

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)

F.No. 265582

email: recruit.nontech1@nhidcl.com

Recruitment Notice No. 03/2026

National Highways & Infrastructure Development Corporation Limited (NHIDCL), a Central Public Sector Enterprises (CPSE), under the Ministry of Road Transport & Highways (MoRTH), Government of India, 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 on Deputation basis;**

Sl.No.	Name of the Post	Cadre	IDA Level	Pay Scale	No. of Posts
1	Executive Director	Finance and Accounts	E8	Rs.1,20,000-3%-2,80,000	01
2	Sr. General Manager	Finance and Accounts	E7	Rs.1,00,000-3%-2,60,000	01
3	General Manager	Finance and Accounts	E6	Rs. 90,000-3%-2,40,000	01
4	Deputy General Manager	Finance and Accounts	E5	Rs.80,000-3%-2,20,000	05
5	General Manager	Land Acquisition	E6	Rs.90,000-3%-2,40,000	02
6	Deputy general Manager	Land Acquisition	E5	Rs.80,000-3%-2,20,000	03
7	General Manager	Legal	E6	Rs.90,000-3%-2,40,000	01
8	Deputy General Manager	Legal	E5	Rs.80,000-3%-2,20,000	01
9	General Manager	Information Technology	E6	Rs.90,000-3%-2,40,000	01

10	Deputy General Manager	Information Technology	E5	Rs.80,000-3%-2,20,000	01
11	Principal Staff Officer	Secretariat	E6	Rs.90,000-3%-2,40,000	01
12	Principal Private Secretary	Secretariat	E5	Rs.80,000-3%-2,20,000	01
13	Sr. Private Secretary	Secretariat	E4	Rs.70,000-3%-2,00,000	01
14	Assistant Director	Official Languages	E4	Rs.70,000-3%-2,00,000	01

2. The details of eligibility conditions, essential qualifications, experience etc., are given in Annexure-I.

3. **Selection:** The deputationist shall be selected based on the recommendation of Selection Committee constituted for the purpose as per the provisions of NHIDCL Cadre Rules, 2025. The Committee shall frame its own process for shortlisting of candidates and for undertaking evaluation which may include written tests besides a personal interview.

4. On selection and joining the company, the candidates will draw Pay and allowances/perks of their parent organization as per DPE guidelines plus deputation allowance as per rules.

5. 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 closing date of receipt 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, 2022-2023,2021-22)

* 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 object certificate (NoC) from the parent organization for the applicant's deputation to NHIDCL.

V. Application should reach the undersigned latest by 30.04.2026. Applications received after the last date or otherwise found incomplete will not be considered.

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

VII. For any clarification, please visit www.nhidcl.com or contact the Recruitment Authority by email at recruit.nontech1@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 Contributions: The Company shall pay to the parent department/employer, all statutory contributions such as Provided 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) year.

6. 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".

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

vii. 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.

7. 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 – 110029.

Dated: 11.03.2026


Executive Director (HR & Admin)

Annexure I

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

1. Non-Technical Cadre

Sl. No	Post & IDA Level	Pay Scale (INR)	Essential Qualifications & Experience required	Eligibility for Deputation
1	Executive Director (E8) Finance and Accounts	Rs. 1,20,000-3% - 2,80,000	CA / CMA / M.Com / MBA (Finance) or equivalent / member of any organized Group 'A'/group 'B' F&A service of government And 20 years of overall experience in out of which 10 years' experience in Financial Accounting or Budgeting or Internal Auditor, Contract Management or Fund Management or Disbursement in an Organization of repute.	Officers / employees of Government (Central / State / UT) Ministries / Departments. PSUs, Statutory/Autonomous / Other Government bodies or academic/research Institutions; Holding analogous post in parent cadre in the pay scale of Level 14 of pay matrix (Rs.144,200 - 2,18,200) of the 7 th 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 7 th 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.
2	Sr. General Manager (E7) Finance and Accounts	Rs. 1,00,000-3% - 2,60,000	CA / CMA / M. Com / MBA (Finance) or equivalent/member of any organized Group 'A'/ Group 'B' F&A service of Government	Officers / employees of Government (Central/State/UT) Ministries/Departments. PSUs, Statutory /

			<p>And 16 years of overall experience with at least 8 years experience in Financial Accounting or Budgeting or Internal Auditor, Contract Management or Fund Management or Disbursement in an Organization of repute.</p>	<p>Autonomous / other Government bodies or academic/research Institutions; 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.78,800-2,09,200) 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.</p>
3	General Manager (E6) Finance & Accounts	Rs. 90,000 – 3% – 2,40,000	<p>CA / CMA / M.Com/ MBA (Finance) or equivalent /member of any organized group 'A' / Group 'B' F&A service of government with 13 years of overall experience with at least 6 Years Experience in Financial Accounting or Budgeting or Internal Auditor, Contract Management or Fund Management or Disbursement in an Organization of repute.</p>	<p>Officers / employees of Government (Central / State/ UT) Ministries/Departments, PSUs, statutory/autonomous bodies, or academic/research institutions; With Four years' Regular Service in the post in parent cadre in the pay scale of Level 12 of pay matrix (Rs. 78,800-2,09,200) of 7th CPC of Government of India or equivalent; Or Holding Analogous post in E6 Grade or equivalent; Or</p>

				<p>Holding Analogous post in E5 Grade for 4 Years or equivalent; And</p> <p>possessing the essential qualifications and experience.</p>
4	Deputy General Manager (E5) Finance and Accounts	Rs. 80,000-3% - 2,20,000	<p>CA/ CMA / M. Com / MBA (Finance) or equivalent/member of any organized Group 'A'/Group 'B' F&A service of government And</p> <p>9 years of overall experience with at least 4 years experience in Financial Accounting or Budgeting or Internal Auditor, Contract Management or Fund Management or Disbursement in an Organization of repute.</p>	<p>Officers / employees of Government (Central / State / UT) Ministries / Departments. PSUs, Statutory/Autonomous bodies or academic/research Institutions:</p> <p>Holding analogous post in parent cadre in the pay scale of Level 12 of pay matrix (Rs.78,800-2,09,200) 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.67,700-2,08,700) 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.</p>
5	General Manager (E6) Land Acquisition	Rs. 90,000-3% - 2,40,000	<p>Bachelor's degree from a recognized University or Institute / member of any organized Group 'A' / Group 'B' Service of Government With</p>	<p>Officers / employees of Government (Central / State / UT) Ministries / Departments. PSUs, Statutory / Autonomous bodies or academic / research Institutions;</p>

			17 years overall experience with at least 3 years' Experience in land acquisition related matters.	With Four Years' Regular Service in the post in parent cadre in the Pay Scale of Level 12 of pay matrix (Rs.78,800-2,09,200) of 7 th CPC of Government of India or equivalent Or Holding Analogous post in E6 Grade or equivalent Or Holding Analogous post in E5 Grade for 4 years or equivalent And (ii) Possessing essential qualifications and experience.
6	Deputy General Manager (E5) Land Acquisition	Rs. 80,000-3% - 2,20,000	Bachelor's degree from a recognized University or Institute/member of any organized Group 'A' / Group 'B' Service of Government With 13 years overall experience with at least 3 years' Experience in land acquisition related matters.	Officers / employees of Government (Central / State / UT) Ministries / Departments. PSUs, Statutory / Autonomous / other Government bodies or academic/research Institutions: Holding analogous post in parent cadre in the pay scale of Level 12 of pay matrix (Rs.78,800-2,09,200) of 7 th 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 11 of pay matrix (Rs.67,700-2,08,700) of 7 th CPC of Government of India or equivalent Or Holding Analogous post in E5 Grade or equivalent Or

				<p>Holding Analogous post in E4 Grade for 4 years or equivalent And (ii) Possessing essential qualifications and experience.</p>
7	<p>General Manager (E6) Legal</p>	<p>Rs. 90,000-3% - 2,40,000</p>	<p>Bachelor's degree in law from a recognized University or Institute/ With 17 years overall experience with at least 3 years' Experience in the field of law related to contractual matters or arbitration or legislative matters or land acquisition.</p>	<p>Officers / employees of Government (Central / State / UT) Ministries / Departments. PSUs, Statutory / Autonomous / other Government bodies or academic / research Institutions;</p> <p>With Four Years' Regular Service in the post in parent cadre in the Pay Scale of Level 12 of pay matrix (Rs.78,800-2,09,200) of 7th CPC of Government of India or equivalent Or Holding Analogous post in E6 Grade or equivalent Or Holding Analogous post in E5 Grade for 4 years or equivalent And (ii) Possessing essential qualifications and experience.</p>
8	<p>Deputy General Manager (E5) Legal</p>	<p>Rs. 80,000-3% - 2,20,000</p>	<p>Bachelor's degree in law from a recognized University or Institute/ With 13 years overall experience with at least 3 years' Experience in the field of law related to contractual matters or arbitration or legislative matters or land acquisition.</p>	<p>Officers/employees of Government (Central/State/UT) Ministries/Departments. PSUs, Statutory/Autonomous/ other Government bodies or academic/research Institutions:</p> <p>Holding analogous post in parent cadre in the pay scale of Level 12 of pay matrix</p>

				<p>(Rs.78,800-209,200) or equivalent Or With Four Years' Regular Service in the post in parent cadre in the Pay Scale of Level 11 of pay matrix (Rs.67,700-2,08,700) of 7th CPC of Government of India or equivalent Or Holding Analogous post in E5 Grade or equivalent Or Holding Analogous post in E4 Grade for 4 years or equivalent And (ii) Possessing essential qualifications and experience.</p>
9	General manager (E6) Information Technology	Rs. 90,000-3% - 2,40,000	<p>B.E / B.Tech (Computer Science / IT / Networks) / MCA / M.Sc (IT) / M.Tech (Cybersecurity)-preferably SAP certified ABAPer / Member of organized Group 'A'/ Group 'B' service of government</p> <p>With</p> <p>17 years of overall experience in IT infrastructure management/application management/cybersecurity or other IT services.</p>	<p>Officers/employees of Government (Central/State/UT) Ministries/Departments. PSUs, Statutory/Autonomous bodies or academic/research Institutions;</p> <p>With Four Years' Regular Service in the post in parent cadre in the Pay Scale of Level 12 of pay matrix (Rs.78,800-2,09,200) of 7th CPC of Government of India or equivalent Or Holding Analogous post in E6 Grade or equivalent Or Holding Analogous post in E5 Grade for 4 years or equivalent And</p>

				(ii) Possessing essential qualifications and experience.
10	Deputy General Manager (E5) Information Technology	Rs. 80,000-3% - 2,20,000	<p>B.E/ B.Tech (Computer Science / IT/Networks) / MCA / M.Sc (IT) / M.Tech(Cybersecurity)- preferably SAP certified ABAPer/Member of organized group 'A' / Group 'B' service of government</p> <p>With</p> <p>13 years of overall experience in IT infrastructure management/application management/cybersecurity or other IT services.</p>	<p>Officers/employees of Government (Central/State/UT) Ministries/Departments. PSUs, Statutory/Autonomous bodies or academic/research Institutions:</p> <p>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 Four Years' Regular Service in the post in parent cadre in the Pay Scale of Level 11 of pay matrix (Rs.67,700-2,08,700) 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 4 years or equivalent</p> <p>And</p> <p>(ii) Possessing essential qualifications and experience.</p>
11	Principal Staff Officer (E6)	Rs. 90,000-3% - 2,40,000	Any Graduate from a recognized University/Institute	<p>Officers / employees of Government (Central / State / UT) Ministries / Departments. PSUs, Statutory / Autonomous / Other Government bodies or academic/research Institutions;</p> <p>With Four Years' Regular Service in the post in parent</p>

				<p>cadre in the Pay Scale of Level 12 of pay matrix (Rs.78,800-2,09,200) 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 7 years or equivalent</p> <p>And</p> <p>(ii) Possessing essential qualifications and experience.</p>
12	Principal Private Secretary (E5)	Rs. 80,000-3% - 2,20,000	Graduate from recognized University / Institute.	<p>Officers / employees of Government (Central/State/UT) Ministries / Departments. PSUs, Statutory/Autonomous / Other Government bodies or academic / research Institutions:</p> <p>Holding analogous post in parent cadre in the pay scale of Level 12 of pay matrix (Rs.78,800-2,09,200) 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.67,700-2,08,700) 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 7 years or equivalent</p> <p>And</p>



				(ii) Possessing essential qualifications and experience.
13	Sr. Private Secretary (E4)	Rs. 70,000-3%-2,00,000	Any Graduate from a recognized University/Institute	<p>Officers / employees of Government (Central / State / UT) Ministries / Departments. PSUs, Statutory / Autonomous / Other Government bodies or academic/research Institutions:</p> <p>Holding analogous post in parent cadre in the pay scale of Level 11 of pay matrix (Rs.67,700-2,08,700) of 7th CPC of Government of India or equivalent</p> <p>Or</p> <p>With Four Years' Regular Service in the post in parent cadre in the Pay Scale of Level 10 of pay matrix (Rs. 56,100-1,77,500) of 7th CPC of Government of India or equivalent</p> <p>Or</p> <p>Holding Analogous post in E4 Grade or equivalent</p> <p>Or</p> <p>Holding Analogous post in E2 Grade for 7 years or equivalent</p> <p>And</p> <p>(ii) Possessing essential qualifications and experience.</p>
14	Assistant Director (Official Languages) (E4)	Rs.70,000 -3%-2,00,000	<p>Master's degree from a recognised University in any subject other than Hindi or English with Hindi medium and English as a compulsory or elective subject or as the medium of examination at the degree level</p> <p>Or</p>	<p>Officers / employees of Government (Central / State / UT) Ministries / Departments. PSUs, Statutory / Autonomous / other Government bodies or academic/research Institutions:</p> <p>Holding analogous post in parent cadre in the pay scale</p>



		<p>Master's degree from a recognized university in any subject other than Hindi or English with English Medium and Hindi as a compulsory or elective subject or as the medium of examination at the degree level</p> <p>Or</p> <p>Master's degree from a recognized university in any subject other than Hindi or English with Hindi and English as compulsory or elective subject or either of the two as a medium of examination and the other as a compulsory or elective subject at the degree level.</p>	<p>of Level 11 of pay matrix (Rs.67,700-2,08,700.) or equivalent</p> <p>Or</p> <p>With Four Years' Regular Service in the post in parent cadre in the Pay Scale of Level 10 of pay matrix (Rs. 56,100-1,77,500) of 7th CPC of Government of India or equivalent</p> <p>Or</p> <p>Holding Analogous post in E4 Grade or equivalent</p> <p>Or</p> <p>Holding Analogous post in E3 Grade for 4 years or equivalent</p> <p>And</p> <p>(ii) Possessing essential qualifications and experience.</p>
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Annexure II

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 last date of application) years _____ Months _____ Days _____

8. Date of Superannuation _____

9. Present Post _____ and 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 candidate 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 & GP, 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. Attest copies of 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
