

राष्ट्रीय राजमार्ग एवं अवसंरचना विकास निगम लिमिटेड

सड़क परिवहन और राजमार्ग मंत्रालय, भारत सरकार
प्रथम तल, टावर ए, वर्ल्ड ट्रेड सेंटर, नौरोजी नगर, नई दिल्ली-110029.

National Highways & Infrastructure Development Corporation Limited

Ministry of Road Transport & Highways, Government of India

First Floor, Tower A, World Trade Centre, Nauroji Nagar, New Delhi-110029, Tel: +91 11 26768950, www.nhidcl.com



(भारत सरकार का उद्यम)

(A Government of India Enterprise)

NATIONAL HIGHWAYS & INFRASTRUCTURE DEVELOPMENT CORPORATION LIMITED

(A Government of India Undertaking – Ministry of Road Transport & Highways)

1st & 2nd Floor, Tower-A, World Trade Centre, Nauroji Nagar, New Delhi 110 029.

Website: www.nhidcl.com

email: recruitment.nhidcl@nhidcl.com

Recruitment Notice No. 01/2026

National Highways & Infrastructure Development Corporation Limited (NHIDCL), which has been set up by the Ministry of Road Transport & Highways (MoRTH), Government of India, as a corporation under the Companies Act, 2013 in the year 2014, with a mandate to plan, design, develop, maintain and operate National Highways and other infrastructure, with focus on North-Eastern States, hilly States, border and strategic areas, **invites applications** from eligible officers working in Central Government Ministries/ Departments, Autonomous Bodies, Public Sector Undertakings, State Government Departments and State Government Public Undertakings for filling up the following posts in various grades of Technical Cadre on **Deputation basis**;

Sl.No.	Name of the Post	IDA Level	Pay Scale	No. of Posts	Places of Posting
1.	Sr. Executive Director-Technical	E9	Rs.1,50,000-3%-3,00,000	02	Anywhere in India in the offices of NHIDCL.
2.	Executive Director-Technical	E8	Rs.1,20,000-3%-2,80,000	08	Anywhere in India in the offices of NHIDCL.
3.	Sr. General Manager-Technical	E7	Rs.1,00,000-3%-2,60,000	10	
4.	General Manager-Technical	E6	Rs.90,000-3%-2,40,000	15	
5.	Deputy General Manager-Technical	E5	Rs.80,000-3%-2,20,000	15	

19/01/2026

6.	Senior Manager-Technical	E4	Rs.70,000-3%-07 2,00,000	
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2. The details of eligibility conditions, essential qualifications, experience etc., are given in **Annexure-I**. The process for filling up posts on deputation is governed by the NHIDCL Cadre Rules, 2025, which involves selection through a fair and transparent process, including assessment by a duly constituted Selection Committee.

3. On selection and joining the company, the candidates will draw Pay and allowances/perks of their parent organization as per DPE guidelines vide no.10(2)/09-DPE (WC)-GL-XV/09 dated 8.6.2009 plus deputation allowance as per rules.

4. Important instructions:

i. The period of deputation will be for an initial period of 3 years, which may be extended for another 2 years based on the operational requirement of the Company, subject to mutual consent and with prior approval of the parent organization of the employee.

ii. The maximum age limit for appointment by deputation shall **not exceed 56 years** on the **opening (start) date of submission of applications**.

iii. Applications must be submitted through proper channel in the prescribed proforma given at **Annexure-II** along with :

a. Certified copies of Annual performance Appraisal Reports (ACRs) for the last 5 years (2025-26*, 2024-25, 2023-24, 2022-23, 2021-22)

* If the APAR/ACR for the year 2025-26 has not been processed, the certified copy of APAR/ACR for year 2020-21 shall be submitted in its place.

b. Vigilance Clearance certificate from the parent organization

c. Integrity certificate.

d. Details of major/minor penalties imposed during the last 10 years (or a certificate stating that no penalties have been imposed).

e. No objection certificate (NoC) from the parent organization for the applicant's deputation to NHIDCL.

iv. Application should reach HQ NHIDCL latest by **03rd March, 2026 or 30 days from the date of publication of advertisement in the Employment News, whichever is later**. Applications received after the last date or otherwise found incomplete will not be considered.

v. The envelope containing the application should be superscribed with "Application for the post of [Name of the post] on Deputation basis".

vi. For any clarification, please visit www.nhidcl.com or contact the Recruitment Authority by email at recruitment.nhidcl@nhidcl.com

5. Specific Terms and Conditions for Deputation – In addition to any stipulation that may be made in the relevant terms of Deputation:

(a) A Deputationist may be repatriated to his parent department/employer at any time during the period of deputation, without assigning any reason thereof.

(b) The Deputationist may seek pre-mature repatriation to his parent department/employer by giving an advance notice of at least 3 (three) months to the Appointing Authority, subject to the condition that such request shall require written acceptance of the Appointing Authority.

(c) During their tenure with the Company, the conditions of service of Deputationists shall be governed by:

(i) Applicable service rules as prescribed by the Lending Agency;

(ii) The terms of deputation as agreed to between the Lending Agency and the Company;

(iii) Specific policies of the Company which are expressly extended to Deputationists.

(d) Transfer TA/Joining Time, TA/DA for journey on Duty and Leave/Leave Salary:

These will be governed as per the applicable rules and regulations of NHIDCL, as amended from time to time.

(e) Statutory Contribution: The Company shall pay to the parent department/employer, all statutory contributions such as Provident Fund and gratuity, as applicable and other liability that has been agreed upon between the Company and the Lending Agency, but it shall not be liable to pay any non-statutory contribution, which has not been expressly agreed to with the Lending Agency.

(f) the Deputationists shall not be eligible to be considered for appointment on promotion, nor shall they be subject to any probationary period. However, they shall be entitled to the pay of the promotion post till their deputation period comes to an end, if they choose to continue being on Deputation.

(g) Any absorption of Deputationists shall be undertaken only based on Cadre Rules, 2025 of the company.

(h) Based on the requirement, the company may consider relaxation in terms of deputation with reference to the :-

(i) The upper age limit for a maximum period of 1(one) years for posts at IDA level E-4, E-5, E-6, E-7 and E-8. For E-9, further relaxation may also be considered to the deserving candidates by the Company.

(ii) For E-9, relaxation may also be given by the appropriate authority to the deserving candidates with respect to the usual period of deputation i.e. 3 years; depending upon the age of superannuation.

(iii) The essential experience prescribed for the post.

6. Selection Process : The selection of above posts shall be undertaken as per NHIDCL Cadre Rules, 2025 (available on NHIDCL website).

7. General Instructions

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

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

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

iv. Candidates must keep their email ID active for at least one year, no change in that email id would be allowed.

v. Corrigendum/addendum/errata will be posted only on NHIDCL's website at www.nhidcl.com under the heading "**Recruitment**". (**Careers**)

vi. Candidates are advised to visit NHIDCL website regularly for updates if any.

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

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

ix. 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.

8. A candidate may apply for more than one post, however, such candidates are required to send separate application for each post applied.

9. Applications may be sent by Registered /Speed Post to:

General Manager (Recruitment),

National Highways & Infrastructure Development Corporation Limited, 1st Floor,
Tower-A, World Trade Centre, Nauroji Nagar, New Delhi – 110 029.

Dated: 19 January, 2026


General Manager(Recruitment)

Annexure I

Details of Essential Educational Qualification, Experience, Eligibility Conditions etc., of the posts

1. Technical Cadre

Sl. No.	Post & IDA Level	Pay Scale (INR)	Essential Qualifications & Experience	Eligibility for Deputation
1	Sr. Executive Director-Technical (E9)	Rs. 1,50,000-3% - 3,00,000	Degree in Civil Engineering with 28 years of overall experience in implementation of infrastructure sector projects related to highways / roads (major district roads & above) / bridges/ tunnels / runways/ building infrastructure.	<p>Officers/employees of Government (Central/State/UT) Ministries/Departments. PSUs, Statutory/Autonomous bodies or academic/research Institutions; with</p> <p>(i) Eight Years' Regular Service in the post in parent cadre in the Pay Scale of Level 14 of pay matrix (Rs.144200-218200) of the 7th CPC of Government of India or equivalent</p> <p>Or</p> <p>Twelve Years Regular Service in the post in parent cadre in the Pay Scale of Level 13 of Pay matrix (Rs.123,100-2,15,900) and Level 14 of Pay matrix (Rs.1,44,200-2,18,200) of 7th CPC of Government of India out of which at least 4 years shall be in Level 14.</p> <p>or</p> <p>Holding Analogous post in E8 grade for 8 years or equivalent</p> <p>And</p> <p>(ii) Possessing essential qualifications and number of years of experience as stipulated in the column no. 4.</p> <p>Provided further that for the deputation of officers from State PWDs, applicant should have held post of Chief Engineer (CE) on regular basis for atleast 8 years.</p>

2	Executive Director - Technical (E8)	Rs. 1,20,000-3% 2,80,000	Degree in Civil Engineering with 20 years of overall experience in implementation of infrastructure sector projects related to highways / roads (major district roads & above) / bridges/tunnels / runways/building infrastructure	Officers/employees of Government (Central/State/UT) Ministries/Departments. PSUs, Statutory/Autonomous bodies or academic/research Institutions; (1) Holding analogous post in parent cadre in the pay scale of Level 14 of pay matrix (Rs.144,200-2,18,200) of the 7th CPC of Government of India or equivalent Or With Four Years' Regular Service in the post in parent cadre in the Pay Scale of Level 13 of pay matrix (Rs.123100-215900) of 7th CPC of Government of India or equivalent Or Holding Analogous post in E8 Grade or Equivalent Or Holding Analogous post in E7 Grade for 4 years or equivalent And (ii) Possessing essential qualifications and experience as stipulated in the column no. 4. Provided further that for the deputation of officers from State PWDs, applicant should have held the post of Chief Engineer (CE) on regular basis or worked as Superintending Engineer on regular basis for at least four years.
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3	Sr. General Manager - 3% Technical (E7)	Rs. 1,00,000- 2,60,000	Degree in Civil Engineering with 16 years of overall experience in implementation of infrastructure sector projects related to highways / roads (major district roads & above) / bridges/ tunnels / runways/ building infrastructure	Officers/employees of Government (Central/State/UT) Ministries/Departments. PSUs, Statutory/Autonomous bodies or academic/research Institutions; 1. Holding analogous post in parent cadre in the pay scale of Level 13 of Pay Matrix (Rs.1,23,100-2,15,900) of 7th CPC of Government of India or equivalent Or With Seven Years' Regular Service in the post in parent cadre in the Pay Scale of Level 12 of pay matrix(Rs.78800-209200) of 7th CPC of Government of India or equivalent Or Holding Analogous post in E7 Grade or equivalent Or Holding Analogous post in E6 Grade for 3 years or equivalent And (ii) Possessing essential qualifications and experience as stipulated in the column no. 4. Provided further that for the deputation of officers from State PWDs, applicant should have held the post of Superintending Engineer (SE) on regular basis or worked as Executive Engineer on regular basis for at least Ten years.
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4	General Manager - Technical (E6)	Rs. 90,000-3% 2,40,000	Degree in Civil Engineering with 13 years of overall experience in implementation of infrastructure sector projects related to highways / roads (major district roads & above) / bridges/tunnels / runways/building infrastructure	<p>Officers/employees of Government (Central/State/UT) Ministries/Departments. PSUs, Statutory/Autonomous bodies or academic/research Institutions;</p> <p>1. With Four Years' Regular Service in the post in parent cadre in the Pay Scale of Level 12 of pay matrix(Rs.78800-209200) of 7th CPC of Government of India or equivalent</p> <p>Or</p> <p>Holding Analogous post in E6 Grade or equivalent</p> <p>Or</p> <p>Holding Analogous post in E5 Grade for 4 years or equivalent</p> <p>And</p> <p>(ii) Possessing essential qualifications and experience as stipulated in the column no. 4.</p> <p>Provided further that for the deputation of Officers from State PWDs, applicant should have worked as Executive Engineer on regular basis for at least 7 years.</p>
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5	Deputy General Manager - Technical (E5)	Rs. 80,000-3% - 2,20,000	Degree in Civil Engineering with 9 years of overall experience in implementation of infrastructure sector projects related to highways / roads (major district roads & above) / bridges/tunnels / runways/building infrastructure	<p>Officers/employees of Government (Central/State/UT) Ministries/Departments. PSUs, Statutory/Autonomous bodies or academic/research Institutions:</p> <p>1. Holding analogous post in parent cadre in the pay scale of Level 12 of pay matrix (Rs.78,800-209,200) or equivalent</p> <p>Or</p> <p>With three Years' Regular Service in the post in parent cadre in the Pay Scale of Level 11 of pay matrix(Rs.67700-208700) of 7th CPC of Government of India or equivalent</p> <p>Or</p> <p>Holding Analogous post in E5 Grade or equivalent</p> <p>Or</p> <p>Holding Analogous post in E4 Grade for 3 years or equivalent</p> <p>And</p> <p>(ii) Possessing essential qualifications and experience as stipulated in the column no. 4.</p> <p>Provided further that for the deputation of officers from State PWDs, applicant should have worked as Executive Engineer on regular basis for at least three years.</p>
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6	Sr. Manager - Technical (E4)	Rs. 70,000- 3% 2,20,000	Degree in Civil Engineering with 6 years of overall experience in implementation of infrastructure sector projects related to highways / roads (major district roads & above) / bridges/ tunnels / runways/ building infrastructure	Officers/employees of Government (Central/State/UT) Ministries/Departments. PSUs, Statutory/Autonomous bodies or academic/research Institutions: (i) Holding analogous post in parent cadre in the pay scale of Level 11 of pay matrix (Rs.67700-208700) of 7th CPC of Government of India or equivalent Or With Four Years' Regular Service in the post in parent cadre in the Pay Scale of Level 10 of pay matrix(Rs.56100-177500) of 7th CPC of Government of India or equivalent And (ii) Possessing essential qualifications and experience as stipulated in the column no. 4. Provided further that for the deputation of officers from State PWDs, applicant has held the post of Executive Engineer on regular basis or should have worked as Assistant Executive Engineer on regular basis for at least 4 years.
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APPLICATION FORM FOR RECRUITMENT ON DEPUTATION BASIS IN NATIONAL
HIGHWAYS & INFRASTRUCTURE DEVELOPMENT CORPORATION LIMITED

Note:

- i. The application should be forwarded through proper channel/the concerned department, with copies of the ACRs/APARs and Vigilance Clearance certificate, signed by the Competent Authority, given at the end of the application form.
- ii. Incomplete, unsigned, and the application received not on prescribed proforma and after the last date of receipt of applications shall be rejected summarily, without any notice to the candidate.

Post applied for _____

Paste recent
passport size
photograph

1. Name (in block letters) _____

2. Father's Name : _____

3. Postal Address : _____

4. Contact Number: _____

Alternate Contact Number: _____

5. Permanent Address: _____

6. E- mail id _____

7. Date of Birth: _____

(Age as on opening date of application) years _____ Months _____ Days

8. Date of Superannuation _____

9. Present Post _____ and held since when

10. Present Pay Scale/Grade Pay with date _____



11. Educational Qualification:

Exam Passed	Board/University	Year of Passing	Duration	Subjects	Percentage

12. Professional Qualification:

Exam Passed	Board/University	Years of Passing	Duration	Subjects	Percentage

13. Details of employment in chronological order (if needed, enclose a separate sheet duly authenticated by your signature in the format given below)

Office/Institute/ Organization	Post held	Period From	Period To	Nature of appointment (Regular/Adhoc/ Deputation)	Scale of Pay/Basic Pay/Pay band with Grade Pay*	Nature of Duties

* Applicants not holding the posts in Pay Band/grade Pay as per Centre Government Pay scales should indicate the equivalent pay scale vis-à-vis Central Government Pay scales (with proof)

14. In case the present employment is held on deputation, please state

a) The date of initial employment: _____

b) Period of appointment on Deputation with address: _____

c) Name of Parent office/organization to which you belong: _____

15. Whether belong to SC/ST/OBC/PwD/EWS/Ex-Serviceman:

SC ☐ ST ☐ OBC ☐ PwD ☐ EWS ☐ EX- Serviceman ☐

16. Any other information _____

DECLARATION:

1. I solemnly declare and affirm that the information given above is correct to the best of my knowledge and belief. In the event of any information being found false or incorrect or ineligibility being detected before or after the interview/selection/engagement, my



candidature may be treated as cancelled and, I shall be liable for any action as the Corporation may deem fit and proper.

ii. That I fulfil the requisite conditions in terms of age, Pay Band & Grade Pay, regular service, other qualification for the post applied for i.e. _____

(Signature with date)

Name:

Date:

Place:

Recommendation of Competent Authority:


i. Service particulars furnished by the applicant are verified from service records and are found correct. Attested copies of APARs/ACRs for the past five years are annexed.

ii There is no vigilance case pending or contemplated against the officer

iii. If the officer is selected, he/she shall be relieved within 15 days of receipt of appointment letter.

(Signature of competent authority)

Seal


19/07/2026

