National Highways & Infrastructure Development Corporation Limited (A Govt. of India Undertaking) B



Corporate Office : 3rd Floor, PTI Building, 4-Parliament Street, New Delhi-110001

F.No. NHIDCL/2(7)/Rectt Tech & Fin/2020/HR

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.

BUILDING THE NATION

TRUCTURE

Applications are invited from dynamic, effective and experienced eligible retired Officers from Central Government Ministries/ Departments, Army, Navy, Airforce, BRO (GREF), Autonomous Bodies, Public Sector Undertakings, State Government Departments and State Government Public Undertakings on Engagement on Contract basis. Short Service Commission Officers (SSCO) who have been released from the Armed Forces or are likely to be released in next three months are also encouraged to apply. The Terms & Conditions for Engagement/ Deputation are as indicated below:-

SI.	Name of the Posts &	No. of	Pay matrix Level in CDA pattern
No.	place of postings	Vacancy*	
1.	Executive Director (T/P) [Regional Offices of NHIDCL located in North Eastern States, A&N Islands etc.]	02	Pay Matrix Level-14 of 7th CPC [Pre-revised PB - 4 of Rs.37,400-67,000/- plus Grade Pay Rs.10,000/-]
2.	General Manager (T/P) [Regional Offices of NHIDCL located in North Eastern States, A&N Islands etc.]	20	Pay Matrix Level-13 of 7th CPC [Pre-revised PB - 4 of Rs.37,400-67,000/- plus Grade Pay Rs.8,700/-]
	Deputy General Manager (T/P) [Regional Offices of NHIDCL located in North Eastern States, A&N Islands etc.]	20	Pay Matrix Level-12 of 7th CPC [Pre-revised PB-3 of Rs.15,600-39,100/- plus Grade Pay of Rs. 7,600/-]
	Manager (T/P) [Regional Offices of NHIDCL located in North Eastern States, A&N Islands etc.]		Pay Matrix Level-11 of 7th CPC [Pre- revised Pay Band-3 of Rs.15,600-39,100/- plus Grade Pay of Rs. 6,600/- in CDA Pattern]
	General Manager (Land Acquisition & Coordination) [For NHIDCL HQrs]	100000	Pay Matrix Level-13 of 7th CPC [Pre-revised PB - 4 of Rs.37,400-67,000/- plus Grade Pay Rs.8,700/-]
	Deputy General Manager (Fin) [Regional Offices of NHIDCL located in North Eastern States, A&N Islands etc.]		Pay Matrix Level-12 of 7th CPC [Pre-revised PB-3 of Rs.15,600-39,100/- plus Grade Pay of Rs. 7,600/-]

* The number of vacancies in the Posts may vary, depending upon the requirement. Further, NHIDCL reserves the right to prepare Panels (one for Roads Sector and another for Infrastructure Sector) of selected Candidates for filling up the indicated and future vacancies that may arise in NHIDCL. Panel would be valid for a period of 12 months, unless further extended.

Last date for submission of Application: 01.12.2020 (Tuesday) up to 18.00 hrs.

For detailed Terms and Conditions please visit-www.nhidcl.com.

NOTE 1: Officers presently serving in the Central Government Ministries/ Departments, Army, Navy, Airforce, Autonomous Bodies, Public Sector Undertakings, State Government Departments and State Government Public Undertakings and satisfying the prescribed eligibility criteria may also apply for the post on Deputation basis in the prescribed proforma along with copy of ACRs/APARs for last five years, No Objection Certificate (NOC) and Vigilance Clearance (VC). Those applying for appointment on deputation basis can be of any age. Subsequent to their retirement they may be allowed to continue in NHIDCL on contract basis subject to both party agreeing to it. If their parent organisation need them to revert back for retirement formalities, they may be allowed to do so for a period up to one week. Thereafter they can continue on contract basis on the terms and conditions applicable to Contract employees.

NOTE 2: Any change or amendment in this Vacancy Circular will be posted on the NHIDCL Website only.

NOTE 3: Incomplete applications or those received after the prescribed date shall be summarily rejected.

TERMS & CONDITIONS FOR THE POST:-

(1) The details of Educational Qualifications, Experience required and tenure of the posts are given below:-

Name of the Post	Educational Qualifications	Eligibility criteria and required Experience
1	2	3
Executive Director (Tech./Project)	Age: - Not more than 61 years for engagement on contract. No upper age-limit for appointment on Deputation. Educational Qualifications:- Degree in Civil/ Mechanical/ Electrical Engineering from a	0
	recognised University/Institute.	(i) 03 (Three) years regular service in the Pay Matrix Level-13 of 7 th CPC [Pre-revised PB-04 of Rs.37,400 - 67,000/- having Grade Pay Rs.8,700/- in CDA pattern / equivalent in Parent Cadre; AND
		(ii) Having 18 (Eighteen) years experience in a Group 'A' Service of the Government of India or equivalent level post or as commissioned officer of the Indian Army (IA).
General Manager (Tech./Project)	Age :- Not more than 61 years for engagement on contract. No upper age-limit for appointment on Deputation.	Retired Officers/ Released SSCOs from Central Government Department/ Indian Army (Corps of Engineers)/ Border Roads Organization (GREF)/ Autonomous Body/ Public Sector Undertaking /State Government Department /State Government Public
	Educational Qualifications:-	Undertaking:-

	Degree in Civil/ Mechanical/ Electrical Engineering from a recognised University or Institute.	(i) Having 03 (three) years regular Service in the Pay Matrix Level-12 / 12(A) of 7 th CPC [Pre-revised PB-04 of Rs.37,400-67,000/- plus Grade Pay of Rs. 7,600/- / Rs. 8,000/- in CDA pattern] on regular basis. OR
		(ii)Having 05 (Five) years regular service in the Pay Matrix Level-11 of 7 th CPC [Pre-revised PB-3 of Rs.15600- 39100/- plus Grade Pay of Rs. 6,600/- in CDA pattern]. AND
Deputy General	Age :- Not more than 61 years for	(iii)Having 13 (Thirteen) years experience in a Group 'A' Organized service of the Government of India or equivalent level post as Commissioned Officer of the Indian Army. Retired Officers/ Released SSCOs from
Manager (Tech./Project)	engagement on contract. No upper age-limit for appointment on Deputation.	Central Government Departments/ Indian Army (Corps of Engineers)/ Border Roads Organization (GREF)/ Autonomous Bodies/Public Sector Undertakings/ State Government Departments/ State Government
	Educational Qualifications:-	Public Undertakings holding/having:-
	Degree in Civil/ Mechanical/ Electrical Engineering from a recognised University or Institute.	Parent (adre or Department in the
		OR
		(ii)With 03 (Three) years regular service in the Pay Matrix Level-10 / 10B of 7 th CPC [Pre-revised PB-3 of Rs. 15,600-39,100/- plus Grade Pay of Rs. 5,400/- in CDA pattern]
		AND
		(iv) Having 09 (Nine) years experience in an Organized service of the Government of India or equivalent level post as Commissioned Officer in the Indian Army
Manager(T/P)	Age :- Not more than 61 years for engagement on contract. No upper age-limit for appointment on Deputation.	Retired Officers/ Released SSCOs from Central Government Departments/ Indian Army (Corps of Engineers)/ Border Roads Organization (GREF)/ Autonomous Bodies/ Public Sector Undertakings / State Government
	Educational Qualifications:-	Departments/ State Government Public Undertakings having:-
	Degree in Civil/ Mechanical/ Electrical Engineering from a	(i) Served on a regular basis in the Parent Cadre or Department in the

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General Manager (Land Acquisition & Coordination)	Recognised University or Institute.	Public Sector Undertaking / State Government Department/ State
	Educational Qualifications:- Degree of recognised University. Desirable Qualification:- (i) Degree in Law OR (ii) Master in Business Administration, OR (iii) Post Graduate Diploma in Public Administration	Government Public Undertaking:- (i) Holding analogous posts in the Pay Matrix Level-13 of 7 th CPC (pre-revised Pay Band-04 of Rs. 37,400-67,000 plus Grade Pay of Rs. 8,700/-) (CDA pattern). OR (ii)Having 03 (three) years regular service in the Pay Matrix Level-12 of 7 th CPC (pre-revised Pay Band-3 of Rs. 15600-39100/- plus Grade Pay of Rs. 7600/-) (CDA pattern). OR (iii)Having 08 (Eight) years regular service in the Pay Matrix Level-11 of 7 th CPC (Pay Band-3 of Rs. 15600- 39100/- plus Grade Pay of Rs. 6,600/-) (CDA pattern).
Deputy General	Age:- Not more than 61 years for	AND (iv) Having 13 (Thirteen) years experience in an Organized Group 'A' Service of the Government of India or equivalent level post or higher out of which 11 (Eleven) years experience in the field of Land Acquisition, Revenue & Administrative work. Preference will be given to those who are having or have held service as Director / Deputy Secretary with relevant field experience. Officers in Central Government
Manager (Finance)	engagement on contract. No upper age-limit for appointment on	period and the second

Deputation. Educational Qualifications:-	Government Departments/State Government Public Undertakings holding/having held:-
Essential:-	(i) Holding analogous posts on a regular basis in the Parent Cadre or
(a) Degree from a recognised University or Institute; AND	Department in the Pay Matrix Level-12 of 7 th CPC [Pre-revised PB-3 of Rs.15,600-39,100/- plus Grade Pay of Rs. 7,600/-(CDA pattern)];
(b) Final exam of the Institute of Chartered Accountants of India; OR	OR
(c) Final exam of the Institute of Cost and Works Accountant of India; OR	(ii)With 03 (Three) years regular service in the Pay Matrix Level-11 of 7 th CPC [Pre-revised PB-3 of Rs. 15,600-39,100/- plus Grade Pay of Rs. 6,600/-(CDA pattern)] or equivalent in Parent Cadre;
(d) Degree in Business Management with Finance as the	OR
major subject; OR	(iii)Having 09 (Nine) years regular service in the Pay Matrix Level-10 of 7 th CPC [Pre-revised PB-3 of Rs.15,600-39,100/- plus Grade Pay of Rs. 5,400/- (CDA pattern)]; AND
Financial Rules and Accounting procedures to be followed for	

(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 above Posts can also be filled up by Transfer on Deputation basis of Officers presently serving in the Central Government Ministries/ Departments, **Army, Navy, Airforce,** Border Roads Organization (GREF), Autonomous Bodies, Public Sector Undertakings, State Government Departments and State Government Public Undertakings and who satisfy the eligibility criteria prescribed above. There shall be no upper age limit for Officers applying for appointment on Deputation basis.

(4) The initial period of Deputation shall be three (03) years, which can be extended for another two years, with the approval of the Competent Authority.

(5) The crucial date for determining the eligibility shall be the closing date for receipt of application.

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(6) 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.

(7) (i) 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	Consolidated Allowance	Field Allowance	Total Remuneration
	prevalent rate of Dearness	(Rs. Per month)	(Rs. Per month)	proposed to be offered
	Allowance			
	А	В	C	D
Executive Director		65000	14,420	
General Manager	Actual based on	48000	5,800	A+B+C
Dy. General Manager	PPO /LPC	35000	3,700	A+D+C
Manager		31000	3,200	

(ii) Remuneration payable to the Officers of Short Service Commission (SSCOs) released from the Armed Forces:-

(a) Pay of the SSCOs shall be initially fixed as per their Last Pay Drawn in the Armed Forces (excluding the Military Service Pay) or pay as per the following table, depending on number of years of service rendered in the Armed Forces and the post at which they are appointed in NHIDCL, whichever is higher:-

Sl.	No. of years of Service	Post at which Appointed in NHIDCL					
No.	in the Armed Forces	Manager	Deputy General	General Manager			
			Manager				
(i)	5	76200					
(ii)	6	78500					
(iii)	7	80900					
(iv)	8	83300					
(V)	9	85800	99800				
(vi)	10	88400	102800				
(vii)	11		105900				
(viii)	12		109100				
(ix)	13		112400	169000			
(x)	14		115800	174100			

(b) SSCOs who were released prior to 01.01.2016 and whose Last pay drawn statement is as per the 6th CPC, their pay shall be re-fixed by multiplying the total of Last Basic Pay Drawn (excluding MSP) and Grade Pay by a factor of 2.50, rounded off to the next hundred.

(c) After initial fixation of pay as per sub-para (a) & (b) above, they may be given an Annual increase of 3% of the Pay drawn on 1st of July every year, rounded off to the next hundred, subject to completion of at least 6 months of Contract Service on 1st July.

(d) All other allowances as applicable to other personnel engaged on Direct Contract basis from time to time shall also be admissible to the SSCOs.

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(iii) Special Allowance based on Risk and Hardship would also be payable to all category of personnel viz. Employees on Deputation, Personnel appointed on Direct Contract. This Allowance shall only be payable to personnel posted outside Delhi. Details are as under:-

Regional	Offices:-
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Sl. No.	Designation	Assam, Meghalaya, Tripura, Uttrakhand , Sikkim & A&N Islands (Rs. Per Month)	Arunachal Pradesh, Nagaland, Mizoram, Manipur & J & K (Rs. Per Month)	Ladakh (Rs. Per Month)
	1	2	3	4
1	Executive Director	10,000	20,000	40,000
2	General Manager	9,000	18,000	36,000
3	Dy. General Manager	8,000	16,000	32,000
4	Manager	6,000	12,000	24,000

Note: The remuneration will be subject to changes in prevailing rate of DA.

(8) 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 (other than SSCOs) on completion of at least 6 months of Contract service on 1st July.

(9) In the case of Serving Officers, their application should be forwarded through proper channel by the parent Office/ Organization, along with the following documents:-

- (i) No Objection Certificate of parent Department / Ministry for the appointment of the applicant to the post applied for.
- (ii) Vigilance Clearance, Integrity Certificate and details of penalties imposed, if any, during the last 10 years on the Officer. This should be duly certified by the Authorised Officer i.e. Head of Office.
- (iii) Certified copies of the ACRs/APARs of the applicant for the last five years.

(10) In the case of retired Officers who are applying for the post on Contract basis, Pension Payment Orders (PPO) and self-attested copies of ACRs/APARs for the last five years should be enclosed alongwith the Application failing which his/her Application shall not be entertained. For retired Officers from the Armed Forces, ACRs/ APARs shall be sought by NHIDCL from the concerned HQ.

(11) In case of released/ about to be released SSCOs, who are applying for the post on Contract basis, Last Pay Certificate (LPC) should be enclosed along with the application. ACRs/ APARs shall be sought from the concerned HQ by NHIDCL.

(12) Applications of the Candidates who were given offer of engagement/appointment on Contract/ Deputation during the last two years but did not join, shall not be considered.

(13) Applications of those Officers who have left NHIDCL at their own volition since last two years shall not be considered.

(14) In case the applicant is already working in NHIDCL on Deputation/ Contract basis and otherwise eligible, they will be considered only if they have rendered minimum one year's service in NHIDCL.

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(15) The candidate(s) selected for the post on Deputation basis shall not be allowed to be repatriated within a period of 02 years from the date of their appointment in NHIDCL.

(16) Candidates who are willing to be considered for more than 01 post, should submit separate Application for each post.

(17) Incomplete applications or those received after the last date for submission of application shall be summarily rejected. Those candidates, who had applied earlier for the above mentioned post but were not called for interview, need not apply again.

(18) If a large number of applications are received, only those candidates who are short listed on the basis of qualifications, experience, tenure and level of service in the relevant field shall be considered for selection.

(19) The posts carry all India service liability. Therefore, only those who are willing to serve anywhere in India especially in the North Eastern Region, Leh/ Ladakh/J&K, A & N Islands should apply.

(20) The Advertisement can be withdrawn at any time at the discretion of the Competent Authority without assigning any reasons there for.

(21) Eligible Candidate(s) who are willing may submit their application(s) in the prescribed Proforma at Annexure "A" through proper channel along with a photograph, addressed to Director (A&F), National Highways & Infrastructure Development Corporation Limited, 3rd Floor, PTI Building, 4-Parliament Street, New Delhi - 110001 latest by 01.12.2020 (Tuesday) up to 18.00 hrs.

(22) Candidates who have already submitted their Applications for various posts in response to the NHIDCL Advertisement dated 05.10.2020, need not submit their Applications again.

(S.Ramakrishnan) Dy. General Manager (HR)

Annexure-A

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APP	PLICATION FOR THE POST OF		Photo
			Signature
1.	Mode of recruitment, viz. Deputation/Direct Contract (Please specify wherever applicable)	:	
2.	Name of the Candidate (in Block letters) (with rank in case of officers from Indian Army, Navy, Airforce)	:	
3.	Father's/Husband's Name	:	
4.	(a) Date of Birth in Christian era (in dd/mm/yyyy format)	:	
	(b) Age as on last date for receipt of Application	:	
5.	Date of retirement/ release from Parent Department	:	
6.	Permanent Address (with PIN code)	:	
7.	Address for Correspondence (with PIN code)	;	
8.	E-mail Address, Phone Number (Office, Residence and Mobile)	:	
9.	Category (Gen/SC/ST/OBC/OTHERS)	:	

10. Educational Qualification (attach a separate sheet duly attested by you if the space is insufficient).

Sl. No.	Exam Passed	Year	Subjects offered	Name of Institute	Board/ University	Percentage of marks obtained

11. Details of experience (in chronological order). Enclose a separate sheet, duly authenticated by your signatures, if the space below is insufficient.

SI. No.		1.	2.	3.	4.	5.
a. Name of Organization	l					
b. Post held						
c. Period of Tenure with a (in dd/mm/yyyy format)						
	/working on r or Adhoc/ rmanent or on					
e. If worked on Dep please indicate the scale held on regula basis in the parer without NFU/NFSG/M	r / substantive nt department,					
f. Brief description of a	duties					
g. Scale of Pay and Bas the Pay Scale under (been revised after recommendations, indicate the Pay Band Pay)	CDA pattern has the 6 th CPC please clearly	2				
h. Whether Scale of Pay pattern or any othe Please specify						
12. Whether Education qualifications requir satisfied. (If any qu treated as equiva prescribed in the authority for the sam	ed for the post alification has b lent to the Rules, state					
	Qualification/ required for t		erience	Qualificati possessed	· · · · · · · · · · · · · · · · · · ·	
Essential Educationa Qualification:	l					
Desirable Educationa Qualification:	l					

E	ssential Experience:
C	Desirable Experience:
3.	Please state clearly whether in the light : of entries made by you above, you meet the requirements of the post
1.	Nature of present employment (i.e. Permanent / Regular/ SSCO or Ad-hoc/ : Temporary/ Quasi-Permanent or on Deputation or on Contract basis)
5.	In case the present employment is held on : Deputation / on Contract basis, please state
	(a) The date/ period of appointment on Deputation / on Contract basis :
	(b) Name and address of the Parent Organization to which you belong :
	(c) Whether the Parent Department is (Please indicate the name against the relevant column)
	i Central Government :
	ii State Government :
	iii Central / State Government Public Sector Undertaking :
	iv Central / State University :
	v Central/State Autonomous Body :
	vi Others, please specify :
	(d) Name of the Post and Pay Scale with DA pattern held by you on regular / substantive basis in the Parent : Department.
b.	Additional details about present employment. Please state whether working under (indicate the name and address of the organization against the relevant column)
	a. Central Government:
	b. State Government :
	c. Central / State Government Public Sector Undertaking:
	d. Central / State University :

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e. Central / State Autonomous Body : _____

f. Others, please specify : _____

17. a) Whether the present Pay Scale in your parent department has been granted under Modified Assured Career Progression Scheme (MACP),Assured Career Progression Scheme, Time Scale, Personal Upgradation, Financial upgradation, Insitu Up gradation, Non functional Upgradation, Non-functional Grade, Adhoc-promotion or any other similar scheme of your parent Department.

(b) If yes, please specify the substantive post with pay scale held by you in your : ______ Parent Department.

- 18. If working or belonging to the Public Sector Undertaking, please indicate the Grade in which you are working along with : the pay scale (Whether E-1, E-2, E-3,E-4, E-5, E-6, E-7, E-8, or E-9, etc.).
- Additional information, if any, which you would like to mention in support of your suitability for the post
 [Enclose a separate sheet, duly authenticated by your signatures, if the space is insufficient].
- 22. Details of earlier service in NHIDCL, if any

S.No.	Name	of	1000		Tenure/p			Scale	Place(s)	Nature	of
	post		employment		dates in	dd/mm	1/уууу	of pay	of	duties/	
			(Deputati		format				posting	work(s)	
			Contract))						handled	
					From		Го				

Yes / No

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D			
Date:			
Ducc.	 		

Place:_____

Name:_____

DECLARATION

I have carefully gone through the vacancy circular / advertisement and I am well aware that the Application Form / Curriculum Vitae duly supported by documents submitted by me will also be assessed by the Selection Committee at the time of selection for the post.

I also hereby solemnly declare and undertake that all information furnished by me is true, correct and complete to the best of my knowledge and belief. I undertake that, if at any stage of selection or even after selection, any of the information furnished by me is found to be false, incorrect or misleading, then my candidature / appointment / services shall stand cancelled / terminated without assigning any reasons there for.

I am willing to serve anywhere in the North East Region i.e anywhere in the States of Arunachal Pradesh, Assam, Manipur, Meghalaya, Mizoram, Nagaland, Sikkim, Tripura, and in the Union Territory of J&K, Ladakh and Andaman & Nicobar Islands.

Date :_____

Signature _____

Place:

Name _____

CERTIFICATE BY THE EMPLOYER, if applying on Deputation basis

(i)	Certificate	that	Sh	hol	ds	a	permanent	post	of
			_in the O/o					S	ince

(ii) The integrity of Sh. ______is beyond doubt.

(iii) He has submitted his application to this office on ______.

- (iv) The Pay Scale/ Pay Band + Grade Pay of the post held by the officer in his parent Department (without NFU/NFSG/ACP/MACP/TS/Personal upgradation etc) is as under:-
- (v) This office has No Objection in case the application of Sh. ______ is considered for appointment to the post of ______ on Deputation in NHIDCL. Further, it is certified that Sh. ______ shall be relieved immediately in case of his/her selection in NHIDCL.
- (vi) The information given by Sh. ______ in the application proforma has been verified with reference to his/her service records and found correct.
- (vii) No Vigilance or Disciplinary case is pending or contemplated against the official concerned during last 10 years.
- (viii) Up-to date ACR/APAR dossier of the concerned official for the last five years are enclosed herewith.

Date:

Place:

Signature Head of Office/Department With Official Seal