



NABARD Consultancy Services (NABCONS), a wholly owned subsidiary of NABARD, is India's premier consultancy and advisory service provider with focus on the strategic spheres of agriculture, rural development and allied sectors ([www.nabcons.com](http://www.nabcons.com)). NABCONS invites **only online applications** from Indian Citizens for the post of Associate Vice Presidents (02 Posts) as Core Contract Staff.

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

Sr. No	Post	Vacancy	Location
1	Associate Vice President- Agri, Livestock, and Fisheries Solutions	01	Corporate Office, New Delhi
2	Associate Vice President-Human Resource	01	Corporate Office, New Delhi

**2. Key Responsibilities & Eligibility Criteria is as under:**

**A. Associate Vice President- Agri, Livestock, and Fisheries Solutions (01 Post)**

**Key Responsibilities:**

- i. Lead the team of Consultants
- ii. Coordination and Preparation of Technical and Financial proposals in response to enquiries, EOI and bids.
- iii. Facilitating timely and qualitative execution of assignments as a Coordinator and / Team Member.
- iv. Delivering presentations to prospective clients and participating in negotiation meetings with client if required.
- v. Assessing manpower/ expertise required in the various projects and engaging relevant consultants/ agencies on PBCS basis.
- vi. Delivering presentation of projects before clients
- vii. Negotiating contracts/agreements with vendors, suppliers, distributors, or other business partners. Establishing relationships with external clients in the industry and ensure successful business outcomes. Manage relationships with key clients.
- viii. Monitoring the cash flows of the projects being handled.
- ix. Review & Finalisation of Report writing and presentations as per requirement.
- x. Coordination with other business units of NABCONS – Regional Offices and Zonal offices, Identification of Business opportunities including client relationship and converting it into business.
- xi. Identification of agencies with whom NABCONS may partner for business (national & international).
- xii. Strategizing and Follow up for recovery of outstanding dues
- xiii. Other duties as assigned from time to time.

**Eligibility Criteria:**

**Minimum Criteria**

- i. Regular Graduate with minimum 60% and regular Post-Graduation with minimum 55% or equivalent grade points in CGPA from reputed institution and

ii. Candidates should have specialisation in atleast any one of the technical fields such as finance, agri-business, dairy, fishery, livestock, food processing, rural development, food technology, agri & allied sector, civil engineering, business administration, etc.

**Experience**

- i. Minimum 9 years of experience with at least 5 years' experience in a reputed consultancy organisation operating in the area of Agriculture and Rural Development
- ii. Candidates should have experience of contracting Consultancy assignments over the last three years relating to the field of Agriculture, rural development, Climate Change, Water Resources Management, Watershed Development, Environment, Education, Health, Social Sciences, Food Technology, International business, IT System, Infrastructure etc.
- iii. Candidate should have experience of undertaking research oriented/analytical/data intensive Consultancy assignments.
- iv. Preference will be given to candidate with Consultancy experience.

**Other Criteria**

- i. Knowledge of practical use of tools such as MS Office, including advanced Excel features for day-to-day functioning.
- ii. Should be energetic with excellent written, oral and presentation skills.
- iii. Candidates with additional knowledge of Data Analysis tools/software is desirable.
- iv. Candidate should have Problem-solving skills
- v. Candidate should have an eye for accuracy and attention to detail
- vi. Candidate should possess team-building skills and should be a team player
- vii. Candidates with track record of engagement/networking with Central Govt., State Govt. & Corporate Sector will be preferred.
- viii. Candidates with knowledge of analytical tools/software is desirable.

**B. Associate Vice President- Human Resource (01 Post)**

**Key Responsibilities:**

- i. Lead the team of Consultants
- ii. To shape and drive long-term HR and organizational strategies that enhance employee experience and align with overall mission.
- iii. To develop business cases, operating plans, and presentations to advance HR and people-driven strategies
- iv. Oversee end-to-end HR operations, including recruitment, onboarding and off boarding, performance management, compensation, benefits, job classification, and workforce planning
- v. Ensure robust policy development, implementation, and adherence to human resources procedures across the organization
- vi. Manage performance appraisal systems, staff development initiatives, and employee assistance programs
- vii. Oversee HR systems (HRIS, records management) and ensure data integrity, reporting accuracy, and continuous improvements
- viii. To lead change management, implement HR tech, and improve process
- ix. Assessing manpower/expertise required in the various projects and engaging relevant consultants/agencies on PBCS basis.
- x. Other duties as assigned from time to time.

<b>Eligibility Criteria:</b>
<b>Minimum Criteria</b>
<ul style="list-style-type: none"> <li>i. Regular Graduate in any subject with minimum 60% or equivalent grade points in CGPA from reputed institution and</li> <li>ii. Regular MBA/PGDM or equivalent in HR with major subject as HR/Industrial relations from reputed management institution with minimum 55% or equivalent grade points.</li> </ul>
<b>Experience</b>
<ul style="list-style-type: none"> <li>i. Minimum 9 years of post-qualification experience handling HR matters in HR department of an established organization/Public sector /Banking and Finance Sector with at least 5 years' experience in a reputed consultancy organisation operating in the area of Agriculture and Rural Development.</li> <li>ii. Preference will be given to candidate with Consultancy experience.</li> </ul>
<b>Other Criteria</b>
<ul style="list-style-type: none"> <li>i. Knowledge of practical use of tools such as MS Office, including advanced Excel features for day-to-day functioning.</li> <li>ii. Should be energetic with excellent written, oral and presentation skills.</li> <li>iii. Candidates with additional knowledge of Data Analysis tools/software is desirable.</li> <li>iv. Candidate should have Problem-solving skills</li> <li>v. Candidate should have an eye for accuracy and attention to detail</li> <li>vi. Candidate should possess team-building skills and should be a team player</li> <li>vii. Candidates with track record of engagement/networking with Central Govt., State Govt. &amp; Corporate Sector will be preferred.</li> <li>viii. Candidates with knowledge of analytical tools/software is desirable.</li> </ul>

### 3. Remuneration:

Position wise remuneration for the posts is as under:-

<b>S. No.</b>	<b>Post</b>	<b>Consolidated monthly remuneration*</b>
1	Associate Vice President	As per NABCONS Policy and Industry Standards

\* - Remuneration would be considered based on relevant experience, qualification, last drawn salary etc.

- The staff will be liable for tax liabilities as per Income Tax Act & Rules in force and the tax will be deducted at source.
- Other than the above remuneration, candidate is also eligible for other facilities/allowances as per NABCONS policy.

### 4. Age:

<b>Position</b>	<b>Age (as on date of submission)</b>
Associate Vice President	Preferably below 45 years

### 5. Contract Period:

- This vacancy is for Core Contract Staff. The Core Contract Staff of NABCONS manage multiple assignments and their tenure of service is full-time in nature. Further, Core Contract Staff of NABCONS are eligible for benefits such as Provident Fund, Gratuity, Leave Encashment and other benefits.

- Your engagement with NABCONS would be continuous in nature and will be renewed annually based on your performance. After completion of first year of service, your contract will be renewed annually in a block of 3 years.
- The Core Contract staff of NABCONS is subject to quarterly performance review in the first year of engagement, followed by annual performance review in succeeding years.

#### 6. Termination Clause:

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

#### 7. Selection Process:

- i. The candidates shortlisted as per the eligibility criteria may be subjected to a qualifying written test, if required & followed by Personal Interview.
- ii. Place of Interview will be indicated at the time of issuing call letters to the shortlisted candidates.

#### 8. 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 7<sup>th</sup> Jan 2026 till 16<sup>th</sup> Jan 2026 midnight

Position	Link to Apply
Associate Vice President- Agri, Livestock, and Fisheries Solutions	<a href="#">Application for the post of Associate Vice President- ALFS in New Delhi (01 Post) – Fill out form</a>
Associate Vice President-Human Resource	<a href="#">Application for the post of Associate Vice President HR at New Delhi (1 Post) – Fill out form</a>

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

Applications submitted successfully will only be considered.

#### 9. 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/ Timelines**

Last date for submission of online applications	16 <sup>th</sup> Jan 2026 Midnight
<ul style="list-style-type: none"> <li>• NABCONS reserves the right to make change in the dates indicated above</li> <li>• Please note that corrigendum, if any, issued related to the above advertisement will be published only on NABCONS website (<a href="http://www.nabcons.com">www.nabcons.com</a>).</li> </ul>	

**10. 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 online form with respect to the educational qualification and experience. Self-attested copies of educational qualifications and experience certificates to be compulsorily submitted at the time of the interview. Original documents would be required for verification at the time of interview, failing which candidate will not be allowed to attend interview.
- iii. Place of posting of the candidate appointed for the given posts will be as per clause (1) of the advertisement. 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. List of selected and waitlisted candidates for the posts will be uploaded in NABCONS website ([www.nabcons.com](http://www.nabcons.com)). NABCONS reserves the right to extend the offer of appointment to the waitlisted candidates.
- vi. 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.
- vii. 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.
- viii. 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.
- ix. Merely satisfying the eligible 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.
- x. 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.
- xi. 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.
- xii. NABCONS reserves the right to cancel the recruitment for the captioned post without assigning any reason at any stage.