



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

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

**1. The details of vacancy is as under:**

S. No.	Posts	Vacancy	Location
1	Consultant - Statistics and Data Analytics	01	NABCONS Corporate Office, New Delhi
2	Associate Consultant - Statistics and Data Analytics	02	
	<b>Total</b>	<b>03</b>	

**2. Key Responsibilities**

Post	Key Responsibilities:
Consultant - Statistics and Data Analytics	<p>Key responsibilities would be as under:</p> <ul style="list-style-type: none"> <li>i. Manage a team of Associate Consultants to deliver timely data analysis in various assignments.</li> <li>ii. Understand the data &amp; analytics requirements under various assignments / verticals of NABCONS.</li> <li>iii. Guiding teams to perform analysis to assess quality and meaning of data</li> <li>iv. Using statistical tools to identify, analyze, and interpret patterns and trends in complex data sets that could be helpful for the diagnosis and prediction</li> <li>v. Analysing local, national, and global trends that impact both the organization and the industry</li> <li>vi. Preparing reports for the management stating trends, patterns, and predictions using relevant data</li> <li>vii. Working with management heads to identify process improvement opportunities, propose system modifications, and devise data governance strategies.</li> <li>viii. Preparing final analysis reports for the stakeholders to understand the data-analysis steps, enabling them to take important decisions based on various facts and trends.</li> <li>ix. Other duties as assigned from time to time</li> </ul>
Associate Consultant - Statistics and Data Analytics	<p>Key responsibilities would be as under:</p> <ul style="list-style-type: none"> <li>i. Support various verticals of NABCONS in timely &amp; efficient execution of data intensive assignments.</li> <li>ii. Coordinate with various verticals to understand the requirements of data analysis.</li> <li>iii. Using automated tools to extract data from primary and secondary sources</li> <li>iv. Removing corrupted data and fixing coding errors and related problems</li> <li>v. Developing and maintaining databases, data systems - reorganizing data in a readable format</li> <li>vi. Performing analysis to assess quality and meaning of data</li> </ul>

	<ul style="list-style-type: none"> <li>vii. Filter Data by reviewing reports and performance indicators to identify and correct code problems</li> <li>viii. Using statistical tools to identify, analyse, and interpret patterns and trends in complex data sets that could be helpful for the diagnosis and prediction</li> <li>ix. Analysing local, national, and global trends that impact both the organization and the industry</li> <li>x. Preparing reports for the management stating trends, patterns, and predictions using relevant data</li> <li>xi. Working management heads to identify process improvement opportunities, propose system modifications, and devise data governance strategies.</li> <li>xii. Preparing final analysis reports for the stakeholders to understand the data-analysis steps, enabling them to take important decisions based on various facts and trends.</li> </ul>
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### 3. Eligibility Criteria

Post	Criteria	Details
Consultant - Statistics and Data Analytics  (01 Post)	Educational Qualification	<ul style="list-style-type: none"> <li>i. Post-graduation from a recognized institution with minimum 55% or equivalent grade points with first class Graduation in Mathematics, Economics, Statistics, Data Science, Computer Science or Information Management.</li> <li>ii. Certificate / Diploma in Data Analytics / Data Sciences is mandatory</li> </ul>
	Experience	<ul style="list-style-type: none"> <li>i. Minimum 9 years of work experience with at least 5 years' experience in Data Analytics in fields related to Agriculture &amp; Rural Development.</li> <li>ii. Candidates should have executed minimum 5 data driven assignments over the last 03 years related to the field of Agriculture/ rural development/ Climate Change/ Water Resources Management/ Skill Development/ Environment/ Social Sciences/ Food Technology/ International business/ IT System/ Infrastructure.</li> <li>iii. Candidate should have demonstrated ability to lead team of Consultants.</li> <li>iv. Should be energetic with excellent written &amp; oral communication and presentation skills.</li> </ul>
	Other Criteria	<ul style="list-style-type: none"> <li>i. Strong mathematical &amp; statistical skills to help collect, measure, organize and analyse data.</li> <li>ii. Conversant with programming languages like SQL, Oracle, R, MATLAB, and Python</li> <li>iii. Technical proficiency regarding database design development, data models, techniques for data mining, and segmentation.</li> <li>iv. Knowledge of reporting packages like Business Objects, programming (Javascript, XML, or ETL frameworks), databases</li> <li>v. Proficiency in statistics and statistical packages like Excel, SPSS, SAS to be used for data set analysing</li> <li>vi. Knowledge of using data processing platforms like Hadoop and Apache Spark</li> <li>vii. Knowledge of data visualization software like Tableau, Qlik</li> </ul>

		<ul style="list-style-type: none"> <li>viii. Knowledge of how to create and apply the most accurate algorithms to datasets in order to find solutions</li> <li>ix. Problem-solving skills</li> <li>x. Accuracy and attention to detail</li> <li>xi. Adept at queries, writing reports, and making presentations</li> <li>xii. Team-working skills</li> <li>xiii. Verbal and Written communication skills</li> <li>xiv. Proven working experience in data analysis.</li> </ul>
Associate Consultant - Statistics and Data Analytics	Educational Qualification	<ul style="list-style-type: none"> <li>i. Post-graduation from a recognized institution with minimum 55% or equivalent grade points with first class Graduation in Mathematics, Economics, Statistics, Data Science, Computer Science or Information Management.</li> <li>ii. Certificate / Diploma in Data Analytics / Data is mandatory</li> </ul>
	Experience	<ul style="list-style-type: none"> <li>i. Minimum 3 years of work experience in Data Analytics</li> <li>ii. Candidates having experience past experience in data driven assignments related to Agriculture/ rural development/ Climate Change/ Water Resources Management/ Skill Development/ Environment/ Social Sciences/ Food Technology/ International business/ IT System/ Infrastructure will be preferred</li> </ul>
	Other Criteria	<ul style="list-style-type: none"> <li>i. Strong mathematical &amp; statistical skills to help collect, measure, organize and analyse data</li> <li>ii. Conversant with programming languages like SQL, Oracle, R, MATLAB, and Python</li> <li>iii. Technical proficiency regarding database design development, data models, techniques for data mining, and segmentation.</li> <li>iv. Experience in handling reporting packages like Business Objects, programming (Javascript, XML, or ETL frameworks), databases</li> <li>v. Proficiency in statistics and statistical packages like Excel, SPSS, SAS to be used for data set analyzing</li> <li>vi. Adept at using data processing platforms like Hadoop and Apache Spark</li> <li>vii. Knowledge of data visualization software like Tableau, Qlik, Datastudio</li> <li>viii. Knowledge of how to create and apply the most accurate algorithms to datasets in order to find solutions</li> <li>ix. Problem-solving skills</li> <li>x. Accuracy and attention to detail</li> <li>xi. Adept at queries, writing reports, and making presentations</li> <li>xii. Team-working skills</li> <li>xiii. Verbal and Written communication skills</li> <li>xiv. Proven working experience in data analysis</li> </ul>

#### 4. Remuneration:

- i. Position wise remuneration for the posts is as under. TDS will be deducted as per the applicable rates.

S. No.	Posts	Consolidated monthly remuneration
1	Consultant - Statistics and Data Analytics	Remuneration will be commensurate with experience, qualification and last drawn salary
2	Associate Consultant - Statistics and Data Analytics	

- ii. Other than the above remuneration, candidate is also eligible for other facilities/allowances as per NABCONS policy.

#### 5. Age:

Position	Age (as on 01 September 2022)
Consultant - Statistics and Data Analytics	Preferably below 45 years
Associate Consultant - Statistics and Data Analytics	Preferably below 35 years

#### 6. Contract Period:

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

#### 7. Termination Clause:

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

#### 8. Selection Process:

- i. The candidates shortlisted as per the eligibility criteria may be subject to a test on drafting skills and computer skills followed by Personal Interview.
- ii. Mode of Interview will be indicated at the time of issuing call letters to the shortlisted candidates.

#### 9. How to Apply:

Interested candidates may apply online in the prescribed format within 10 days by clicking on the following links and filling the details therein from **20 September 2022 to 29 September 2022**. Applications submitted successfully will only be considered.

S. No.	Posts	Link to apply
1	Consultant - Statistics and Data Analytics	<a href="https://forms.office.com/r/Z36pHjhZws">https://forms.office.com/r/Z36pHjhZws</a>
2	Associate Consultant - Statistics and Data Analytics	<a href="https://forms.office.com/r/A1wAkQxrM3">https://forms.office.com/r/A1wAkQxrM3</a>

In case the above link does not work, you may also copy and paste the link in your web browser and fill the details therein.

## 10. Instructions:

- i. Before applying, candidates should read all the instructions carefully and ensure that they fulfil all the eligibility criteria for the post. NABCONS would admit candidates on the basis of the information furnished in the ON-LINE application and shall verify their eligibility at the stage of interview/ joining. If, at any stage it is found that any information furnished in the ON-LINE application is false/ incorrect or if according to the NABCONS, the candidate does not satisfy the eligibility criteria for the post, his/her candidature will be cancelled and he/she will not be allowed to appear for the interview/joining/ not allowed to continue, if joined.
- ii. Candidates are requested to apply only ON-ONLINE through NABCONS website ([www.nabcons.com](http://www.nabcons.com)). No other mode of submission of application will be accepted.

### iii. Important Dates/Timeline

<b>Last date for submission of online applications</b>	<b>29<sup>th</sup> September 2022</b>
<b>NABCONS reserves the right to make change in the dates indicated above.</b>	

Please note that corrigendum, if any, issued related to the above advertisement will be published only on NABCONS website ([www.nabcons.com](http://www.nabcons.com)).

## 11. General Information:

- i. Only Shortlisted candidates will be called for the interview. Location and the process of Interview will be indicated in the call letter. The candidates may kindly note that any cost incurred by them for attending the interview will not be reimbursed by NABCONS.
- ii. The applicant may submit the declaration in the Google form with respect to the educational qualification and experience. Self-attested copies of educational qualifications and experience certificates to be compulsorily submitted at the time of the interview. Original documents would be required for verification at the time of interview, failing which candidate will not be allowed to attend interview.
- iii. Place of posting of the candidate appointed for the given post will be at Corporate Office, New Delhi. Candidates, however, is liable to be posted at any other Office or Unit of NABCONS in India or abroad In future, depending on the Office requirements.
- iv. For the eligible shortlisted candidates already working with NABCONS, in case of selection for any of the posts, they will have to resign from their existing contract and sign the fresh contract.
- v. No correspondence will be entertained from any ineligible and non-selected candidate in all matter regarding eligibility, the selection process, documents to be produced for the selection process, assessment, prescribing minimum qualifying standards, number of vacancies, communication of result, etc. The company's decision shall be final and binding on the candidates and no correspondence shall be entertained in this regard.
- vi. The final appointment will be based on the decision of selection committee constituted for the purpose. Company reserves the right to increase/ decrease the number of posts or not to fill up any of the posts.
- vii. The appointment shall be subject to being found medically fit, for which purpose the candidate shall be required to undergo the protocol of medical tests upon reporting at place of posting. The continuance in NABCONS's service shall be subject to remaining medically fit to discharge duties and responsibilities. The decision of NABCONS regarding medical fitness shall be final and binding on the candidate.

- viii. Merely satisfying the eligibly criteria does not entitle candidate to be called for the interview. NABCONS reserves the right to call only the requisite number of candidates for the interview depending on number of responses, after preliminary screening / shortlisting with reference to candidate's qualification, suitability, experience, etc., as per eligibility criteria. Applications received after the due date shall not be entertained and will be rejected.
- ix. Under no circumstances applications by hand or any other mode will be entertained. The application submitted through online mode provided in this advertisement will only be accepted.
- x. The contractually engaged staff shall have no legal claim to regular absorption either during the period of contractor after the period of contract expires. Similarly, the Contract Appointee will have no claims as to seniority.
- xi. NABCONS reserves the right to cancel the recruitment for the captioned post without assigning any reason at any stage.

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Advt. Ref. No. NABCONS/CO-HR/13/CCS/2022-23

Dated: 20 September 2022