National Highways & Infrastructure Development Corporation Limited (NHIDCL)
(A CPSE under Ministry of Road Transport & Highways, Government of India)
Head Office: 1st & 2nd Floor, Tower A, World Trade Centre,
Nauroji Nagar, New Delhi – 110020

F.No.: NHIDCL/HR/RECTT/E4 to E7/TechCadre Date: December 09, 2025

RECRUITMENT NOTICE NO. 04/2025

National Highways and Infrastructure Development Corporation Limited (NHIDCL), a CPSE established under the aegis of Ministry of Road Transport and Highways, having its area of operations in North Eastern States, West Bengal, Andaman & Nicobar Islands, Uttarakhand, Jammu & Kashmir, Ladakh and Himachal Pradesh invites **online applications** from eligible, experienced, and qualified Indian citizens or subject of Nepal / Bhutan for the following Technical Executive position(s) **on direct recruitment basis** as per details of eligibility conditions, selection procedures, placement etc. as under :

Name of the Post	Grade / [Scale of Pay (IDA)]	No. of Vacancies	Reservation	Age limit as on closing date of application	Age relaxation
Senior Manager (Technical)	E4 / (₹70,000 - ₹2,00,000)	21	UR: 10, OBC(NCL): 05, SC: 03, ST: 01, EWS: 02, PwBD*: 01	Maximum 38 years	Age relaxation to applicants from SC/ST, OBC (NCL), PwBD, and Ex-Servicemen will be available as per Paragraph-5 below.
Deputy General Manager (Technical)	E5 / (₹80,000 - ₹2,20,000)	15	UR: 08, OBC(NCL): 03, SC: 02, ST: 01, EWS: 01, PwBD*: 01	Maximum 41 years	
General Manager (Technical)	E6 / (₹90,000 - ₹2,40,000)	7	UR: 05, OBC(NCL): 01, SC: 01	Maximum 44 years	

Senior General Manager (Technical)	E7/ (₹1,00,000 - ₹2,60,000)	5	UR: 04, OBC(NCL): 01	Maximum 48 years	

* One post of Sr. Manager for category D (autism, intellectual disability, Special Learning Disability, mental illness etc.) and one post of Dy. General Manager for category B (deaf & hard of hearing) under PwBD reservation will be made applicable for the above vacancies horizontally.

2. Allowances and other benefits: In addition to the pay; DA & other allowances and other perks will be as per NHIDCL rules.

3. ESSENTIAL QUALIFICATIONS & EXPERIENCE

Post Name	Grade	Essential Qualification	Minimum Experience
Senior Manager (Technical)	E4	Degree in Civil Engineering from a recognized University/Institute	- Minimum 6 years of overall experience in implementation of infrastructure sector projects related to highways / roads (major district roads & above) / bridges/ tunnels / runways/building infrastructure And (ii) - Overall experience in the private sector of appropriate level* or - 4 years in E3 Grade / 4 years in L10 or - Holding posts in E4 Grade or L11
Deputy General Manager (Technical)	E5	Degree in Civil Engineering from a recognized University/Institute	- Minimum 09 years of overall experience in implementation of infrastructure sector projects related to highways / roads (major district roads & above) / bridges/ tunnels / runways/building infrastructure And - Overall experience in the private sector of appropriate level* or - 3 years in E4 Grade / 3 years in L11 or - Holding posts in E5 Grade or L12
General Manager (Technical)	E6	Degree in Civil Engineering from a recognized University/Institute	- Minimum 13 years of overall experience in implementation of infrastructure sector projects related to highways / roads (major district roads & above) / bridges/ tunnels / runways/building infrastructure - Overall experience in the private sector of appropriate level* or - 4 years in E5 Grade / 4 years in L12 or - Holding posts in E6 Grade or L13

Senior General Manager (Technical)	E7	Degree in Civil Engineering from a recognized University/Institute	- Minimum 16 years of overall experience in implementation of infrastructure sector projects related to highways / roads (major district roads & above) / bridges/ tunnels / runways/building infrastructure - Overall experience in the private sector of appropriate level* or - 3 years in E6 Grade / 3 years in L13 or - Holding posts in E7 Grade

***Experience requirements as notified vide NHIDCL Notification (No. 01 of 2025) dated 21.11.2025 available on NHIDCL's Website - (https://www.nhidcl.com/sites/default/files/Circular/notification_no-1_of_2025_1.pdf)**

4. ELIGIBILITY:

i. Candidates must meet the essential educational qualification, age criteria, and minimum experience requirements as specified above and as given in succeeding paragraphs.

ii. Candidate must be an Indian Citizen or a subject of Nepal/Bhutan.

iii. Valid Protected / Reserved Category certificate for availing the benefits of reservation/Age relaxation.

5. AGE RELAXATION: Age relaxations shall be available for specific categories as under:

i. 5 years for Scheduled Caste/Scheduled Tribe candidates, 3 years for Other Backward Classes (NCL).

ii. For Persons with Benchmark Disabilities from SC/ST 15 years, 13 years for those from OBC (NCL), 10 years for UR/EWS.

iii. 5 years for Ex-servicemen who have rendered at least five years of military services and have been released:

a. On completion of assignment (including those whose assignment is due to be completed within one year) otherwise than by way of dismissal or discharge on account of misconduct or inefficiency; or

b. On account of physical disability attributable to military service or on invalidment.

6. ELIGIBILITY FOR AVAILING RESERVATION:

i. To avail community reservation, candidates must belong to a caste listed in the Central Government's reserved communities list. Candidates would be required to submit valid SC/ST/OBC (NCL)/EWS/PwBD certificates at the time of document verification

ii. PwBD category reservation will be limited to under mentioned disabilities: -

B. Deaf & hard of hearing

D Autism, intellectual disability, Special Learning disability, mental illness etc.

iii. Functional requirements for PwBDs Categories are: - Sitting, Standing, Walking, Bending, Jumping, Climbing, Manipulation by Fingers, Reading & Writing, Seeing (SE), Communication (C).

7. SELECTION PROCESS

7.1 The Selection Tests shall be conducted by NHIDCL or an agency / agencies nominated by it as per NHIDCL Cadre Rules, 2025, through a two-stage process as under:

i. **Stage 1: Eligibility Test** – A multiple-choice questions (MCQ) based screening test examining general awareness, analytical ability, aptitude, and logical ability.

ii. **Stage 2: Selection Test**

A. Specific Written Test – Qualifiers from Stage 1 (**or exempted candidates**) will appear for a grade-specific written test on domain knowledge in civil engineering, infrastructure projects, and related areas.

B. Personal Interview – Conducted by a nominated Selection Committee for shortlisted candidates based on written test scores.

7.2 Special Provision: Applicants with experience of working in NHIDCL for a total period of 5 years (i.e., 1825 days or more) as on the date of this advertisement shall be exempted from Stage-1: Eligibility Test. However, they must undergo **Stage-2: Selection Test** (*Specific Written Test & Personal Interview*) and meet all other eligibility criteria.

7.3 Syllabus for Eligibility Test and Specific Written Test: The detailed syllabus is available on the NHIDCL website:

https://www.nhidcl.com/sites/default/files/2025-11/notice-merged_0.pdf

7.4 Final Selection: Final selection shall be based on NHIDCL Cadre Rules.

https://www.nhidcl.com/sites/default/files/Circular/nhidcl_rectt._seniority_and_promotion_rules-2025_1.pdf

8. IMPORTANT DATES

i. Commencement of Online Application: 20th December, 2025 (10:00 AM IST)

ii. Closing Date for Online Application: 19th January, 2026 (05:00 PM IST)

iii. Crucial date for determination of age shall be the last date prescribed for the receipt of ONLINE application.

iv. The dates of Stage-1 Eligibility Test and Stage-2, Specific Written Test & Interview will be intimated through a Public Notification on NHIDCL Website. Any Change/amendment/update etc. if any will be updated through NHIDCL portal only.

v. Candidates are advised to regularly visit NHIDCL website for updates.

9 HOW TO APPLY

i. Visit the official NHIDCL website: www.nhidcl.com → Careers → Click on "Current Vacancies 2025 - Apply Online"

ii. Register using valid email ID and mobile number. Upload scanned copies of recent passport-size photo, signature, 10th Certificate for DoB proof, educational certificates.

iii. All the documents being uploaded as specified in online application must be legible and valid.

iv. Complete the application form and submit. Download and print the acknowledgment.

10. TA for appearing in the Examination: In case travel to the relevant exam Centre(s) concerning **Stage-II for the Specific Written Test and Interview** exceeds 100 km, candidates will be entitled to reimbursements of expenses incurred (one way) as below:

i. All reimbursements shall be subject to production of proof of travel.

ii. II AC rail fare or bus fare for the shortest route calculated from the address provided in the application to the venue of the specific written exam(s)

11. MEDICAL FITNESS

Candidates selected for the posts must pass a medical test and obtain a medical fitness certificate from a **Medical Board** of the State/Central Government Hospital or any hospital the NHIDCL may assign before offer of appointment is issued.

12. PROBATION

i. Selected candidates are required to undergo a six months' probation, extendable based on circumstances for maximum of six months, as specified in the Appointment Letter.

ii. During probation, the services may be terminated with notice, or the probationers may also resign with notice as specified in the Appointment Letter.

13. GENERAL INSTRUCTIONS

i. Candidates must ensure that they meet all eligibility criteria and possess essential qualification recognized by AICTE/UGC/State Technical Boards/ Education Boards/equivalent.

ii. Furnishing of inaccurate / wrong or incomplete and misleading information may lead to rejection of the candidature.

iii. Reserved category candidates applying for unreserved posts will not be eligible for any relaxations.

iv. Name variations in certificates should be supported by such legal documents, as may be required under provisions of law / guidelines.

v. Government/PSU candidates are required to submit NOC / relieving letter from their current organizations at the time of document verification prior to issuance of "Offer of Employment".

vi. Number of vacancies may increase or decrease based on NHIDCL requirements.

vii. Selected Candidates may be posted anywhere in India or abroad. NHIDCL at present operates through 14 Regional Offices in different States/UTs with its Corporate HQ at New Delhi.

viii. NHIDCL at any stage may cancel the advertisement or selection process without assigning any reasons thereof.

ix. Candidates must keep their email ID active for one year, no change in the email ID would be allowed.

x. Corrigendum/addendum/errata will be posted only on NHIDCL's website at www.nhidcl.com under the heading **"Career/Current Vacancies."**

xi. Canvassing or external influence will disqualify the candidate from selection.

xii. Candidates should avoid middlemen / recruitment agents / consultants and fraudulent job promises.

xiii. All disputes are subject to Delhi High Court jurisdiction, with the English version prevailing for interpretation.

xiv. All correspondence shall be made only via email at recruitment.nhidcl@nhidcl.com. Any other modes of correspondence shall not be valid.

xv. All appointments in NHIDCL shall be subject to the successful completion of a background verification process (BGV). The BGV may inter alia include verification of the candidate's identity, address, educational and professional qualifications, character antecedents and any other information as deemed necessary by NHIDCL.

xvi. If at any point of time, before or after the appointment, the outcome of the background verification is found to be unsatisfactory, NHIDCL reserves the right to withdraw or cancel the offer of employment/ appointment.

xvii. The personal information collected during the verification process/selection process shall be handled in accordance with applicable laws, rules, and NHIDCL's policies. It shall be used only for purpose of assessment and verification relevant to employment.

xviii. For detailed information, candidates may refer to NHIDCL Cadre (Recruitment, Promotion & Seniority) Rules, 2025, which are available on the NHIDCL website. It may be noted that provisions of these rules shall apply and supersede any of the instructions given in this Recruitment Notice, if found to be contradictory.

09/Dec, 2025

General Manager (Recruitment)