



**NATIONAL BANK FOR AGRICULTURE
AND RURAL DEVELOPMENT
(Fully owned by Govt. of India)
Advertisement No. 4 / DA /2022-23**

**Recruitment to the post of
Development Assistant / Development Assistant (Hindi)**

Applications are invited from eligible Indian citizens for the post of Development Assistant/ Development Assistant (Hindi) in National Bank for Agriculture and Rural Development (NABARD). Candidates can apply only ON-LINE on NABARD website www.nabard.org between **15 September 2022 and 10 October 2022**. NABARD is an all India Apex Organization, wholly owned by Government of India and is equal opportunity employer.

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 ON-LINE application along with applicable requisite fee and shall verify their eligibility before joining. If, at any stage, it is found that any information furnished in the ON-LINE application is false/ incorrect or if according to the Bank, the candidate does not satisfy the eligibility criteria for the post, his/ her candidature will be cancelled and he/she will not be allowed to appear for the examination / joining. Candidates are requested to apply only ON-LINE through Bank's website www.nabard.org. No other mode of submission of application will be accepted by NABARD.

**Helpline: In case of any problem in filling up the form, payment of fee or download of call letter, queries may be made at <http://cgrs.ibps.in>
Don't forget to mention "NABARD Development Assistant/Development Assistant (Hindi) Examination" in the subject box of the email.**

Important Dates:

Website Link Open – Online Registration and Payment of Online Fees/Intimation Charges	15 September 2022 to 10 October 2022
Phase-I (Preliminary) – Online Examination	06 November 2022
Phase-II (Main) – Online Examination	Exact date of examination would be announced separately on NABARD's website www.nabard.org

NABARD reserves the right to change the dates on account of administrative exigencies. The online links for download of call letters/ hand-outs will be published on our website, www.nabard.org. Candidates are advised to visit the website regularly for updates, etc. during recruitment process.

Please note that corrigendum, if any, issued on the above advertisement will be published on the Bank's website : www.nabard.org.

1. A) Number of Posts & Reservations – Development Assistant

SR NO	REGIONAL OFFICES	Total	UR	CATEGORY						
				SC	ST	OBC	EWS	PWBD	EXS	DIS-EXS
1	Andhra Pradesh	6	3	1	0	2	0	9	17	7
2	Assam	2	1	0	0	1	0			
3	Bihar	2	1	0	0	1	0			
4	Chhattisgarh	3	2	0	1	0	0			
5	Goa	1	1	0	0	0	0			
6	Gujarat	7	3	0	0	3	1			
7	Haryana	4	2	1	0	1	0			
8	Karnataka @	4	2	0	0	2	0			
9	Madhya Pradesh	8	5	1	1	0	1			
10	Maharashtra @@	75	30	8	4	25	8			
11	Manipur	1	1	0	0	0	0			
12	Nagaland	1	1	0	0	0	0			
13	New Delhi	2	1	0	0	1	0			
14	Odisha	4	2	0	2	0	0			
15	Punjab	5	3	1	0	1	0			
16	Rajasthan	8	4	2	1	1	0			
17	Tamilnadu	7	4	0	0	2	1			
18	Telangana	7	2	1	1	2	1			
19	Uttar Pradesh @@@	9	4	2	0	2	1			
20	Uttarakhand	5	3	1	0	0	1			
21	West Bengal	12	5	3	1	2	1			
TOTAL VACANCIES		173	80	21	11	46	15	9	17	7

@ Karnataka includes 2 vacancies for Karnataka RO, Bengaluru and 2 vacancies for BIRD – Mangaluru

@@ Maharashtra includes 3 vacancies for Maharashtra RO, Pune and 72 for HO, Mumbai

@@@ Uttar Pradesh includes 8 vacancies for Uttar Pradesh RO, Lucknow and 1 for NBSC, Lucknow

Note: The 9 PWBD vacancies includes 1 carried forward vacancy. The PWBD vacancies are reserved for 02 each under category (a), (b), (c) & 03 under category (d) + (e) (including 1 backlog vacancy under category (e) i.e. MD).

1. B) Number of Posts & Reservations – Development Assistant (Hindi)

SR NO	REGIONAL OFFICES	Total	UR	CATEGORY						
				SC	ST	OBC	EWS	PWBD	EXS	DIS-EXS
1	Maharashtra §	1	0	0	1	0	0	0	0	0
2	Tamilnadu	1	1	0	0	0	0			
3	Telangana	1	1	0	0	0	0			
4	Uttarakhand	1	1	0	0	0	0			
TOTAL		4	3	0	1	0	0	0	0	0

Note: § 1 backlog vacancy in Maharashtra RO - Pune

Abbreviations: SC – Scheduled Caste, ST- Scheduled Tribe, OBC – Other Backward Classes, UR - Unreserved, EXS-Ex-Servicemen, **DIS-EXS – Disabled Ex-Servicemen & Dependent of servicemen killed in action**, PWBD-Persons with Benchmark Disabilities, EWS – Economically Weaker Section.

Reservation for PWBD/EXS is horizontal reservation and included in State-wise vacancies for various categories.

Note: Candidates can apply for vacancies in one State only. The Bank reserves the right to increase / reduce the number of vacancies or not to fill up any or all of the vacancies or cancel the recruitment process.

Candidate can apply for only one post either Development Assistant or Development Assistant (Hindi).

Guidelines for Reserved Category Candidates:

- Reservation for Persons with Benchmark Disability (PWBD) shall be applied @4% of total vacancies, horizontally, within the overall State-wise vacancies earmarked for various categories viz., UR, SC, ST & OBC as per the Right to Persons with Disabilities Act, 2016.
- Reservation for EXS shall be applied @14.5% of total vacancies, which shall include reservation of 4.5% for disabled Ex-Servicemen and dependents of Servicemen killed in action, clubbed together, horizontally, within overall State-wise vacancies earmarked for various categories viz., UR, SC, ST & OBC.
- Reserved category candidates belonging to SC/ST/OBC (Non Creamy Layer)/EWS may apply against unreserved vacancies if vacancies have not been reserved for their category in their state. However, they must fulfil the eligibility

criteria for age and educational qualification at par with unreserved candidates. They will, however, be eligible for fee concession, where ever, applicable.

- d) Candidates belonging to OBC category but coming in the 'Creamy Layer' are not entitled to OBC reservation. They should indicate their category as 'General' (UR).
- e) OBC applicants, availing reservation benefit will have to produce OBC certificate issued **on or after 01 April 2022 with Non-creamy layer clause** as per Govt. of India guidelines.
- f) Benefit of reservation under EWS category can be availed upon production of an 'Income and Asset Certificate' issued by a Competent Authority in the format prescribed by Government of India. Applicants, availing reservation benefit of **EWS will have to produce EWS certificate for the financial year 2022-23 and issued on or after 01-04-2022.**

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

- g) **Formats of various certificates required during recruitment process are available for guidance of candidates at our website www.nabard.org- Career Notices.**
- h) The reservation under various categories will be as per prevailing Government of India guidelines at the time of finalization of result.

2. Definition:

i) Ex-Servicemen

Ex-Servicemen candidates should fulfil the criteria as per prevailing instructions laid down by Govt. of India.

ii) Disabled Ex-Servicemen: Ex-Servicemen who while serving in Armed Forces were disabled in operation against the enemy or in disturbed areas shall be treated as Disabled Ex-Servicemen.

iii) Dependents of Servicemen killed in Action: Servicemen killed in the following operations would be deemed to have been killed in action attributable to Military Service (a) war (b) warlike operation or border skirmishes either with Pakistan on cease fire line or any other country (c) Fighting against armed hostiles in a counter insurgency environment viz. Nagaland, Mizoram, etc. (d) Serving with peace-keeping mission abroad (e) Laying or clearance of mines including enemy mines as also mine sweeping operation between one month before and three months after conclusion of an operation (f) Frost-bite during actual operations or during the period specified by the Government (g) Dealing with agitating Para-Military forces personnel (h) IPKF Personnel killed during the operations in Sri Lanka.

Note:

- a. Candidates, who are released / retired from Armed Forces, or who are likely to retire / get released on or before **01 September 2023** only are eligible to apply under this recruitment. They will also be required to submit the release letter along-with a self-declaration at the time of joining NABARD that he/she is entitled to the benefits admissible to Ex-servicemen in terms of Govt. of India Rules. Those candidates, who have already completed their initial period of engagement and are on an extended assignment are required to submit certificates to that effect. If selected, all such candidates mentioned above, should get released on or before **01 September 2023**.
- b. The Territorial Army Personnel will be treated as Ex-Servicemen with effect from 15 November 1986.
- c. Benefit of reservation to an Ex Servicemen for purpose of re-employment in Government job on civil side shall be available as per instructions contained in DoPT OM NO. 36034/1/2014 Estt (Res) dated 14 August 2014.
- d. Dependents of Servicemen killed in action are eligible for reservation. Reservation @ 4.5% of the total vacancies will be provided for Disabled Ex-Servicemen and dependents of Servicemen killed in action, clubbed together. First priority in the matter of appointment will be given to the Disabled Ex-Servicemen and second priority will be given to dependents of Defence Personnel killed in action or severely disabled (with over 50% disability attributable to defence services). For the purpose of this concession, the members of the family would include his widow, son, daughter or his near relations who agree to support his family. The relaxation in upper age limit and educational qualification available to Ex-servicemen/Disabled Ex-Servicemen will not be available to Dependents of Servicemen killed in action.

The following rules applicable to Ex-Servicemen re-employed under the Central Government would apply to Ex-Servicemen candidates appearing for the online examination:

“Ex-Servicemen candidates who have already secured employment under the Central Government in Group ‘C’ & ‘D’ will be permitted the benefit of age relaxation as prescribed for Ex-Servicemen for securing another employment in a higher grade or cadre in Group ‘C’ / ‘D’ under Central Government. However, such candidates will not be eligible for the benefit of reservation on second occasion for Ex-Servicemen in Central Government jobs.”

iv) Persons With Benchmark Disabilities:

Definitions of disabilities applicable to various categories of disabilities as provided in the Rights of Persons with Disabilities (RPwD) Act 2016 will be followed.

3. Guidelines for PWBD candidates using 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 conditions as in (i) and (ii) 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.
- c. 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 may not be entertained.
- d. A person acting as a scribe for one candidate cannot be a scribe for another candidate.
- e. The scribe may be from any academic stream.
- f. During the exam, at any stage, if it is found that scribe is independently answering the questions, the exam session will be terminated and candidate's candidature will be cancelled. The candidature of such candidates using the services of a scribe will also be cancelled if it is reported after the examination by the test administrator personnel that the scribe independently answered the questions.
- g. 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 a scribe 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.
- h. Proforma of undertaking is available on NABARD website www.nabard.org. 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.
- i. Only candidates registered for compensatory time will be allowed such concessions since 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.

(i) Guidelines for Candidates with locomotor disability and cerebral palsy

A compensatory time of 20 minutes per hour or otherwise advised shall be permitted for the candidates with locomotor disability and cerebral palsy where dominant (writing) extremity is affected to the extent of slowing the performance of function (minimum of 40% impairment).

(ii) 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.
- The facility of viewing the contents of the test in magnifying font will be available to Visually Impaired candidates.

A. Visual Impairment (VI): Only those Visually Impaired (VI) persons who suffer from any one of the following conditions, after best correction, are eligible to apply.

(i) Blindness (B) :

(i) Total absence of sight; OR

(ii) Visual acuity less than 3/60 or less than 10/200 (Snellen) in the better eye with best possible correction; OR

(iii) Limitation of the field of vision subtending an angle of less than 10 degree. OR

(ii) Low Vision (LV):

(i) Visual acuity not exceeding 6/18 or less than 20/60 upto 3/60 or upto 10/200 (Snellen) in the better eye with best possible corrections; OR

(ii) Limitation of the field of vision subtending an angle of less than 40 degree up to 10 degree.

B. Hearing Impaired (HI):

a. **Deaf (D) :** means person having 70 DB hearing loss in speech frequencies in both ears.

b. **Hard of Hearing (HH) :** means person having 60 DB to 70 DB hearing loss in speech frequencies in both ears.

C. Locomotor Disabilities (LD): A person's inability to execute distinctive activities associated with movement of self and objects resulting from affliction of musculoskeletal or nervous system or both, including Cerebral Palsy, Leprosy Cured, Dwarfism, Muscular Dystrophy and Acid Attack Victims. Orthopedically challenged persons are covered under Locomotors disability with following bench mark:

a. OA - One arm affected (Right or Left)

b. OL - One leg affected (Right or Left)

c. BA – Both arms affected

d. BL – Both legs affected

e. OAL - One arm & One Leg affected

Persons with OA and OAL category should have normal bilateral hand functions.

(i). "Leprosy cured person" (LC) means a person who has been cured of leprosy but is suffering from:

(a) Loss of sensation in hands or feet as well as loss of sensation and paresis in the eye and eye-lid but with no manifest deformity;

(b) Manifest deformity and paresis but having sufficient mobility in their hands and feet to enable them to engage in normal economic activity;

(c) Extreme physical deformity as well as advanced age which prevents him/ her from undertaking any gainful occupation, and the expression "leprosy cured" shall be construed accordingly;

(ii) "Cerebral palsy" (CP) means a Group of non-progressive neurological conditions affecting body movements and muscle coordination, caused by damage to one or more specific areas of the brain, usually occurring before, during or shortly after birth;

(iii) "Dwarfism" (Dw) means a medical or genetic condition resulting in an adult height of 4 feet 10 inches (147 centimetres) or less;

(iv) "Muscular dystrophy" (MDy) means a group of hereditary genetic muscle disease that weakens the muscles that move the human body and persons with multiple dystrophy have incorrect and missing information in their genes, which prevents them from making the proteins they need for healthy muscles. It is characterised by progressive skeletal muscle weakness, defects in muscle proteins, and the death of muscle cells and tissue;

(v) "Acid attack victims" (AAV) means a person disfigured due to violent assaults by throwing of acid or similar corrosive substance.

D. Only those persons, who suffer from any one of the following types of disabilities, are eligible to apply under this category:

(i) "Specific Learning Disability" (SLD) means a heterogeneous group of conditions wherein there is a deficit in processing language, spoken or written, that may manifest itself as a difficulty to comprehend, speak, read, write, spell, or to do mathematical calculations and includes such conditions as perceptual disabilities, dyslexia, dysgraphia, dyscalculia, dyspraxia and developmental aphasia.

(ii) "Autism spectrum disorder" (ASD) means a neuro-developmental condition typically appearing in the first three years of life that significantly affects a person's ability to communicate, understand relationships and relate to others, and is frequently associated with unusual or stereotypical rituals or behaviours.

(iii) "Mental Illness (MI) means a substantial disorder of thinking, mood, perception, orientation or memory that grossly impairs judgement, behaviour, capacity to recognise reality or ability to meet the ordinary demands of life, but does not include retardation which is a condition of arrested or incomplete development of mind of a person, specially characterised by sub normality of intelligence.

E. Benchmark Disabilities identified suitable for various posts in National Bank for Agriculture and Rural Development in terms of the RPWD Act, 2016

Posts	Categories for which identified	Nature of disability suitable for the posts
Development Assistant	Category (a)	B – Blind LV – Low Vision
	Category (b)	D- Deaf HH- Hard of hearing
	Category (c)	OA - One Arm affected BA – Both Arms affected OL - One Leg affected BL – Both Legs affected CP – Cerebral Palsy LC – Leprosy Cured Dw – Dwarfism AAV – Acid Attack Victim MDy – Muscular Dystrohy
	Category (d)	ASD (M) – Autism Spectrum Disorder (Mild) SLD - Specific Learning Disability ID – Intellectual Disability MI – Mental Illness
	Category (e)	MD – Multiple Disability (involving (a) to (d) above)
Development Assistant – (Hindi)	Category (a)	LV – Low Vision
	Category (b)	D – Deaf HH- Hard of Hearing
	Category (c)	OA - One Arm affected OL - One Leg affected BL – Both Legs affected OAL – One Arm and One Leg affected CP – Cerebral Palsy LC – Leprosy Cured Dw – Dwarfism AAV – Acid Attack Victim MDy – Muscular Dystrohy
	Category (d)	ASD – Autism Spectrum Disorder SLD - Specific Learning Disability MI – Mental Illness
	Category (e)	MD – Multiple Disability (involving (a) to (d) above)

Note: Only “person with bench mark disability” would be eligible for reservation with not less than 40% of a specified disability where specified disability has not been defined in measurable terms and includes a person with disability where specified

disability has been defined in measurable terms, as certified by the certifying authority.

A person who wants to avail the benefit of reservation will have to submit a latest Disability Certificate, on prescribed format, issued by Medical Authority or any other notified Competent Authority (Certifying Authority) in the District of the applicant's residence as mentioned in the proof of residence in the application. **The certificate should be dated on or before last date of registration of application.**

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

4. Eligibility Criteria:

(a) Age (as on 01 September 2022):

Between 21 and 35 years.

Candidates born not earlier than 02 September 1987 and not later than 01 September 2001 (both days inclusive) are eligible to apply.

Relaxation in the Upper Age Limit:

Upper age limit will be relaxed as under:

Sr. No	Category	Relaxation in Age
(i)	Scheduled Caste / Scheduled Tribe	By 5 years, i.e. up to 40 years
(ii)	Other Backward Classes (OBC)	By 3 years, i.e. up to 38 years
(iii)	Persons with Benchmark Disabilities (PWBD)	By 10 years (GEN), 13 years (OBC) & 15 years (SC/ST)
(iv)	Ex - Servicemen	To the extent of service rendered by them in Armed Forces plus an additional period of 3 years subject to maximum of 50 years
(v)	Widows/divorced women/ women judicially separated who are not re-married (For SC/ST)	By 5 years i.e. upto 40 years

Note: No cumulative age relaxation will be available to any candidate, save as provided above.

Candidates seeking age relaxation are required to submit copies of necessary certificate(s) at the time of document verification.

(b) Educational Qualification (as on 01 September 2022):

(A) Development Assistant

1. Bachelor's Degree in any discipline with a minimum of 50% marks (pass class for SC/ST/PWBD and Ex-Servicemen candidates) in aggregate or possess equivalent qualification from a recognised University / Institution incorporated by an Act of Central or State Legislature in India or any other Educational Institution established by an Act of Parliament or declared to be deemed as University under Section-3 of UGC Act, 1956.

(B) Development Assistant (Hindi)

1. Bachelor's Degree from a recognised University in English/Hindi medium with Hindi and English as a compulsory or elective subject with a minimum of 50% marks (pass class for SC/ST/PWBD/EXS candidates) in the aggregate **OR** Bachelor's Degree with Hindi and English as main subjects with a minimum of 50% marks (pass class for SC/ST/PWBD/EXS candidates) in the aggregate

Candidate must be able to translate from English to Hindi and vice-versa.

Note :

i) 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.

ii) 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%

iii) Aggregate Grade Point or percentage of marks where ever awarded would mean aggregate over the entire duration of the course and covering all subjects.

iv) 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 (ii) above.

v) Calculation of percentage : The percentage marks shall be arrived at by dividing the total marks obtained by the candidate in all the subjects in all the semester(s)/year(s) by aggregating maximum marks in all the subjects irrespective of honors / optional /

additional optional subject, if any. This will be applicable for those Universities also where Class/Grade is decided on the basis of Honor's marks only. The fraction of percentage so arrived will be ignored i.e. 49.99% will be treated as less than 50%.

2. A candidate belonging to Ex-servicemen category should either be a graduate from a recognized University or should have passed the matriculation or its equivalent examination of the Armed Forces and rendered at least 15 years of defence service.

3. **Candidates applying for post in a particular State should be proficient in the official language of the State (i.e. should be able to read, write, speak and understand the language).** The Official language of the state would be the main language declared in the State gazette of the concerned state.

(C) Scheme of Selection:

Development Assistant

I - Preliminary Examination (Online)

Sr. No.	Name of the Tests (Objective)	No. of Questions	Max. Marks	Duration
1.	Test of English Language	40	40	Composite time of 60 minutes
2.	Test of Numerical Ability	30	30	
3.	Test of Reasoning	30	30	
	Total	100	100	

II - Main Examination (Online)

Sr. No.	Name of the Tests	No. of Questions	Max. Marks	Duration
1.	Test of Reasoning	30	30	Composite time of 90 minutes for Objective Tests and 30 minutes for Descriptive Test
2.	Quantitative Aptitude	30	30	
3.	General Awareness (with special reference to agriculture, rural development and banking)	50	50	
4.	Computer Knowledge	40	40	
5.	Test of English Language (Descriptive)	Essay, Precis writing, Report / Letter Writing	50	
	Total		200	

Development Assistant (Hindi) :

I - Preliminary Examination (Online)

Sr. No.	Name of the Tests (Objective)	No. of Questions	Max. Marks	Duration
1.	Test of English Language	40	40	Composite time of 60 minutes
2.	Test of Professional Knowledge (Hindi)	30	30	
3.	Test of Reasoning	30	30	
	Total	100	100	

II - Main Examination (Online)

Sr. No.	Name of the Tests	No. of Questions	Max. Marks	Duration
1.	Test of Reasoning	20	20	Composite time of 90 minutes for Objective Tests and 30 minutes for Descriptive Test
2.	Test of Professional Knowledge (Hindi)	50	50	
3.	General Awareness (with special reference to agriculture, rural development and banking)	40	40	
4.	Computer Knowledge	40	40	
5.	Test of English Language (Descriptive)	Essay, Precis writing, Report / Letter Writing	50	
	Total		200	

III. Language Proficiency Test :

Those who qualify for selection and have passed the 10th or 12th standard with the declared language as one of the subjects will not be subjected to Language Proficiency Test, however they have to submit valid proof for the same (i.e. marksheet for class X/XII with the specified Language as Subject. In case of others (qualified for selection), the language proficiency test will be conducted after the declaration of result of Main examination at the Regional Office of concerned State. The language proficiency test will be conducted in the official language of the State concerned. **Candidates not found to be proficient in official language would be disqualified, i.e.** candidates who fail to qualify this test will not be offered appointment.

The details of Language Proficiency Test to be conducted, would be available on NABARD website after the main examination. The Selected candidates/Waitlist candidates would require to undergo the LPT. The LPT will be qualifying in nature. However, candidates not qualifying the test would not be eligible for appointment. In this connection, a list of language/s specified for the LPT of concerned State/s is provided in Annexure I.

Scheme of Examination :

- i. The preliminary and main online tests except English/Hindi language, will be available bilingually, i.e. in English and Hindi.
- ii. 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 selection.
- iii. There will be negative marks for wrong answers in the Objective tests in both the phases. 1/4th mark will be deducted as penalty for each wrong answer.
- iv. Other detailed information regarding the examination will be given in an Information Hand-out, which will be made available to the candidates for download along with the call letter for examination from NABARD's website.
- v. Final selection will be on the basis of candidate's performance in the online Main examination in the order of merit and biometric verification. The decision of the Bank in this regard will be final. Final Select list of the candidates who have provisionally qualified for selection will be made available on the Bank's website. Appointment is subject to Verification of eligibility for the post and information furnished in the online application.
- vi. Candidates responses (answers) will be analysed with other candidates to detect patterns of similarity of right and wrong answers. If in the analytical procedure adopted in this regard, it is inferred/ concluded that the responses have been shared and scores obtained are not genuine/valid, your candidature may be cancelled. Any candidate who is found copying or receiving or giving assistance or engaging in any behaviour unbecoming of a candidate will not be considered for assessment. The NABARD may take further action against such candidates as deemed fit by it.
- vii. A candidate who is or has been declared by NABARD guilty of impersonation or of submitting fabricated document/s which have been tampered with or of making statements which are incorrect or false or of suppressing material information or otherwise resorting to any other irregular or improper means of obtaining admission to examination or of using or attempting to use unfair means in the examination hall or misbehaviour in the examination hall may be debarred permanently or for a specified period.

(II) Selection Process :

- i. **State wise merit list will be prepared for final selection.** The marks obtained in the Preliminary Examination (Phase-I) will not be added for preparing the final merit list for selection. Only the marks obtained in Main Examination (Phase-II), both in the Objective Test and the Descriptive Test, will be added for preparing the final merit list.

- ii. **Resolution of Tie Cases:** In cases where more than one candidate secure the equal aggregate marks, tie will be resolved by applying the following methods one after another :
 - a) Higher educational qualification
 - b) In case there is a tie in qualification, higher marks secured in graduation
 - c) In case of tie marks in graduation, higher age will be given preference.
- iii. **Wait List:** A wait list of up to 50% of vacancies (State-category wise) subject to minimum of **three** will be maintained. Candidates will be considered from the waitlist against non-joining of select list candidates only. The validity of panel will be for a period of one year from the date of approval of the selection list by the Competent Authority or the declaration of the result for the subsequent recruitment of Development Assistant/Development Assistant (Hindi), whichever is earlier.
- iv. **Appointment of the selected candidate would be subject to his/her being declared medically fit as per the rules of the Bank.**

(D) **Pre-recruitment Training 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 in the format furnished below **so as to reach before 11 October 2022 by way of email to prerecruitment@nabard.org** by providing subject line as: "APPLICATION FOR PRE-EXAMINATION TRAINING FOR SC/ST/OBC/PWBD CANDIDATES FOR DEVELOPMENT ASSISTANT / DEVELOPMENT ASSISTANT (HINDI) -2022.

The pre-examination training would be held prior to Preliminary Examination. The exact date, time, etc. would be informed to the candidates in advance on their email given in the application. The training will be held subject to receipt of adequate number of requests.

Candidates may send a scanned copy of the form duly filled alongwith a self-attested copy of the caste/PWBD certificate to the email id mentioned above (Annexure II).

5. Examination Centres:

- i. The Preliminary Examination will be conducted online at various venues across the states as indicated in Annexure – III. Candidates will have to opt for a centre within the same state, they have applied for.
- ii. The Main Exam will be held at any place(s) in the concerned State. However, in case of any unforeseen infrastructural issues, centres would be shifted /combined/merged elsewhere.
- iii. NABARD, however, reserves the right to cancel any of the Examination centre/s and/ or add some other center/s, depending upon the number of candidates opting, administrative feasibility, etc.

- iv. NABARD also reserves the right to allot the candidate to any centre other than the one he/she has opted for.
- v. Candidate will appear for the examination at an Examination Centre at his/ her own risks and expenses and NABARD will not be responsible for any injury or losses etc. of any nature, whatsoever.
- vi. Choice of Centre once exercised by the candidate will be final.
- vii. No request for change of centre / venue / date / session of Examination shall be entertained.
- viii. 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 candidate.

6. Service Conditions / Career Prospects:

(i) Pay Scale:

Selected Candidates will draw a starting basic pay of **Rs. 14,650/- per month (including two advance increments) in the scale of Rs.13150 -750(3) -15400 -900(4) -19000 -1200 (6) -26200 -1300 (2)-28800-1480 (3)-33240 -1750(1) -34990 (20 years)** and other allowances, viz. Dearness Allowance, House Rent Allowance, City Compensatory Allowance, Transport Allowance etc., as admissible from time to time. At present, initial monthly Gross emoluments for Development Assistant/Development Assistant (Hindi) is approximately Rs.32,000/-.

(ii) Perquisites:

The available perquisites include NABARD's residential accommodation subject to availability, reimbursement of petrol for vehicle for official purpose, Newspaper, Brief Case, Book Grant, Allowance for furnishing of residence, etc., as per eligibility, dispensary facility besides reimbursement of medical expenses for OPD treatment/hospitalization 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, Consumer Articles, Personal Computer, etc. The candidates selected for the post will be governed by the "defined Contribution to New Pension Scheme (NPS)", in addition to the benefit of Gratuity and Optional Group Term Insurance Plan.

(iii) There are reasonable prospects for promotion to higher grades.

(iv) Selected candidates will be initially posted in NABARD's Head Office/Regional office/TE for which they have applied. However, they are liable to be transferred anywhere in India.

7. How to Apply

Detailed Guidelines / Procedure for

- A. Application Registration**
- B. Payment of Fee**
- C. Documents Scan and Upload**

Candidates can apply online only from 15 September 2022 to 10 October 2022 and no other mode of application will be accepted.

Eligible applicants are required to apply online through the website www.nabard.org. No other means/ mode of application will be accepted. The application form should be filled in English only. Option for the use of Hindi language will be available for the Preliminary/Main Examination.

Important Points to be noted before registration:

Before applying online, candidates should -

- i. Scan their:
 - Photograph (4.5 cm x 3.5 cm)
 - Signature (with Black ink)
 - Left Thumb impression (on white paper with black or blue ink)
 - A hand written declaration (on a white paper with black ink) (text given below)
 - Ensuring that all these scanned documents adhere to the required specifications as given in the 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. (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 specification.)
- 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/upload bio-data etc. through the registered e-mail ID. In

case a candidate does not have a valid personal e-mail ID/mobile number, he/she should create/obtain his/her new e-mail ID and mobile no. before applying on-line and must maintain that email account and mobile number.

- A. 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. Be prepared for biometric verification of identity at the Exam Centre at the time of Main Examination and onwards.

APPLICATION PROCEDURE

- Candidates to go to the Bank’s website [www.nabard.org / career notices](http://www.nabard.org/career_notices), click on the option "APPLY HERE" 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 “**COMPLETE REGISTRATION**” button.
- 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 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 detailed under point "C".

- 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 “**COMPLETE REGISTRATION**”.
- 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.
- 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. 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.
- **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/>. Don't forget to mention “NABARD Development Assistant/Development Assistant (Hindi) Examination” in the subject box of the email**
- To ensure the security of your data, please close the browser window once your transaction is complete.

B. Application Fee / Intimation Charges (Non Refundable)

Applicable Fee (exclusive of applicable GST) is Non Refundable and has to be paid Online as under. Bank Transaction charges for Online Payment of application fee/intimation charges will have to be borne by the candidate

Category of Applicants	Application Fee	Intimation Charges, etc.	Total Fee
For SC/ST/PWBD/EXS	-	Rs. 50	Rs. 50*
For Others	Rs. 400	Rs. 50	Rs. 450*
Staff @	@	@	@

*Exclusive of applicable GST

@ All NABARD employees satisfying the educational qualification criteria would be eligible to apply. They will be required to pay fee/intimation charges as indicated above at the time of online application, which will be reimbursed on submission of fee receipt only to those employees of NABARD (staff candidates) who satisfy the eligibility criteria for the post.

C. 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.**

Photograph Image:

- Photograph must be a recent passport size colour picture.
- The picture should be in colour, 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-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.
- Ensure that photo to be uploaded is of required size and the face should be clearly visible.
- 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, the candidate will not be allowed to appear for the exam.

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
 - 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 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

- 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 ‘Open/Upload’
- If the file size and format are not as prescribed, an error message will be displayed.
- Preview of the uploaded image will help to see the quality of the image. In case of unclear / smudged, the same may be re-uploaded to the expected clarity /quality.

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

8. 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, 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, 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.

9. GENERAL INSTRUCTIONS

1. DOWNLOAD OF CALL LETTER

Candidates will have to visit the NABARD's website for downloading call letters for online test (Phase I & II). 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.

2. CANDIDATES REPORTING TIME

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, the call letter along with original and a photocopy of the candidate's currently valid photo identity such as PAN Card/ Passport/ 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 card with a photograph/ Employee ID/ Bar Council Identity Card with photograph should be submitted to the invigilator for verification. **Ration Card and Learner's Driving License are not valid id proof.** 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.

Note: 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, without which they will not be allowed to take up the examination. 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.

4. Admission to the online examination (Phase I & II) will be purely provisional without verification of age/qualification/category (SC/ST/OBC/PWBD/EWS) 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 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
5. Applicants already in service of Govt. / Quasi-Govt. Organisations and Public Sector Banks/ Undertakings will have to produce a discharge certificate from their employer, at the time of appointment.
6. No applicant is permitted to use or have possession of Calculators, Mobile Phones, Blue tooth devices or any other instrument/ device /gadget in the Examination Hall.
7. The applicants will have to reach the exam venue and appear for the online examination (Phase I and II), at their own cost.
8. 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.
9. 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.
10. 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.

11. The **Competent Authority** for the issue of certificates to SC/ST/OBC/PWBD/EWSs 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.

The SC/ST/OBC candidates from Maharashtra are also required to submit validity certificate issued by the Scrutiny Committee.

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.

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

(c) **For OBCs:**

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 valid for the financial year 2022-2023, issued on or after 01-04-2022.

Applicants belonging to OBC category but coming in the '**CREAMY LAYER**', are not entitled to OBC reservation and age relaxation. They should indicate their category as General (**UR**) or '**UR (OC)**' or '**UR (VC)**' or '**UR(HI)**' (as applicable).

Attested copy/copies of relevant SC / ST / OBC / PWBD/ EWS certificates should be submitted in the prescribed format at the time of appointment.

(d) **For EWSs :**

(i) District Magistrate/ Additional District Magistrate/ Collector/ Deputy Commissioner/ Additional Deputy Commissioner/ 1st Class Stipendary

Magistrate/ Sub Divisional Magistrate/ Taluka Magistrate/ Executive Magistrate/ Extra Assistant Commissioner

(ii) Chief Presidency Magistrate/ Additional Chief Presidency Magistrate/ Presidency Magistrate

(iii) Revenue Officer not below the rank of Tehsildar and

(iv) Sub Divisional Officer or the area where the candidate and/or his family normally resides.

The EWS certificate should be for the financial year 2022-2023, issued on or after 01-04-2022.

12. 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.

13. Mere admission to the Phase I/ II online examinations 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.

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

15. 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.

16. 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.

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

18. 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.

19. PRINT OUT OF THE COMPLETED ON-LINE APPLICATION SHOULD NOT BE SENT

20. 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.

21. CANVASSING IN ANY FORM WILL BE A DISQUALIFICATION

22. The Bank does not furnish the mark sheet of the selection process to candidates. The marks obtained in Phase I (online examination) and Phase II examination will be made available on the Bank's website in an interactive mode after recruitment process is over.

23. BIOMETRIC DATA – CAPTURING AND VERIFICATION

It has been decided to capture the biometric data (thumb impression) and the photograph of the candidates from the Main Examination onwards. The biometric data and photograph will be verified subsequently. Decision of the Biometric data verification authority with regard to its status (matched or mismatched) shall be final and binding upon the candidates.

For Biometric process, candidates are requested to take care of the following points in order to ensure a smooth process:

- 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, toes etc., may be captured.

24. Any notice/communication meant for the candidates displayed on the Bank's website or 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.	15 September 2022 to 10 October 2022
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Mumbai

Date: 15 September 2022

Chief General Manager

Human Resource Management Department

Annexure - I
Specified Language of the State

Sr. No.	States	Official Language
1	Andhra Pradesh	Telugu
2	Assam	Assamese
3	Bihar	Hindi
4	Chhattisgarh	Hindi
5	Goa	Konkani
6	Gujarat	Gujarati
7	Haryana	Hindi
8	Karnataka	Kannada
9	Madhya Pradesh	Hindi
10	Maharashtra	Marathi
11	Manipur	Manipuri
12	Nagaland	English
13	New Delhi	Hindi
14	Odisha	Oriya
15	Punjab	Punjabi
16	Rajasthan	Hindi
17	Tamilnadu	Tamil
18	Telangana	Telugu
19	Uttar Pradesh	Hindi
20	Uttarakhand	Hindi
21	West Bengal	Bengali

FORM OF APPLICATION FOR TRAINING

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

Place:

Date:

Dear Sir,

Pre-examination Training – Development Assistant / Development Assistant (Hindi) in Group ‘B’

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 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 :

Full Address :

Caste :

Email ID :

Mobile No. :

Encl: Attested Copy of Caste/Physically Challenged certificate/fee receipt

\$ Delete inapplicable.

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

Annexure III (A)

Recruitment to the post of Development Assistant / Development Assistant (Hindi) List of Venues for Phase - I - Preliminary Examination	
State	City Name
Andhra Pradesh	Chirala, Eluru, Guntur, Kadapa, Kakinada, Kurnool, Nellore, Rajahmundry, Srikakulam, Tirupati, Vijaywada, Vishakhapatnam, Vizianagaram
Assam	Guwahati, Dibrugarh, Jorhat, Silchar, Tejpur,
Bihar	Arrah, Bhagalpur, Darbhanga, Gaya, Muzaffarpur, Patna, Purnea,
Chhattisgarh	Bhilai Nagar - Durg, Bilaspur, Raipur
New Delhi	Delhi - NCR
Goa	Panaji, Madgaon
Gujarat	Ahmedabad - Gandhi Nagar, Anand, Mehsana, Rajkot, Surat, Vadodara
Haryana	Ambala, Faridabad, Gurugram
Karnataka	Bengaluru, Belgaum, Bidar, Davangere, Gulbarga, Hassan, Hubli- Dharwad, Mandya, Mangalore, Mysore, Shimoga, Udupi
Madhya Pradesh	Bhopal, Gwalior, Indore, Jabalpur, Satna, Ujjain
Maharashtra	Amravati, Ahmednagar, Akola, Aurangabad (Maharashtra), Dhule, Jalgaon, Kolhapur, Latur, Mumbai/Thane/Navi Mumbai/MMR Region, Nagpur, Nanded, Pune, Ratnagiri, Solapur
Manipur	Imphal
Nagaland	Kohima
Odisha	Balasore, Berhampur (Ganjam), Bhubaneswar, Cuttack, Rourkela, Sambalpur
Punjab	Amritsar, Bhatinda, Jalandhar, Mohali, Patiala, Chandigarh
Rajasthan	Ajmer, Bikaner, Jaipur, Jodhpur, Kota, Sikar, Udaipur
Tamilnadu	Chennai, Coimbatore, Erode, Madurai, Nagercoil/Kanyakumari, Salem, Thanjavur, Thiruchirapalli, Tirunelveli, Vellore, Virudhunagar
Telangana	Hyderabad, Karimnagar, Khammam, Warangal
Uttar Pradesh	Agra, Aligarh, Prayagraj (Allahabad), Bareilly, Faizabad, Ghaziabad, Gonda, Gorakhpur, Kanpur, Lucknow, Mathura, Meerut, Moradabad, Muzaffarnagar, Noida / Greater Noida, Sitapur, Varanasi
Uttarakhand	Dehradun, Haldwani, Roorkee
West Bengal	Asansol, Durgapur, Kolkata/Greater Kolkata, Hooghly, Kalyani, Siliguri

Annexure – III (B)

Recruitment to the post of Development Assistant / Development Assistant (Hindi)
List of Venues for Phase - II - Main Examination

State	City Name
Andhra Pradesh	Vijaywada
	Vishakhapatnam
Assam	Guwahati
Bihar	Patna
Chhattisgarh	Raipur
New Delhi	Delhi - NCR
Goa	Panaji
Gujarat	Ahmedabad - Gandhi Nagar
Haryana	Hisar
Karnataka	Bengaluru
Madhya Pradesh	Bhopal
Maharashtra	Mumbai/Thane/Navi Mumbai/MMR Region
	Pune
Manipur	Imphal
Nagaland	Kohima
Odisha	Bhubaneshwar
Punjab	Chandigarh/Mohali
Rajasthan	Jaipur
Tamilnadu	Chennai
Telangana	Hyderabad
Uttar Pradesh	Lucknow
Uttarakhand	Dehradun
West Bengal	Kolkata /Greater Kolkata

