanamthitta, Ernakulam/Kochi, Kannur, Kasaragod, Kottayam, Kozhikode, Malappuram, Pallakad, Thrichur, Thiruvananthapuram, Kollam.
16	<b>Madhya Pradesh</b>	Ujjain, Sagar, Bhopal, Gwalior, Indore, Jabalpur, Satna.
17	<b>Maharashtra</b>	Aurangabad, Amravati, Kolhapur, Mumbai/ Navi Mumbai/Thane/Greater Mumbai, Nagpur, Nanded, Nasik, Pune, Satara, Ratnagiri, Chandrapur, Solapur, Latur, Dhule, Jalgaon.
18	<b>Manipur</b>	Imphal.
19	<b>Meghalaya</b>	Shillong
20	<b>Mizoram</b>	Aizawl.
21	<b>Nagaland</b>	Kohima.
22	<b>New Delhi</b>	Delhi – NCR.
23	<b>Odisha</b>	Balasore, Berhampur(Ganjam), Bhubaneswar, Cuttack, Sambalpur, Dhenkanal, Rourkela.



24	<b>Puducherry</b>	Puducherry, Cuddalore
25	<b>Punjab</b>	Amritsar, Bhatinda, Pathankot, Jalandhar, Ludhiana, Mohali, Patiala, Sangrur.
26	<b>Rajasthan</b>	Ajmer, Bikaner, Jaipur, Jodhpur, Kota, Sikar, Udaipur, Alwar.
27	<b>Sikkim</b>	Gangtok.
28	<b>Tamilnadu</b>	Chennai, Coimbatore, Kumbakonam, Madurai, Salem, Thanjavur, Thiruchirapalli, Tirunelveli, Tiruvannamalai, Vellore, Thirupur, Erode, Virudhunagar, Dindigul, Namakkal, Nagercoil, Perambalur, Tuticorin.
29	<b>Telangana</b>	Hyderabad/Rangareddy, Karimnagar, Warangal, Khammam.
30	<b>Tripura</b>	Agartala.
31	<b>Uttar Pradesh</b>	Agra, Aligarh, Allahabad, Bareilly, Faizabad, Ghaziabad, Gorakhpur, Noida/Greater Noida, Jhansi, Kanpur, Lucknow, Mathura, Meerut, Moradabad, Muzaffarnagar, Noida, Sitapur, Varanasi.
32	<b>Uttarakhand</b>	Roorkee, Dehradun, Haldwani.
33	<b>West Bengal</b>	Asansol, Bardhaman, Berhampur, Durgapur, Hooghly, Kalyani, Kolkata/Greater Kolkata, Siliguri.

**Note:**

1. The examination will be conducted online at the venues given in the respective call letters.
2. Choice of centre once exercised by the candidate will be final.
3. No request for change of centre/venue/date/session for Examination shall ordinarily be entertained.
4. NABARD, however, reserves the right to cancel any of the Examination Centres and/or add some other Centres, at its discretion, depending upon the response, administrative feasibility, etc.
5. NABARD also reserves the right to allot the candidate to any centre other than the one he/she has opted for.
6. Candidate will appear for the examination at the Examination Centre at his/her own risk and expenses and NABARD will not be responsible for any injury or losses etc., of any nature.

If sufficient number of candidates do not opt for a particular centre for "Online" examination, NABARD reserves the right to allot any other adjacent centre to those candidates OR if the number of candidates is more than the capacity available for online exam for a centre, NABARD reserves the right to allot any other centre to the candidates.

If the examination is held in more than one session, the scores across various sessions will be equated to adjust for slight differences in difficulty level of different test batteries used across sessions. More than one session are required if the nodes capacity is less or some technical disruption takes place at any centre or for any candidate.

## B. Phase-II (Main Examination)

The online examination for Phase-II will be held at the following centres:

Name of the Centres	
Ahmedabad	Kolkata
Bangalore	Lucknow
Bhopal	Mumbai
Bhubaneshwar	New Delhi
Chandigarh	Patna
Chennai	Pune
Guwahati	Raipur
Hyderabad	Ranchi
Jaipur	Shillong
Jammu	Thiruvananthapuram

C. The Interview will be held at some of the above Centres which will be communicated in the interview call letter.

**Note:** Candidates can select only one centre for Phase-I and one centre for Phase-II separately and must indicate the choice of centres in the online application. Choice of Centre by candidates for Phase-I and Phase-II Examinations can be different and must be indicated in the online application. A final decision on the number of centres for Main Examination will be taken by NABARD, based on the availability of adequate number of candidates. In the event of cancellation of Examination at any centre, NABARD may at its discretion allot an alternative centre to the concerned candidates. Admission Letters (AL) for the online Examination for Phase-I & Phase-II should be downloaded by the candidates from the link provided in the Bank's website i.e. [www.nabard.org](http://www.nabard.org) at an appropriate time. Candidates will not be admitted to the examinations without the Admission Letters.

The possibility of occurrence of some problem in administration of the examination cannot be ruled out completely which may impact test delivery and/or result from being generated. In such an eventuality, every effort will be made to rectify the problem, which may include shifting the candidates to the other centres or conduct of the examination, afresh, if considered necessary. Decision of NABARD in this regard shall be final. Candidates not willing to accept such change shall lose his / her candidature for this exam.

## IX. APPLICATION FEE (NON-REFUNDABLE)

Application fee for the post will be as under:

Category of applicant	Application Fee	Intimation charges etc.	Total
For SC/ ST/ PWBD	NIL	Rs.150/-	Rs.150/-
For all others	Rs.650/-	Rs.150/-	Rs.800/-
Staff @	NIL	NIL	NIL

@All employees of NABARD satisfying the educational qualification criteria would be eligible to apply. The fee/intimation charges waiver is only for those employees of NABARD (Staff Candidates) who satisfy the eligibility criteria for the post. The status as staff candidate will be verified at the time of interview. In case they are not eligible to be treated as staff candidates, they are advised to indicate themselves as non-staff candidates and pay fees/intimation charges as applicable to non-staff candidates.

#### **X. EMOLUMENTS AND SERVICE CONDITIONS**

- i. **Pay Scale:** Selected candidates will draw a starting basic pay of Rs.28150/- p.m. in the scale of 28150-1550(4) -34350-1750(7) – 46600 –EB - 1750(4)- 53600-2000(1)-55600 applicable to Officers in Grade 'A' and they will be eligible for Dearness Allowance, Local Compensatory Allowance, House Rent Allowance, and Grade Allowance as per rules in force from time to time. At present, initial monthly gross emoluments are approximately Rs.61,000/.
- ii. **Perquisites :** Bank's accommodation subject to availability, reimbursement of expenses for maintenance of vehicle for official purpose, newspaper, internet, telephone charges, book grant, allowance for furnishing of residence, etc. as per eligibility. Free dispensary facility besides reimbursement of medical expenses for OPD treatment/hospitalisation as per eligibility. Interest free festival advance, Leave Travel Concession (once in two years for self, spouse and eligible dependents), Loans and Advances at concessional rates of interest for Housing, Car, Education of children, Consumer articles, Personal computer, etc.
- iii. Candidates selected for the post will be governed by "**the defined contribution to New Pension Scheme (NPS)**" in addition to the benefits of **Gratuity and Optional Group Term Insurance Plan.**
- iv. At certain centres, limited number of residential quarters are available. Facility for securing residential accommodation on lease, however, exists at all centres.
- v. Initial appointment of a selected applicant will be on probation for a period of 02 years, which may, at the Bank's discretion, be extended for a further maximum period of one year.
- vi. The selected candidates will be required to undergo induction training in the National Bank Staff College, Lucknow followed by desk and field training in the Regional Offices.
- vii. All candidates selected for appointment by the Bank are liable to be posted and transferred anywhere in India.

#### **XI. HOW TO APPLY:**

Eligible applicants are required to apply online through website **www.nabard.org**. No other means/ mode of application will be accepted. The application form should be filled in English only.

#### **Detailed Guideline / Procedure for**

- (a) Application Registration
- (b) Payment of Application Fee

(c) Photograph & Signature Scan and Upload

**Candidates can apply ONLINE only from 13 March 2018 to 02 April 2018 and no other mode of application will be accepted.**

1. **Application Registration:** Before applying online, candidates should -
  - i. Scan their photograph and signature ensuring that both the photograph and signature adhere to the required specifications as given under “Guidelines for photograph & signature scan and upload”.
  - ii. Have a valid personal email ID and mobile no., which should be kept active till the completion of this Recruitment Process. Bank will correspond with candidates through the registered e-mail ID/SMS. In case a candidate does not have a valid personal e-mail ID/Mobile No., he/she should create his/her new e-mail ID / obtain mobile no. before applying on-line and must maintain that email account and mobile number till the entire recruitment process is over.
  - iii. Biometric verification may be used for establishing identity of the candidate during one or more stages of the recruitment process.

**APPLICATION PROCEDURE**

- Candidates to go to the Bank’s website [www.nabard.org/career](http://www.nabard.org/career) notices & click on the option "**APPLY ONLINE**" which will open a new screen.
- 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 be sent at the given email ID and mobile number.
- 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.
- Candidates are advised to carefully fill and verify the details filled in the online application themselves as no change will be possible after clicking the FINAL SUBMIT BUTTON.
- **The name of the candidate or his /her Father/ Husband etc. should be spelt exactly same in the application as it appears in the 10<sup>th</sup> Class Pass Certificate and Degree Certificate/ Mark sheets** as well as valid ID Proof brought for the examination. Any change/alteration found may disqualify the candidature.

- Validate your details and Save your application by clicking the 'Validate your details' and 'Save & Next' button.
- Candidates can proceed to upload Photo & Signature as per the specifications given in the Guidelines for Scanning and Upload of Photograph and Signature.
- Candidates can proceed to fill other details of the Application Form.
- Click on the Preview Tab to preview and verify the entire application form before FINAL SUBMIT.
- Modify details, if required, and click on 'FINAL SUBMIT' ONLY after verifying and ensuring that the photograph, signature uploaded and other details filled by you are correct.
- Click on 'Payment' Tab and proceed for payment.
- Click on 'Submit' button.

#### **PAYMENT OF FEES - ONLINE MODE**

- The application form is integrated with the payment gateway and the payment process can be completed by following the instructions.
- Payment can be made by using only Master/Visa/Rupay Debit or Credit Cards or Internet Banking, IMPS, Cash cards/Mobile Wallets by providing information as asked on the screen.
- 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
- On successful completion of the transaction, an **e-Receipt** will be generated.
- 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.
- 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.**
- 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.
- To ensure the security of your data, please close the browser window once your transaction is completed.

#### **2. Application Fee / Intimation Charges (Non Refundable)**

Applicable Fee is Non Refundable and has to be paid Online. Bank Transaction charges for Online Payment of application fees/intimation charges will have to be borne by the candidate.

#### **3. Photograph & Signature Scan and Upload**

- IN CASE THE SIGNATURE OR FACE IN THE PHOTOGRAPH IS UNCLEAR, THE APPLICATION MAY BE REJECTED.
- CANDIDATE MAY EDIT THE APPLICATION AND RE-UPLOAD THE PHOTOGRAPH/ SIGNATURE IN SUCH CASE.
- 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 exam.

#### **Photograph Image:**

- Photograph must be a recent passport size colour picture.
- The picture should be in colour, against a light-coloured, preferably white, background. Both ears should be visible.
- 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-50kb.
- Ensure that the size of the scanned image is not more than 50KB. If the size of the file is more than 50KB, then adjust the settings of the scanner such as the DPI resolution, no. of colours etc., during the process of scanning.
- 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.
- Candidate must ensure that Photo to be uploaded is of required size and the face should be clearly visible.

#### **Signature Image:**

- The applicant has to sign on white paper with Black Ink pen.
- The signature must be signed only by the applicant and not by any other person.
- The Applicant's signature obtained on the attendance sheet at the time of examination should match the uploaded signature.
- In case of mismatch, the candidate may be disqualified. Dimensions 140 x 60 pixels (preferred).

- Size of file should be between 10kb —20kb.
- Ensure that the size of the scanned image is not more than 20KB.
- Candidates should ensure that the signature uploaded is clearly visible

#### **Scanning the Photograph Image and Signature:**

- Set the scanner resolution to a minimum of 200 dpi (dots per inch).
- Set Color to True Color.
- File Size as specified above.
- Crop the image in the scanner to the edge of the photograph/signature, 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. For 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/MS Office can easily obtain photo and signature in .jpeg format not exceeding 50KB & 20KB respectively by using MS Paint or MS Office Picture Manager. Scanned photograph and signature in any format can be saved in .jpg format by using 'Save As' option in the File menu and size can be reduced below 50KB (photograph) & 20KB (signature) by using crop and then resize option [Please see point (i) & (ii) above for the pixel size] in the 'Image' menu. Similar options are available in other photo editor also.

**If the file size and format are not as prescribed, an error message will be displayed.**

While filling in the Online Application Form the candidate will be provided with a link to upload his photograph and signature.

#### **Procedure for Uploading the Photograph and Signature**

- There will be two separate links for uploading Photograph and Signature.
- Click on the respective link "Upload Photograph / Signature".
- Browse & Select the location where the Scanned Photo/ Signature file has been saved.
- Select the file by clicking on it.
- Click the 'Upload' button.

Your Online Application will not be registered unless you upload your photo and signature as specified.

#### **XII. GUIDELINES FOR FILLING APPLICATION ARE AS UNDER:**

- A candidate can apply for only one post i.e., either for General Discipline OR for Specialised Discipline.
- An 'Information Handout' booklet will be made available to the applicants on the NABARD website which may be downloaded along with the call letter for Online Examination.

- iii. Applicants serving in Government/ Quasi Government Offices, Public Sector Undertaking including Nationalised Banks and Financial Institutions will be required to submit 'No Objection Certificate' from the employer at the time of interview, failing which their candidature will not be considered. Any false declaration in this regard at the time of online application will lead to cancellation of candidature.
- iv. Applicants under the reserved category will have to produce his/her original SC/ST/OBC/PWBD Certificates/ relevant certificates at the time of Interview, failing which his/ her candidature will be cancelled and he/ she will not be admitted for interview. OBC applicants, availing reservation will have to produce OBC certificate at the time of interview with Non-creamy layer clause issued as per Govt. of India guidelines on or after 31 March 2018.
- v. **In case of any difficulty experienced in submission of ONLINE application and/or payment of fees, the candidates may send complaints to "Candidate Grievance Lodging and Redressal Mechanism" at <http://cgrs.ibps.in/>.**

### **XIII. ACTION AGAINST APPLICANTS FOUND GUILTY OF MISCONDUCT**

Applicants are warned against furnishing any false/tampered/fabricated particulars suppressing any material information while filling up the on-line application form.

At the time of Online examination/ interview, if an applicant is (or has been) found guilty of using unfair means during the examination or (ii) impersonating or procuring impersonation by any person or (iii) misbehaving in the examination hall or (iv) resorting to any irregular or improper means in connection with his/ her candidature for selection or (v) obtaining support for his/ her candidature by any unfair means, such an applicant may, in addition to rendering himself/ herself liable to criminal prosecution, shall also be liable :

to be **disqualified** from the examination for which he/ she is an applicant.

to be **debarred**, either permanently or for a specified period, from any examination or recruitment conducted by NABARD, and

for **termination** of service, if he/ she has already joined the Bank.

### **XIV. GENERAL INSTRUCTIONS**

#### **1. DOWNLOAD OF EXAMINATION /INTERVIEW/OFFER/APPOINTMENT LETTERS**

Candidates will have to visit NABARD's website for downloading call letters for online test (Phase I & II) and subsequent events. Intimation for downloading call letter will also be sent through email/SMS. Once the candidate clicks the relevant link, he/she can access the window for call letter download. The candidate is required to use (i) Registration Number/Roll Number, (ii) Password/Date of Birth for downloading the call letter. Candidate needs to affix recent recognizable photograph on the call letter preferably the same as provided during registration and appear at the examination centre with (i) Call Letter (ii) Photo Identity Proof as stipulated in clause 3 below and also specified in the call letter and photocopy of the same Photo Identity Proof as brought in original.



Candidates are required to visit NABARD's website regularly for latest updates on the recruitment process. Links for download of call letters for Phase I, Phase II and subsequent download of Interview/offer/appointment letter and online submission of biodata, acceptance of offer and online submission of medical test centre will be made available on the website for a fixed duration. Candidates are required to adhere to the time line failing which NABARD would not be responsible for any lapse on part of candidates. It may be noted that the links would be removed on expiry of the last date.

## 2. **CANDIDATES REPORTING LATE**

The reporting time mentioned on the call letter is prior to the start time of the test. Candidates may be required to be at the venue for approximately one hour more than the duration of the test including the time required for completion of various formalities such as verification and collection of various requisite documents, logging in, giving of instructions.

## 3. **IDENTITY VERIFICATION**

In the examination hall for each shift, as well as at the time of interview, the call letter along with original and a photocopy of the candidate's currently valid photo identity such as PAN Card/ Passport/permanent Driving Licence/ Voter's Card/ Bank Passbook with photograph/ Photo identity proof issued by a Gazetted Officer on official letterhead/ Photo identity proof issued by a People's Representative on official letterhead/ valid recent Identity Card issued by a recognized College/ University / Aadhar/E-Aadhar card with a photograph/ Employee ID/ Bar Council Identity Card with photograph should be submitted to the invigilator for verification. The candidate's identity will be verified with respect to his/her details on the call letter, in the Attendance List and requisite documents submitted. If identity of the candidate is in doubt the candidate may not be allowed to appear for these Examination.

Ration card and Learner's Driving License will not be considered valid ID proof.

4. Candidates have to produce in original the photo identity proof and submit photocopy of the photo identity proof along with Examination call letter while attending each shift, as well as the Interview Call Letter while attending the examination/ interview respectively, without which they will not be allowed to take up the examination/ interview. For Phase II examination, candidates will have to carry two/three photocopies of photo ID proof, as there may be two/three shifts. However, in Phase I only one photocopy of photo ID will be sufficient. Candidates must note that the name as appearing on the call letter (provided during the process of registration) should exactly match the name as appearing on the photo identity proof. Female candidates who have changed first/last/middle name post marriage must take special note of this. The name must fully and exactly match. In case of candidates who have changed their name will be allowed only if they produce Gazette notification/their marriage certificate/affidavit. If there is any mismatch in the name indicated in the Call Letter and Photo Identity Proof the candidate will not be allowed to appear for the examination.

5 Admission to the online examination (Phase I & II) will be purely provisional without verification of age/qualification/category (SC/ST/OBC/PWBD) etc., of the applicants with reference to documents. **Each applicant should, therefore, ensure that he/she fulfils the eligibility criteria and that the particulars furnished in applications are complete/correct in all respects.** In case it is detected at any stage that an applicant does not fulfil the eligibility criteria and/or he/she furnished incorrect information or suppressed any material information, his/her candidature will be cancelled and, if already appointed, his/her services may be summarily terminated without giving any notice

6. Applicants already in service of Govt. / Quasi-Govt. Organisations and Public Sector Banks/ Undertakings will have to produce a “No Objection Certificate” from their employer, **at the time of Interview.** Before appointment in the Bank, a proper discharge certificate from the employer will have to be produced by the applicant.

7. No applicant is permitted to use or have possession of Calculators, Mobile Phones, Pagers or any other instrument/ device in the Examination Hall.

8. The applicants will have to reach the exam venue and appear for the online examination (Phase I and II), at their own cost.

9. Only one online application should be submitted by the candidate. In case of more than one application for the same post only the last valid (completed) application will be retained and the application fee / intimation charges paid for the other registrations will stand forfeited.

10. 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.

11. The possibility for occurrence of some problems in the administration of the examinations cannot be ruled out completely, which may impact test delivery and/ or result from being generated. In that event, every effort will be made to rectify such problem, which may include movement of candidates, delay in test. Conduct of a re-exam is at the absolute discretion of NABARD/test conducting body. Candidates will not have any claim for a re-test. Candidates not willing to move or not willing to participate in the delayed process of test delivery shall be summarily rejected from the process.

12. The **Competent Authority** for the issue of certificates to SC/ST/OBC/PWBD are as under:

(a) **For SC/ ST/ OBC:**

District Magistrates/ Additional District Magistrates/ Collector/ Deputy Commissioner/ Additional Deputy Commissioner/ Deputy Collector/ First Class Stipendiary Magistrate/ City Magistrate/ Sub Divisional Magistrate (not below the rank of First Class Stipendiary Magistrate)/ Taluka Magistrate/ Executive Magistrate/ Extra Assistant Commissioner. Chief Presidency Magistrate/ Addl. Chief Presidency Magistrate/ Presidency

Magistrate. Revenue Officer not below the rank of Tehsildar. Sub Divisional Officer of the area where the applicant and/ or his/ her family normally resides or as stipulated by the Govt. of India.

**Note: For OBC applicants, only the castes/ sub-castes figuring in the Central List will be considered. Accordingly, OBC Caste/Sub-caste figuring in the concerned State list but not in Central List (Govt. of India) will not be considered under OBC category.**

OBC Certificate shall be in the format as prescribed by GOI and issued by the competent authority

**The Caste Certificate for OBC candidates should be for the financial year 2017-2018, issued on or after 31 March 2018.**

(b) **For PWBD:** Medical Board at the District level.

Self-attested copy/copies of relevant SC/ST/OBC (NCL)/ PWBD certificates should be submitted in the GoI prescribed format at the time of Interview.

13. Only those applicants who are willing to serve anywhere in India, including rural areas, need apply.

14. The applicants must ensure that they fulfil all the eligibility criteria and that the particulars furnished by them in the application are correct in all respects.

15. Mere admission to the Phase I/ II online examinations/Interview for an applicant does not imply that the bank has been satisfied beyond doubt about the applicant's eligibility. In case it is detected at any stage that an applicant does not fulfil any of the eligibility criteria, and/ or that he/ she has furnished any incorrect information or has suppressed any material fact(s), his/her candidature will stand cancelled. If any of these shortcoming(s) is/are detected even after appointment, his/ her services will be summarily terminated.

16. Appointment of selected applicants is subject to his/ her being declared medically fit by Medical Officer(s) appointed/ approved by the Bank.

17. Decision of the Bank in all matters relating to recruitment will be final and binding on the applicants and no correspondence or personal enquiries will be entertained in this regard by NABARD.

18. No applicant will be appointed in the Bank's service, who, (a) after such enquiry, as may be considered necessary, is not found suitable for the Bank's service and (b) after such medical examination, as the Bank may prescribe, is not found to be in good mental or physical health and free from any mental and/or physical defect likely to interfere with efficient discharge of duties.

19. In case any dispute arises on account of interpretation in versions other than English, the English version will prevail.

20. The applicants will appear for the Phase I and II Online Examination at the allotted centres at their expenses and risks and the Bank will not be responsible for any injury/ loss, etc. of any nature to him/ her.

21. **Print out of the completed On-line application should not be sent.**

22. Instances for providing incorrect information and / or process violation by a candidate detected at any stage of the selection process will lead to disqualification of the candidates from the selection process and he / she will not be allowed to appear in any NABARD recruitment process in the future. If such instances go undetected during the current selection process but are detected subsequently, such disqualification will take place with retrospective effect.

23. **CANVASSING IN ANY FORM WILL BE A DISQUALIFICATION.**

24. The list of roll numbers of candidates shortlisted after Phase I and Phase II examination will be published on the website. The individual marks and the cut offs will be made available on the website in an interactive mode, the entire recruitment process is over.

25. **BIOMETRIC DATA – Capturing and Verification**

The biometric data (thumb impression) and the photograph of the candidates will be captured on the day of the Examination which will be verified at subsequent stages of recruitment. Decision of the Biometric data verification authority with regard to its status (matched or mismatched) shall be final and binding upon the candidates.

Candidates are requested to take care of the following points in order to ensure a smooth biometric verification:

- If fingers are coated (stamped ink/mehndi/coloured, etc.), ensure to thoroughly wash them so that coating is completely removed before the exam.
- If fingers are dirty or dusty, ensure to wash them and dry them before the finger print (biometric) is captured.
- Ensure fingers of both hands are dry. If fingers are moist, wipe each finger to dry them.
- If the primary finger (thumb) to be captured is injured/damaged, immediately notify the concerned authority in the test centre. In such cases impression of other fingers, etc., may be captured.

**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/career](http://www.nabard.org/career) notices.**

#### **XV. IMPORTANT DATES**

<b>Online Application Registration and Payment of Online Fees/ Intimation Charges.</b>	<b>From 13 March 2018 to 02 April 2018</b>
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**Mumbai**

**Date: 13 March 2018**

**(P.C.Chaudhri)**

**Chief General Manager**

**Human Resources Management Department**