**NATIONAL BANK FOR AGRICULTURE AND RURAL DEVELOPMENT**
**Plot No, C-24, G Block, Bandra Kurla Complex**
**Bandra (E), Mumbai 400051**

**ADVERTISEMENT No. 07**

# Invitation for Applications under NABARD Young Professional Program (On Contract) – 2025-26

## I. Introduction

The National Bank for Agriculture and Rural Development (NABARD), an all India apex Organization fully owned by the Government of India, invites applications from eligible candidates for engagement as Young Professionals. The engagement will be purely on a contractual basis, aimed at providing exposure to policy research, programme evaluation, and strategic initiatives in the rural development and agricultural finance sector. Candidates can apply only ONLINE on NABARD website www.nabard.org between 26.12.2025 to 12.01.2026.

Before applying, candidates should read all the instructions carefully and ensure that they fulfil all the eligibility criteria for the post. NABARD would admit candidates on the basis of the information furnished in the ONLINE application along with applicable requisite fee and shall verify their eligibility at the stage of interview / joining. If, at any stage, it is found that any information furnished in the ONLINE application is false/ incorrect or if according to the Bank, the candidate does not satisfy the eligibility criteria for the post, his/ her candidature will be cancelled, and he/she will not be allowed to appear for the interview / joining.

Candidates are requested to apply only ONLINE through Bank's website www.nabard.org. No other mode of submission of application will be accepted by NABARD.

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

### Important Dates / Timelines

| | |
|---|---|
| Online Application Registration and Payment of Online Fees/Intimation Charges | 26 December 2025 to 12 January 2026 |
| NABARD reserves the right to make change in the dates indicated above. | |

## II. Number Of Vacancies

| S. No. | Discipline | Total Vacancy | No. of Vacancies | Location |
|---|---|---|---|---|
| 1. | Climate Action & Sustainability | 3 | 1 | Head Office, Mumbai |
| | | | 1 | Uttar Pradesh, Lucknow |
| | | | 1 | Himachal Pradesh, Shimla |
| 2. | Economics | 3 | 2 | Head Office, Mumbai |
| | | | 1 | Jharkhand, Ranchi |
| 3. | Data Science | 4 | 3 | Head Office, Mumbai |
| | | | 1 | Uttarakhand, Dehradun |
| 4. | Cyber Security | 1 | 1 | Head Office, Mumbai |
| 5. | Academic Administration | 2 | 1 | Uttar Pradesh, Lucknow |
| | | | 1 | Karnataka, Mangaluru |
| 6. | Graphic Designing | 1 | 1 | Uttar Pradesh, Lucknow |
| 7. | PR, Outreach and Documentation | 2 | 1 | Head Office, Mumbai |
| | | | 1 | Assam, Guwahati |
| 8. | Information Technology | 12 | 9 | Head Office, Mumbai |
| | | | 1 | Assam, Guwahati |
| | | | 1 | Mizoram, Aizawl |
| | | | 1 | West Bengal, Kolkata |
| 9. | Geoinformatics | 1 | 1 | Himachal Pradesh, Shimla |
| 10. | Development Management | 3 | 1 | Uttar Pradesh, Lucknow |
| | | | 2 | New Delhi |
| 11. | Project Monitoring | 4 | 1 | Head Office, Mumbai |
| | | | 2 | Tamil Nadu, Chennai |
| | | | 1 | Haryana, Chandigarh |
| 12. | Finance | 6 | 6 | Head Office, Mumbai |
| 13. | UI/UX Designing | 1 | 1 | Head Office, Mumbai |
| 14. | Software Testing | 1 | 1 | Head Office, Mumbai |

## III. Eligibility Criteria:

**i) Educational Qualification and Work Experience:** In order to be considered for this program, the candidate must satisfy the eligibility criteria as prescribed under Annexure - I. A candidate shall be permitted to apply **only for one discipline/location**. Multiple applications under the same/different disciplines shall lead to cancellation of candidature. Mere fulfilment of eligibility criteria shall not vest any right to the candidate for being called for interviews. The decision of NABARD shall be final in this regard. The candidate must possess the required educational qualification and work experience as on 01-11-2025 The result of final term / semester/ year examination of the required educational qualification must have been declared on or before 01-11-2025. In other words, candidates whose final year/semester results have been declared after 01-11-2025 are not eligible to apply.

**ii) Age & Nationality**

The candidate must be an Indian citizen and must be between 21 and 30 years of age as on 01-11-2025, i.e., the candidate must have been born not earlier than 01-11-1995 and not later than 01-11-2004.

## IV. Duration of program

The duration of engagement of Young Professional (YP) shall be 1 (one) year, extendable upto maximum three years, depending on the performance of Young Professional and organizational requirements.

## V. Remuneration

Young Professionals shall be paid a monthly stipend of ₹70,000/- (all inclusive). Income tax or any other tax liable to be deducted as per the applicable rules, will be deducted at source before effecting the payment.

## VI. Selection Process

**i)** The selection will be done through a 2-step process as detailed below:

**a) Application Screening**

Applications received from the interested eligible candidate(s) shall be placed before the Screening Committee and will be screened for interview based on a matrix of a host of identified indicators like academic performance, relevance of work experience, overall profile of the candidate, statement of intent etc.

**b) Interview** – the shortlisted applications shall be placed before the Young Professional Selection Committee (YPSC). The final selection of the candidate(s) shall be based on the combined marks in Presentation and Interview conducted by YPSC.

**ii)** The final appointment will be based on the decision of the Selection Committee constituted for the purpose.

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

**VII.** The interview will be conducted at the respective NABARD Regional Offices of the States against which the vacancies have been announced.

## VIII. Legal status

**i)** Young Professionals shall be selected on a short-term contract basis and shall not be considered, for any purpose, as a "staff member" or an "official" of NABARD. Accordingly, nothing in the engagement shall establish the relationship of employee and employer between NABARD and the Young Professional.

**ii)** Young Professional shall have no right/claim for placement in NABARD by virtue of their engagement under Young Professional Program.

**iii)** The Young Professionals are appointed on a full-time basis and shall not be permitted to take up any other assignment during the period of engagement with NABARD.

**IX. Leave:** The Young Professionals shall be entitled to leave of maximum 30 days in a calendar year during the period of engagement on a proportionate basis.

**X. Medical Facility:** Available for self only, at the NABARD Dispensary.

## XI. Facilities including Lounge, Tea/Coffee:

**i)** Lounge facility, Tea/Coffee is provided as per entitlement of officers of the bank.

**ii)** NABARD will provide Office Space, Internet Connectivity, and other support facilities to the Young Professionals.

## XII. Conduct, Discipline and Appeal

**i)** Services of young professionals shall be governed by the code of conduct as prescribed by NABARD before the commencement of the program.

**ii)** The internal data which may come in possession of Young Professionals during their engagement with the organization shall be kept confidential and Young Professionals will be refrained from making any personal use of internal data.

**iii)** NABARD shall be entitled to all intellectual property rights and other proprietary rights including but not limited to patent, copyright, trademark with regard to products, processes,

inventions, ideas, know-how or documents and other material that Young Professionals develop as a part of their engagement.

**iv)** Young Professionals shall be required to furnish an undertaking for maintenance of secrecy in the prescribed format before commencement of the program.

**v)** Young Professionals shall be subjected to the provisions of Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013

**vi)** Young Professionals shall not use the name, letterhead, emblem or official seal of NABARD without the prior permission of the Competent Authority.

## XIII. Termination

i) NABARD can terminate the contract at any time without prior notice and without providing any reason for it. However, in the normal course, NABARD may terminate the engagement by giving one month's notice in advance. Young Professional can also seek termination of contract by giving one month's notice.

ii) In case the notice period is not served, the Young Professional is required to pay a sum equivalent to pay in lieu of one month's notice required of him/her.

iii) Unauthorized absence of more than 8 days (not including public holidays and weekends) without giving any valid explanation can lead to termination of the engagement.

## XIV. Travel, Medical Clearance and Service Incurred Death, Injury or Illness

**i)** Candidates may be reimbursed to and fro 2AC rail fare for shortest route for attending interviews.

**ii)** For official reasons, if the Young Professionals have to undertake domestic travel, they will be eligible for halting, boarding and incidental allowances to the same extent as permissible to Grade A officer of NABARD.

**iii)** In the event of death, injury or illness of the Young Professional during the term of his/her engagement, whether or not attributable to discharge of his/her responsibilities under the engagement, either at any of the premises of NABARD or during official travel, neither the Young Professional nor his/her dependents, legal heirs, claimants, etc. shall be entitled to any compensation or employment.

**iv)** Young Professionals shall be solely responsible for taking out and maintaining adequate insurance such as life, health or any other type, at their own expense, as they may consider appropriate to cover the period of engagement.

## XV. Mentorship and Review

**i)** Each Young Professional will be attached to a mentor/supervising officer who will act as Project Guide and who will be responsible for regularly overseeing the progress of the Young Professional.

**ii)** Young Professional shall be assessed jointly by the Officer in Charge of the Department/RO/TE and the supervising officer. Young Professional is expected to incorporate suggestions made during such assessment in his/her working.

**iii)** Young Professionals shall be given a letter of Experience/Recommendation at the end of the period of engagement.

## XVI. Application Fee (Non - Refundable)

Application Fee cum Intimation Charges (exclusive of applicable GST) for the post will be Rs. 150/-. Application Fee once paid will NOT be refunded.

## XVII. HOW TO APPLY

**DETAILED GUIDELINES/PROCEDURES FOR**

**A. APPLICATION REGISTRATION**
**B. PAYMENT OF FEES**
**C. DOCUMENT SCAN AND UPLOAD**

**Candidates can apply online only from 26.12.2025 to 12.01.2026 and no other mode of application will be accepted.**

**IMPORTANT POINTS TO BE NOTED BEFORE REGISTRATION**

Before applying online, candidates should-

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

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

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

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

**(iv) The text for the hand written declaration is as follows –**
***"I, _____ (Name of the candidate), hereby declare that all the information submitted by me in the application form is correct, true and valid. I will present the supporting documents as and when required."***

**(v) The above mentioned hand written declaration has to be in the candidate's hand writing and in English only. If it is written and uploaded by anybody else or in any other language, the application will be considered as invalid. (**In the case of Visually Impaired candidates who cannot write may get the text of declaration typed and put their left hand thumb impression below the typed declaration and upload the document as per specifications.)

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

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

**APPLICATION FEES/ INTIMATION CHARGES (NON REFUNDABLE) PAYMENT OF FEE ONLINE**: **26.12.2025 to 12.01.2026**
Bank Transaction charges for Online Payment of application fees/intimation charges will have to be borne by the candidate.

**A. Application Registration**

1. Candidates to visit the NABARD website – www.nabard.org and under Career Notices, click on the option "**APPLY ONLINE**" which will open a new screen.
2. To register application, choose the tab "**Click here for New Registration**" and enter Name, Contact details and Email-id. A Provisional Registration Number and Password will be generated by the system and displayed on the screen. Candidate should note down the Provisional Registration Number and Password. An Email & SMS indicating the Provisional Registration number and Password will also be sent.
3. In case the candidate is unable to complete the application form in one go, he / she can save the data already entered by choosing "SAVE AND NEXT" tab. Prior to submission

of the online application candidates are advised to use the "SAVE AND NEXT" facility to verify the details in the online application form and modify the same if required. Visually Impaired candidates should fill the application form carefully and verify/ get the details verified to ensure that the same are correct prior to final submission.

4. Candidates are advised to carefully fill and verify the details filled in the online application themselves as no change will be possible/ entertained after clicking the COMPLETE REGISTRATION BUTTON.
5. The Name of the candidate or his /her Father/ Husband etc. should be spelt correctly in the application as it appears in the Certificates/ Mark sheets/Identity proof. Any change/alteration found may disqualify the candidature.
6. Validate your details and Save your application by clicking the 'Validate your details' and 'Save & Next' button.
7. Candidates can proceed to upload Photo & Signature as per the specifications given in the Guidelines for Scanning and Upload of Photograph and Signature detailed under point "C".
8. Candidates can proceed to fill other details of the Application Form.
9. Click on the Preview Tab to preview and verify the entire application form before 'COMPLETE REGISTRATION'.
10. Modify details, if required, and click on 'COMPLETE REGISTRATION' ONLY after verifying and ensuring that the photograph, signature uploaded and other details filled by you are correct.
11. Click on 'Payment' Tab and proceed for payment.
12. Click on 'Submit' button.

B. **Payment of Fees**

**ONLINE MODE**

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

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

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

Photograph Image: (4.5cm × 3.5cm)

- Photograph must be a recent passport style colour picture.

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

Photograph Capture

- In addition to the above photograph, candidates will also be required to capture and upload their live photograph either by using webcam or mobile phone.
- On selecting “Capture Photo” option, candidates’ webcam will be activated allowing them to click their picture, which will get auto uploaded in the application form.
- On selecting “Click here to Scan” option, candidates can use their mobile phone to scan the QR code, which will redirect to a website, allowing to click photograph on their mobile phone. On selecting the taken picture, photograph will get auto uploaded in the application form.

Do’s and Don’ts of Photo Capture

Dos:

- Ensure the photo is captured against a light coloured, preferably white background and there is adequate light.
- Look straight at the webcam/ camera.
- Photograph should be of passport size.

Don’ts

- Small size photograph not to be clicked/ uploaded.
- Coloured glasses or sunglasses/ Cap should not be worn.
- Shadow on face/ not facing the camera/ distorted face/ face covered with mask / blurred image.
- Photo not taken in dark/ improper background.

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

- The applicant has to sign on white paper with Black Ink pen.
- Dimensions 140 x 60 pixels (preferred)
- Size of file should be between 10kb – 20kb for signature and 20kb - 50kb for left thumb impression.
- Ensure that the size of the scanned image is not more than 20kb

- The applicant has to put his left thumb impression on a white paper with black or blue ink.
    - File type: jpg / jpeg

    - Dimensions: 240 x 240 pixels in 200 DPI (Preferred for required quality) i.e 3 cm * 3 cm (Width * Height)
    - File Size: 20 KB – 50 KB
- The applicant has to write the declaration in English clearly on a white paper with black ink.
    - File type: jpg / jpeg
    - Dimensions: 800 x 400 pixels in 200 DPI (Preferred for required quality) i.e 10 cm * 5 cm (Width * Height)
    - File Size: 50 KB – 100 KB
- The signature, left thumb impression and the hand written declaration should be of the applicant and not by any other person.
- If the Applicant's signature on the attendance sheet or Call letter, signed at the time of the examination, does not match the signature uploaded, the applicant will be disqualified.
- Signature / Hand written declaration in CAPITAL LETTERS shall NOT be accepted.

Scanning the documents:

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

Uploading latest C.V./Resume in the specified field

a. Applicant has to upload his latest C.V/Resume in .pdf format.
b. File Size: 500 KB.

Procedure for uploading the documents

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

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

**Note:**

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

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

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

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

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

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

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

**ACTION AGAINST CANDIDATES FOUND GUILTY OF MISCONDUCT/ USE OF UNFAIR MEANS**

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

(i) using unfair means or
(ii) impersonating or procuring impersonation by any person or
(iii) misbehaving in the examination/ interview hall or disclosing, publishing, reproducing, transmitting, storing or facilitating transmission and storage of contents of the test(s) or any information therein in whole or part thereof in any form or by any means, verbal or written, electronically or mechanically for any purpose or
(iv) resorting to any irregular or improper means in connection with his/ her candidature or
(v) obtaining support for his/ her candidature by unfair means, or
(vi) carrying mobile phones or similar electronic devices of communication in the examination/ interview hall, such a candidate may, in addition to rendering himself/ herself liable to criminal prosecution, be liable:

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

**General Instructions**

1. Depending upon the requirement, the Bank reserves the right to increase/decrease/modify/cancel/restrict/curtail/enlarge any or all the provisions of the vacancy/ the recruitment process, if need so arises, without any further notice and without assigning any reason therefore.

2. No correspondence will be entertained from any ineligible and non-selected candidate. In all matters regarding eligibility, the selection process, the stages at which the scrutiny of eligibility

is to be undertaken, documents have to be produced for the selection process, assessment, prescribing minimum qualifying standards in the selection process, number of vacancies, communication of results, etc., the Bank's decision shall be final and binding on the candidates and no correspondence shall be entertained in this regard.

3. Applicants serving in Government/Quasi Government Offices, Public Sector Undertaking including Nationalized Banks and Financial Institutions will be required to submit 'No Objection Certificate' from the employer at the time of interview, failing which their candidature may **not** be considered.

4. Before appointment in the Bank, a proper relieving letter, indicating date of relief and a mention that no dues are pending against the employee, from the previous/present employer(s) will have to be produced by the applicant.

5. 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.

6. Any notice/communication meant for the candidates displayed on the Bank's website, sent by Registered/Speed Posts, or conveyed to the email id mentioned in the application at the time of registration with the Bank, shall be deemed to be sufficient service of communication upon the candidate, for all purposes.

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

**IMPORTANT DATES**

| | |
|---|---|
| **Online Application Registration and Payment of Online Fees/ Intimation Charges.** | **26.12.2025 to 12.01.2026** |

**Mumbai**
**Date: 26 December 2025**

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

**Annexure – I**

**Post-wise essential educational qualification, desirable criteria and Work Experience**

| S. No. | Post/Position | Educational Qualification | Work Experience (Mandatory) |
|---|---|---|---|
| 1 | Climate Action & Sustainability | **Essential:**<br>Bachelor's Degree in Environmental Engineering/ Environmental Science from any recognized University/Institution with minimum 60% marks in aggregate OR Post Graduate Degree in Environmental Engineering / Environmental Science / Climate Science<br>with minimum 55% marks in aggregate from a recognized<br>University/Institution<br><br>**Desirable:**<br>Certifications in climate change management, sustainable development, or environmental policy is preferred | Prior work experience of minimum 1 year in climate change mitigation, adaptation, or sustainability in organization of repute. |
| 2 | Economics | **Essential:**<br>Post Graduate Degree in Economics/ Applied Economics/Financial Economics/Statistics/Data Science/ Finance/Public Policy with minimum 55% marks in aggregate from a recognized<br>University/Institution<br><br>**Desirable:**<br>Working knowledge of Visualisation tools (Tableau & Power BI),<br>Collection, processing, managing and analysing financial and other data from various government agencies is preferred.<br><br>Advanced quantitative and econometrics skills, data management abilities and knowledge of Stata/R, Excel or other software programmes to manipulate large data sets, run complex analyses and forecast macro-economic parameters is preferred. | Prior relevant experience of minimum 1 year in areas such as forecasting, financial modeling, preparation of impact balance sheets, etc., exposure to domestic and international databases like CMIE, EPWRF, Agriculture Statistics at a Glance, Annual Survey of Industries, World Economic Outlook, and World Development Indicators. |
| 3 | Data Science | **Essential:**<br>B.E./B.Tech in Information Technology/Computer Science/Electronics & Communication/Artificial Intelligence & Data Science from any recognized University/Institution with minimum 60% marks | Prior relevant experience of minimum 1 year. Preference will be given to those who have worked for projects involving banking technologies. |
| 4 | Cyber Security | **Essential:**<br>Bachelor's Degree in Computer Science/IT/Cyber Security/ Electronics and Communications Engineering from any recognized University/Institution with minimum 60% marks **OR** Postgraduate degree in Computer Science/IT/Cyber | Prior relevant experience of minimum 1 year in the domain of Information and Cyber security |

| | | | |
|---|---|---|---|
| | | Security/ Electronics and Communications Engineering from any recognized University/Institution with minimum 55% marks. | (preferably having worked in SOC) |
| 5 | Academic Administration | **Essential:**<br>Bachelor's degree in Education/ Business Administration/ Computer Science/ Information Technology from any recognized University/Institution with minimum 60% marks in aggregate OR Master's degree in Education (M.Ed.)/Educational Management/Human Resource Development/ MBA (with specialization in HR)/ Post Graduate Diploma in Management – HR Specialization from any recognized University/Institution with minimum 55% marks in aggregate.<br><br>**Desirable:**<br>Knowledge of emerging technologies and trends in learning and development, Certification in Instructional Design, Learning Management Systems (LMS), ICT in Education or Educational Technology is preferred. | Prior relevant experience of minimum 1 year in training, instructional design, learning experience design & learning and development. |
| 6 | Graphic Designing | **Essential:**<br>Bachelor's degree in Digital Media /Multimedia/Graphic Design from any recognized University/Institution with minimum 60% marks in aggregate.<br><br>**Desired:**<br>Certifications in E-Learning tools, Instructional Design, Adobe Certified Professional (Illustrator, Photoshop, After Effects), User Experience (UX) Design, Learning Management System , Articulate or Captivate certifications, SCORM/xAPI technical training is desirable. | Prior relevant experience of minimum 1 year in Graphic design, animation, e-learning tools, LMS, Adobe Creative Suite, accessibility standards, creativity |
| 7 | PR, Outreach and Documentation | **Essential:**<br>Post graduate degree in Mass Media/Development Communication/Visual Communication/ Journalism from a recognized University/Institution with minimum 55% marks in aggregate. | Prior relevant experience of minimum 1 year in developmental filmmaking / social work outreach etc. |
| 8 | Information Technology | **Essential:**<br>B.E./B.Tech in Computer Science/Computer Engineering/ Information Technology from any recognized University/Institution with minimum 60% marks in aggregate **OR** Post Graduate Degree in Computer Science/Computer Engineering/Computer Applications/Information Technology with minimum 55% marks in aggregate from a recognized University/Institution<br><br>**Desirable:**<br>Proficiency in Programming languages (e.g., Python, Java, or similar)<br>Basic knowledge of HTML, CSS, JavaScript, SQL and backend frameworks. | Prior relevant experience of minimum 1 year in reputed organizations with experience in creating Business Requirement Documents (BRD) or Functional Specification Documents (FSD). Experience in analyzing current processes and designing improved workflows |

| | | | |
|---|---|---|---|
| | | Familiarity with web hosting, APIs, etc. Knowledge of user-centered design principles. Familiarity with wireframing tools like Figma etc. | |
| 9 | Geoinformatics | **Essential:**<br>Post graduate degree in Geoinformatics/ Geography/ Remote Sensing/ Environmental Science with minimum 55% marks in aggregate from a recognized University/Institution<br><br>**Desired:**<br>Certification in GIS tools like QGIS or ArcGIS is desirable. | Prior relevant experience of minimum 1 year in reputed organizations |
| 10 | Development Management | **Essential:**<br>Bachelor's degree or Post Graduate degree in Social Work/Rural Development/Rural Management/Development Studies/Development Management/Development Administration/Project Management/Business management with minimum 60% marks in Graduation or minimum 55% marks in Postgraduation in aggregate, from any recognized University/Institution | Prior relevant experience of minimum 1 year in reputed organizations. |
| 11 | Project Monitoring | **Essential:**<br>Bachelor's Degree or Post Graduate Degree in Agriculture /Soil Science/Agronomy/ Horticulture/ Land / Water resources from any recognized University / Institution with minimum 60% marks in Graduation or minimum 55% marks in Postgraduation in aggregate, from any recognized University/Institution. | Prior relevant experience of minimum 1 year in reputed organizations. |
| 12 | Finance | **Essential:**<br>BBA (Finance / Banking) / BMS (Finance / Banking) from any recognized University / Institution with 60% marks in aggregate **OR** Two years full time P.G. Diploma in Management (Finance) / Full time MBA (Finance) /MMS (Finance) degree with minimum 55% marks in aggregate from Institutions / Universities recognized by GoI /UGC with Bachelor's Degree in any discipline. Candidates will be required to submit a certificate from Institution/University regarding specialization in finance. **OR** Bachelor of Financial and Investment Analysis with 60% marks **OR** 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 01-11-2025. | Prior relevant experience of minimum 1 year in reputed organizations. |
| 13 | UI/UX Designing | **Essential:**<br>Bachelor's OR Master's degree in Computer Science or Information Technology with minimum 60% marks in Graduation or minimum 55% marks in Postgraduation in aggregate, from any recognized University/Institution | Prior Experience of minimum 1 year as UI / UX designer and developer |

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| | | **Desirable:**<br>Relevant certification in UI/UX design/development | |
| 14 | Software Testing | **Essential:**<br>Bachelor's OR Master's degree in Computer Science or Information Technology with minimum 60% marks in Graduation or minimum 55% marks in Postgraduation in aggregate, from any recognized University/Institution. | Prior relevant Experience of minimum 1 year in reputed organization. |