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), the examination pattern will be as follows :

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 produce 10th or 12th standard mark sheet / certificate indicating official language as one of the subjects will not be subjected to Language Proficiency Test. 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. c**andidates 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. $1/4^{th}$ 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 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) or 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.