

F. No. NHIDCL/2(22)/Recrt. Tech. & others/2024/HR Dated : 10.08.2024

National Highways & Infrastructure Development Corporation Limited has been set up by the Government of India as a Corporation under the Ministry of Road Transport & Highways to fast pace construction/ up-gradation/ widening of National Highways in the North-Eastern Region and areas that share international boundaries with neighbouring countries.

Applications are invited from dynamic, effective and experienced eligible officers working in Central/State/UT Government Ministries/ Departments, Indian Army/ Navy/Air-Force, Border Road Organization (GREF), Central/State Autonomous Bodies, Central/State Public Sector Undertakings, etc. on Transfer on Deputation basis for the following posts :

Sl. No.	Name of the Posts	No. of Vacancies*	Pay Matrix Level in CDA pattern
1.	General Manager (LA & Coord.)	04	Pay Matrix Level-13 (Rs. 1,23,100-2,15,900).
2.	Deputy General Manager (T/P)	21	Pay Matrix Level-12 (Rs. 78,900-2,08,200).
3.	Deputy General Manager (Land Acquisition & Coord.)	12	Pay Matrix Level-12 (Rs. 78,900-2,08,200).
4.	Manager (T/P)	46	Pay Matrix Level-11 (Rs. 67,700-2,08,700)
5.	Manager (Land Acquisition & Coord.)	15	Pay Matrix Level-11 (Rs. 67,700-2,08,700)
6.	Manager (Legal)	01	Pay Matrix Level-11 (Rs. 67,700-2,08,700)
7.	Manager (HR/ Vigilance)	03	Pay Matrix Level-11 (Rs. 67,700-2,08,700)
8.	Deputy Manager (T/P)	58	Pay Matrix Level-10 (Rs. 56,100-1,77,500)
9.	Deputy Manager (HR)	01	Pay Matrix Level-10 (Rs. 56,100-1,77,500)
10.	Deputy Manager (Finance)	06	Pay Matrix Level-10 (Rs. 56,100-1,77,500)
11.	Assistant Manager (HR)	03	Pay Matrix Level-8 (Rs. 47,600-1,51,100/-)
12.	Assistant Manager (Finance)	13	Pay Matrix Level-8 (Rs. 47,600-1,51,100/-)
13.	Junior Manager (Finance)	15	Pay Matrix Level-7 (Rs. 44,900-1,42,400)
14.	Junior Manager (HR)	07	Pay Matrix Level-7 (Rs. 44,900-1,42,400)
15.	Principal Private Secretary (at NHIDCL HQs)	01	Pay Matrix Level-11 (Rs. 67,700-2,08,700/-)
16.	Personal Assistant (at NHIDCL HQs)	07	Pay Matrix Level-7 of 7th CPC (Rs. 44,900-1,42,400/-)

*Number of vacancies in the posts may vary, depending upon the requirement. Further, NHIDCL reserves the right to prepare a panel of selected candidates for filling up the indicated and future vacancies that may arise in NHIDCL.

Last date for submission of Application: 04 (Four) weeks from the date of publication of the advertisement in the Employment News. Date of Publication of the Advertisement in the Employment News shall be displayed on the NHIDCL Website www.nhidcl.com.

For Eligibility Criteria and detailed Terms and Conditions please visit-NHIDCL Website www.nhidcl.com.

Applications shall have to be submitted only in on-line mode for which link has been posted on the NHIDCL website www.nhidcl.com. No applications in any other mode like By Hand or By Post or By E-mail shall be accepted under any circumstances.

NOTE 1: Crucial date for deciding eligibility criteria including age of a candidate shall be the last date for submission of application.

NOTE 2: Candidate submitting application on Transfer on Deputation basis shall be required also to submit his/her application through proper channel. He/she will be allowed to appear in the interview, even if shortlisted for a post, only if his/her application is received through proper channel along with copies of ACRs/APARs for last five years, No Objection Certificate (NOC) and Vigilance Clearance (VC) from his/her parent organization.

NOTE 3: Retired Officer(s) who have served in the Government and satisfy the prescribed eligibility criteria, may also apply for the post on Contract basis provided he/she has not attained the age of 62 years as on the crucial date for submission of applications.

ELIGIBILITY CRITERIA AND TERMS & CONDITIONS FOR THE POST(S):-

(i) The details of Educational Qualifications, Eligibility Criterion and required Experience are given below:-

Sl. No.	Name of the Post	Educational Qualifications	Eligibility criterion and required Experience
1	2	3	3
1.	General Manager (LA & Coord.)	Age:- Not exceeding 56 years. Essential Educational Qualification and Experience:- (i) Degree from a recognized University/ Institute; and (ii) 14 years' experience in the Pay Level-10 (pre-revised Pay Scale of Pay Band-3 (Rs. 15,600-39,100) with Grade Pay Rs. 5400/-) or equivalent or higher out of which at least five years experience in handling land acquisition and revenue matters.	(i) holding analogous post on regular basis in the Pay Level-13 (pre-revised Pay Band-4 (Rs. 37,400-67,000) with Grade Pay Rs. 8700/-) in CDA pattern or equivalent in IDA pattern in the parent cadre/ department; or (ii) with five years' service in the grade rendered after appointment thereto on a regular basis in posts in the Pay Level-12 (pre-revised Pay Band-3 (Rs. 15,600-39,100) with Grade Pay Rs. 7600/-) in CDA pattern or equivalent in IDA pattern in the parent cadre/ department; and Possessing the essential educational qualifications and experience stipulated in column 2.
2.	Deputy General Manager (T/P)	Age:- Not exceeding 56 years. Essential Educational Qualification & Experience:- (i) Degree in Civil Engineering from a recognized University / Institute; and (ii) 09 years' experience in posts carrying the Pay Scale in Pay Level-10 (Rs. 56,100-1,77,500) (pre-revised Pay Band-3, Rs. 15,600-39,100 with Grade Pay Rs. 5400/-) or equivalent or higher out of which 06 years' experience in the field of Highways, Roads, Tunnels and Bridges.	(i) holding analogous post on regular basis in the Pay Level-12 (pre-revised of Pay Band-3 (Rs. 15600-39100) with Grade Pay Rs. 7600/-) in CDA pattern or equivalent in the IDA pattern in the parent cadre/ department; or (ii) with 05 years' service in the grade rendered after appointment thereto on regular basis in the posts in Pay Level-11 (pre-revised Pay Band-3, (Rs. 15600-39100) with Grade Pay Rs.6600/-) in CDA pattern or equivalent in IDA pattern in the parent cadre/ department, and Possessing the essential educational qualifications and essential experience stipulated in Column 2.
3.	Deputy General Manager (Land Acquisition & Coord.)	Age:- Not exceeding 56 years. Essential Educational Qualification & Experience:- (i) Degree from a recognized University / Institute; and (ii) 09 years' experience in posts carrying the Pay Scale in Pay Level-10 (pre-revised Pay Scale Pay Band-3, Rs. 15,600-39,100 with Grade Pay Rs. 5400/-) or equivalent or higher out of which at least five years experience in handling land acquisition and revenue matters.	(i) holding analogous post on regular basis in the Pay Level-12 (pre-revised of Pay Band-3 (Rs. 15600-39100) with Grade Pay Rs. 7600/-) in CDA pattern or equivalent in the IDA pattern in the parent cadre/ department; or (ii) with Five years' service in the grade rendered after appointment thereto on regular basis in the posts in Pay Level-11 (pre-revised Pay Band-3, (Rs. 15600-39100) with Grade Pay Rs.6600/-) in CDA pattern or equivalent in IDA pattern in the parent cadre/ department, and Possessing the essential educational qualifications and essential experience stipulated in Column 2.
4.	Manager (T/P)	Age:- Not exceeding 56 years. Essential Educational Qualification & Experience:- (i) Degree in Civil Engineering from a recognized University / Institute; and (ii) 04 years' experience in posts carrying the Pay Scale in Pay Level-10 (Rs. 56,100-1,77,500) (pre-revised Pay Band-3, Rs. 15,600-39,100 with Grade Pay Rs. 5400/-) or equivalent or higher out of which 03 years' experience in the field of Highways, Roads, Tunnels and Bridges.	(i) holding analogous post on regular basis in the Pay Level-11 (pre-revised of Pay Band-3 (Rs. 15600-39100) with Grade Pay Rs. 6600/-) in CDA pattern or equivalent in IDA pattern in the parent cadre/ department; or (ii) with 05 years' service in the grade rendered after appointment thereto on regular basis in the posts in Pay Level-10 (pre-revised Pay Band-3, (Rs. 15600-39100) with Grade Pay Rs. 5400/-) in CDA pattern or equivalent in IDA pattern in the parent cadre/ department, or (iii) with 08 years' service in the grade rendered after appointment thereto on regular basis in the posts in Pay Level-8 (pre-revised Pay Band-2, (Rs. 9300- 34800) with Grade Pay Rs. 4800/-) or equivalent pay scale and

5.	Manager (Land Acquisition & Coord.)	Age:- Not exceeding 56 years. Essential Educational Qualification & Experience:- (i) Degree from a recognized University/ Institute; and (ii) Three years' experience in posts carrying the Pay Scale in Pay Level-10 (pre-revised Pay Scale of Pay Band-3 (Rs. 15,600-39,100) with Grade Pay Rs. 5400/-) or equivalent or higher out of which at least three years experience in handling land acquisition and revenue matters.	(i) holding analogous post on regular basis in the Pay Level-11 (pre-revised Pay Band-3 (Rs. 15,600-39,100) with Grade Pay Rs. 6,000/-) in CDA pattern or equivalent pay scale in IDA pattern in the parent cadre/ department; or (ii) with five years' service in the grade rendered after appointment thereto on a regular basis in posts in the Pay Level-10 (pre-revised PB-3 (Rs. 15600-39100) with Grade Pay Rs.5400/-) in CDA pattern or equivalent pay scale in IDA pattern in the parent cadre/ department; and Possessing the educational qualifications and experience stipulated in Column 7.	9.	Deputy Manager (T/P)	Age:- Not exceeding 56 years. Essential Educational Qualification and Experience:- (i) Degree/Diploma in Civil Engineering from a recognized University / Institute.	(i) holding analogous post on regular basis in the Pay Level-10 (pre-revised Pay Band-3, (Rs. 15,600 -39,100) with Grade Pay Rs. 5400/-) in CDA pattern or equivalent in IDA pattern; or (ii) with 04 years' service in the grade rendered after appointment thereto on a regular basis in posts in the Pay Level-8 (pre-revised Pay Band-2, (Rs. 9300- 34800) with Grade Pay Rs. 4800/-) in CDA pattern or equivalent in IDA pattern in the parent cadre/ department and possessing educational qualification.
6.	Manager (Legal)	Age:- Not exceeding 56 years. Essential Educational Qualification & Experience:- (i) Degree in Law from a recognized University / Institute; and (ii) 05 years' experience in the field of Law related to contractual matters/ arbitration / legislative matters /land acquisition.	(i) holding analogous post on regular basis in the Pay Level-11 (pre-revised of Pay Band-3 (Rs. 15600-39100) with Grade Pay Rs. 6000/-) in CDA pattern or equivalent in the IDA pattern in the parent cadre/ department; or (ii) with five years' service in the grade rendered after appointment thereto on regular basis in the posts in Pay Level-10 Pay Band-3, Rs. (15600-39100) with Grade Pay Rs. 5400/-) in CDA pattern or equivalent in IDA pattern in the parent cadre/ department; or (iii) with eight years' service in the grade rendered after appointment thereto on regular basis in the posts in Pay Level-8 (pre revised Pay Band-2, (Rs. 9300- 34800) with Grade Pay Rs. 4800/-) in CDA pattern or equivalent in IDA pattern in the parent cadre/ department; and Possessing the essential educational qualification and essential experience stipulated in Column 2.	10.	Deputy Manager (Fin.)	Age:- Not exceeding 56 years. Essential Educational Qualification and Experience:- (i) ICAP/ ICWAI/ MBA (Finance) from a recognized University/Institute; with four years post qualification experience out of which at least two years experience of handling finance and accounts matter, or Member of any organized Group-'A' Finance/Accounts related Service of the Central Govt. or of the State Govt.	(i) holding analogous post on regular basis in the Pay Level-10 (Pre-revised Pay Band-3, (Rs. 15,600-39,100) with Grade Pay Rs. 5400/-) in CDA pattern or equivalent in IDA pattern in the parent cadre/ department; or (ii) with four years' service in the grade rendered after appointment thereto on a regular basis in posts in the Pay Level-8, (Pre-revised Pay Band-2, (Rs. 9,300-34,800) with Grade Pay Rs. 4800/-) in CDA pattern or equivalent in IDA pattern in the parent cadre/ department; and Possessing the essential educational qualifications and experience stipulated in Column 2.
7.	Manager (HR/ Vigilance)	Age:- Not exceeding 56 years. Essential Educational Qualification & Experience:- (i) Degree from a recognized University or Institute; Desirable:- (i) Degree in Law, OR (ii) Master in Business Administration, OR (iii) Post Graduate Diploma in Public Administration. AND At least four years experience in Administration / Establishment/ Human Resource/Personnel Management/ Vigilance	(i) holding analogous post on regular basis in the Pay Level-11 (pre revised of Pay Band-3 (Rs. 15600-39100) with Grade Pay Rs. 6600/-) in CDA pattern or equivalent in the IDA pattern in the parent cadre/ department; or (ii) with five years' service in the grade rendered after appointment thereto on a regular basis in the posts in Pay Level-10 (pre-revised Pay Band-3, (Rs. 15600-39100) with Grade Pay Rs. 5400/-) in CDA pattern or equivalent in IDA pattern in the parent cadre/ department; or (iii) with eight years' service in the grade rendered after appointment thereto on regular basis in the posts in Pay Level-8 (pre-revised Pay Band-2, Rs. 9300- 34800 with Grade Pay Rs. 4800/-) or above) in CDA pattern or equivalent in IDA pattern in the parent cadre/department; and Possessing the essential educational qualification and essential experience stipulated in Column 2.	11.	Assistant Manager (HR)	Age:- Not exceeding 56 years. Essential Educational Qualification (i) Degree of a recognized University/ Institute ; (ii) At least three years experience in Administration/ Establishment/Human Resource/Personnel Management	(i) holding analogous post on regular basis in the Pay Level-8 (Pre-revised Pay Band-2, (Rs. 9,300-34,800) with Grade Pay Rs. 4600/-) in CDA pattern or equivalent in IDA pattern in the parent cadre/ department; or (ii) with two years' service in the grade rendered after appointment thereto on a regular basis in posts in the Pay Level-7 (pre-revised Pay Band-2 (Rs.9,300-34,800) with Grade Pay Rs. 4600/-) in CDA pattern or equivalent in IDA pattern in the parent cadre/ department; and Possessing the educational qualification and experience stipulated in Column 2.
8.	Deputy Manager (HR)	Age:- Not exceeding 56 years. Essential Educational Qualification:- (i) Degree of a recognized University /Institute ; Essential Experience: At least four years' experience in Administration/Establishment/Human Resource/ Personnel Management	From officers under the Central Government or State Governments or Union Territories or Public Sector Undertakings or Semi Government or Statutory or Autonomous Organizations and other Government Bodies;- (i) holding analogous post on regular basis in the Pay Level-10 (pre-revised Pay Band-3 (Rs. 15,600-39,100) with Grade Pay Rs. 5400/-) in CDA pattern or equivalent in IDA pattern in the parent cadre/ department; or (ii) with two years' service in the grade rendered after appointment thereto on a regular basis in posts in the Pay Level-8 (pre-revised Pay Band-2 (Rs. 9,300-34,800) with Grade Pay Rs. 4800/-) in	12.	Assistant Manager (Finance)	Age:- Not exceeding 56 years. Essential Educational Qualification:- (i) ICAI / ICWAI / MBA (Finance) from a recognized University/ Institute; or (ii) Member of any organized Finance /Accounts related Service of the Central Government or of the State Government. Essential Experience:- At least 4 years' experience in Financial Accounting/ Budgeting/Internal Audit/ Contract Management/ Fund Management/Disbursement in Central Government or State Governments or Union Territories or Public Sector Undertakings or Semi Government or Statutory or Autonomous Organizations and other Government Bodies.	(i) Holding analogous post on regular basis in the Pay Level-8 (Pre-revised Pay Band-2, (Rs. 9,300-34,800) with Grade Pay Rs. 4800/-) in CDA pattern or equivalent in IDA pattern in the parent cadre/ department; or (ii) with two years' service in the grade rendered after appointment thereto on a regular basis in posts in the Pay Level-7 (pre-revised Pay Band-2 (Rs. 9,300-34,800) with Grade Pay Rs. 4600/-) in CDA pattern or equivalent in IDA pattern in the parent cadre/ department; and Possessing the Essential educational qualification and experience stipulated in Column 2.
9.	Junior Manager (Finance)			13.		Age:- Not exceeding 56 years. Essential Educational Qualification:- (i) Bachelor Degree in Commerce/ Accounts; or (ii) Passed Intermediate Examination of ICAI/ICWAI	(i) holding analogous post on regular basis in the Pay Level-7 (Pre-revised Pay Band-2, (Rs. 9,300-34,800) with Grade Pay Rs. 4600/-) in CDA pattern or equivalent in IDA pattern in the parent cadre/ department; or (ii) with five years' service in the grade rendered after appointment thereto on a regular basis in posts in the Pay Level-6 (pre-revised Pay Band-2, (Rs. 9,300-34,800) with Grade Pay Rs. 4200/-) in CDA pattern or equivalent in

14.	Junior Manager (HR)	Age:- Not exceeding 58 years. Essential Educational Qualification and Experience : (i) Degree of a recognized University /Institute.	(i) holding analogous post on regular basis in the Pay Level-7 (Pre-revised Pay Band-2, (Rs. 9,300-34,800) with Grade Pay Rs. 4600/-) in CDA pattern or equivalent in IDA pattern in the parent cadre/ department; or (ii) with five years' service in the grade rendered after appointment thereto on a regular basis in posts in the Pay Level-6 (pre-revised Pay Band-2, (Rs. 9,300-34,800) with Grade Pay Rs. 4200/-) in CDA pattern or equivalent in IDA pattern in the parent cadre/ department; and Possessing the educational qualifications.
15.	Principal Private Secretary	Age:- Not exceeding 58 years. Educational Qualification: (i) Graduation or equivalent from a recognized University / Institute; and (ii) Dictation of 10 minutes at the speed of 100 words per minute in Shorthand (English/Hindi) and transcription time (on computer only) is 50 minutes for English and 65 minutes for Hindi.	(i) holding analogous post on regular basis in the Pay Level-11 (pre-revised of Pay Band-3 (Rs. 15600-39100) with Grade Pay Rs. 6600/-) in CDA pattern or equivalent in the IDA pattern in the parent cadre/ department; or (ii) with five years' service in the grade rendered after appointment thereto on regular basis in the Pay Level-10 (pre-revised Pay Band-3, (Rs. 15600-39100) with Grade Pay Rs. 5400/-) in CDA pattern or equivalent in IDA pattern in the parent cadre/ department.
16.	Personal Assistant	Age:- Not exceeding 58 years. Educational Qualification: (i) Graduation or equivalent from a recognized University / Institute; and (ii) Dictation of 10 minutes at the speed of 100 words per minute in Shorthand (English/Hindi) and transcription time (on computer only) is 50 minutes for English and 65 minutes for Hindi.	(i) holding analogous post on regular basis in the Pay Level-7 (pre revised PB-2 (Rs. 9300-34,800) with Grade Pay of Rs. 4600/-) in CDA pattern or equivalent in IDA pattern in the parent cadre/ department; or (ii) with five years' service in the grade rendered after appointment thereto on a regular basis in posts in Pay Level-6 (pre-revised Pay Band-2 (Rs. 5200-34800) with Grade Pay of Rs. 4200/-) in CDA pattern equivalent in IDA pattern in the parent cadre/ department.

- (2) The initial tenure of engagement on Contract shall be two years, which can be extended/ curtailed further with the approval of the Competent Authority up to the maximum age limit of 65 years.
- (3) The initial period of deputation shall be three (03) years, which can be extended further up to the permissible limit, with the approval of the Competent Authority.
- (4) The Terms & Conditions and pay/remuneration of the Officer(s) selected for appointment on Deputation / engagement on Contract basis will be governed as per extant Rules of Government of India/ NHIDCL policy, as amended from time to time.
- (5) In case of selection on Contract basis, Officers shall be paid remuneration as per details given below:-

Designation of the Post	Last Pay drawn minus Pension plus prevalent rate of DA	Consolidated Allowance (Rs. Per Month)	Field Allowance (Rs. Per Month)	Total Remuneration proposed to be offered
	A	B	C	D
General Manager	Actual based on PPO /LPC	48000	12,310	A+B+C
Dy. General Manager		35,000	7,880	
Manager /Principal Private Secretary		31,000	6,770	
Deputy Manager		27,000	5,310	
Assistant Manager		19,000	4,700	
Junior Manager/ Personal Assistant		15,000	3,540	

- Note: The remuneration will be subject to changes in prevailing rate of DA.
- (6) An annual increase of 5% of the pay drawn in NHIDCL on 1st July rounded off to next hundred rupees shall be granted to the Officers engaged on Contract basis on completion of at least 6 months of Contract service as on 1st July provided the Pay so raised and the Pension put together does not exceed the maximum of the Pay Level of the post concerned, or Rs. 224000/- per month, whichever is lower.
 - (7) In the case of Serving Officers, their application should be forwarded through proper channel by the parent Office/ Organization, along with the following documents:-
 - (8) No Objection Certificate of parent Department/Ministry for the appointment of the