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, Govt. 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 Govt. of India Undertaking - Ministry of Road Transport & Highways) 1st & 2nd Floor, Tower-A, World Trade Centre, Nauroji Nager, New Delhi – 110029

Website: www.nhidcl.com email: recruitment.nhidcl@nhidcl.com

Recruitment Notice No. 03/2025-(Addendum-Extension of Last Date)

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 on **Deputation basis;**

Sl. No.	Name of the Post	Cadre	IDA Level	Pay Scale	No. of Posts	Place of Posting
1	General Manager (HR & Admn)	HR & Administration	E6	Rs.90,000 – 3% - 2,40,000	2	Head Office, NHIDCL at New Delhi
2	Dy. General Manager (HR & Admn)	HR & Administration	E5	Rs.80,000 – 3% - 2,20,000	3	Head Office, NHIDCL at New Delhi
3	General Manager (Fin. & Accounts)	Finance & Accounts	E6	Rs.90,000 – 3% - 2,40,000	2	Head Office, NHIDCL at New Delhi
4	Dy. General Manager (Fin. & Accounts)	Finance & Accounts	E5	Rs.80,000 – 3% - 2,20,000	5	3 Posts at Head Office, NHIDCL at New Delhi 1 Post at RO

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Sl. No.	Name of the Post	Cadre	IDA Level	Pay Scale	No. of Posts	Place of Posting
						Guwahati, Assam 1 Post at RO Siliguri, West Bengal
5	Dy. General Manager (LA)	Land Acquisition	E5	Rs.80,000 – 3% - 2,20,000	2	1 Post at Head Office, NHIDCL at New Delhi 1 Post at RO Guwahati, Assam

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 as 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 (APARs)/ Annual Confidential Reports (ACRs) for the last 5 years (2024-25*, 2023-24, 2022-23, 2021-22 & 2020-21).

* If the APAR/ACR for the year 2024–25 has not been processed, the certified copy of APAR/ACR for the year 2019–20 shall be submitted in its place.

b. Vigilance Clearance Certificate from the parent organization.

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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. Applications should reach the **HQ NHIDCL (Recruitment Division)** latest by **February, 05, 2026 from the date of publication of advertisement in the employment news)**. 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 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 stipulations 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 reasons 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 (Parent Organization);

(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 any other liability that has been agreed upon between the Company and the Lending

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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 the terms of deputation with reference to the: –

(i) The upper age limit for a maximum period of 1 (one) year.

(ii) The essential experience prescribed for the post.

6. **Selection Process :** The selection of above posts shall be undertaken as per NHIDCL Cadre Rules, 2025.

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 the 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 regular visit NHIDCL website for updates.

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

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8. **Applications may be sent by Regd./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: 13th January, 2026 **General Manager (Recruitment)**

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Annexure-I

Details of Essential qualification, experience, eligible conditions, etc. of the Posts

I. HR & Admn. Cadre

Sl. No.	Post & IDA Level	Pay Scale (INR)	Essential Qualifications & Experience	Eligibility for Deputation	Upper Age Limit for Deputation
1	General Manager (E6)	90,000 – 3% – 2,40,000	Bachelor's degree from a recognized University or Institute or equivalent/member of any organized Group 'A' / Group 'B' service of government with 13 years of overall experience with at least 3 Years Experience in Administration / Establishment / Human Resource / Personnel Management	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. 78,800–209,200) 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 possessing the essential qualifications and experience.	Not exceeding 56 years.

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2	Deputy General Manager (E5)	80,000 – 3% – 2,20,000	Bachelor's degree from a recognized University or Institute or equivalent/member of any organized Group 'A' / Group 'B' service of government with 9 years of overall experience with at least 3 Years Experience in Administration / Establishment / Human Resource / Personnel Management	From officers or employees of the Government (Central, State or Union Territories) Ministries or Departments, or their public sector undertakings, or of statutory/autonomous/other Government bodies or of academic and research institutions: (i) Holding **analogous post** in parent cadre in the pay scale of Level 12 of pay matrix (Rs. 78,800–209,200) or equivalent; Or With Three years' Regular Service in the post in parent cadre in the pay scale of Level 11 of pay matrix (Rs. 67,700–208,700) 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 3 Years or equivalent; And (ii) Possessing essential qualifications and experience given under column 4.	Not exceeding 56 years

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II. Finance & Accounts Cadre

Sl. No.	Post & IDA Level	Pay Scale (INR)	Essential Qualifications & Experience	Eligibility for Deputation	Upper Age Limit for Deputation
1	General Manager (E6)	90,000 – 3% – 2,40,000	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.	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. 78,800–209,200) 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** possessing the essential qualifications and experience.	Not exceeding 56 years.

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2	Deputy General Manager (E5)	80,000 – 3% – 2,20,000	CA/CMA/M.Com / MBA (Finance) or equivalent / member of any organized group 'A' / Group 'B' F&A service of government with 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 Organisation of repute.	Officers/employees of Government (Central/State/UT) Ministries/Departments, PSUs, statutory/autonomous bodies, or academic/research institutions; Holding analogous post in parent cadre in the pay scale of Level 12 of pay matrix (Rs. 78,800–209,200) or equivalent; Or With Three years' Regular Service in the post in parent cadre in the pay scale of Level 11 of pay matrix (Rs. 67,700–208,700) 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 3 Years or equivalent; **And** Possessing the essential qualifications and experience	Not exceeding 56 years.

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III. Land Acquisition

Sl. No.	Post & IDA Level	Pay Scale (INR)	Essential Qualifications & Experience	Eligibility for Deputation	Upper Age Limit for Deputation
1	Deputy General Manager (E5)	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	From officers or employees of the Government (Central, State or Union Territories) Ministries or Departments, or their public sector undertakings, or of statutory/autonomous/other Government bodies or of academic and 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 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 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** Possessing essential qualifications and experience	Not exceeding 56 years.

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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 APARs/ACRs and Vigilance Clearance Certificate, signed by the Competent Authority, given at the end of the application form.

ii. Incomplete, unsigned, and the applications received not on prescribed proforma and after the last date of receipt of applications shall be rejected summarily, without any notice to the candidate.

Paste recent passport size photograph	**Post applied for** _____

1. Name (in block letters) _____ _____

2. Father's Name:_____

3. Postal Address _____

_____

4. Contact No. _____

   Alternative Contact No. _____

5. Permanent Address _____

6. E-mail id _____

7. Date of Birth _____

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(Age as on last 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/Instt./ Organization	Post held	Period From	Period To	Nature of appointment (Regular/Ad hoc/Deputation)	Scale of Pay/Basic Pay/Pay Band with Grade Pay*	Nature of Duties

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*Applicants not holding the posts in Pay Band/Grade Pay as per Central Government pay scales should indicate the equivalent pay scale vis-a-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

i. 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 & 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. Attested copies of APARs/ACRs for the past five years are annexed.

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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

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