

NATIONAL HIGHWAYS AUTHORITY OF INDIA
(Ministry of Road Transport & Highways)

National Highways Authority of India (NHAI) invites applications for recruitment to the following posts :-

S. No.	Name of the posts	No. of advertised posts*	Mode of Recruitment
1.	Chief General Manager (Technical)	04 (Four)	Promotion / deputation
2.	Chief General Manager(Legal)	01 (One)	Deputation, failing which through contract
3.	Chief General Manager (Information Technology)	01 (One)	Promotion / deputation
4.	Chief General Manager (Utility Shifting)	01 (One)	Deputation
5.	General Manager (Finance)	02(Two)	Promotion / Deputation
6.	General Manager (Legal)	01 (One)	Deputation
7.	General Manager (Information Technology)	02 (Two)	Promotion / Deputation / Contract
8.	General Manager (Technical)	20 (Twenty)	Deputation
9.	General Manager (Environment)	01 (One)	Deputation

** Number of posts may increase or decrease.*

DETAILS OF ELIGIBILITY CONDITIONS

S. No.	Name of the posts	No. of posts to be filled up	Classification of posts	Pay Band and Grade Pay	Method of Recruitment	Age Limit in r/o transfer on deputation only
1	2	3	4	5	6	
1.	Chief General Manager (Technical)	04(Four)	Group – A	In PB-4, (Rs.37400-67000) with Grade Pay Rs.10000 [Pre-revised in CDA pattern, equivalent to Level 14 of the Pay Matrix as per 7 th CPC].	Promotion / Deputation	56 years
Educational qualification and experience required				Recruitment Criteria		
7				8		
<p><u>Essential Educational Qualification and Experience:</u></p> <p>① Degree in Civil Engineering from a recognized University / Institute;</p> <p align="center">and</p> <p>(ii) 17 years' service as Group-'A' [Pay Scale of Pay Band-3 (Rs. 15,600- 39,100) with Grade Pay Rs. 5400/-] (pre-revised in CDA pattern, equivalent to Pay Level 10 of Pay Matrix as per 7th CPC) or equivalent level post or higher on regular basis; out of which cumulative experience of 10 years' in implementation of Infrastructure Sectors related to Highways, Roads and Bridges.</p>				<p><u>Selection through Search-cum-Selection Committee:-</u></p> <p>(1) From internal Applicants holding the post of a General Manager (Tech) or equivalent of NHAI on regular basis for a period of three years' and possessing the essential educational qualifications and essential experience stipulated in column 7.</p> <p align="center">OR</p> <p>(2) By deputation from officers under the Central Government or State Governments or Union Territories or Universities or Recognized Research Institutions affiliated to Government of India or Public Sector Undertakings or Semi Government or Statutory or Autonomous Organizations and other Government Bodies:-</p> <p>(i) holding analogous post on regular basis in the pay scale of Pay Band-4 (Rs. 37400-67000) with Grade Pay of Rs. 10,000/- (pre-revised in CDA pattern, equivalent to Pay Level 14 of Pay Matrix as per 7th CPC) or equivalent pay scale in IDA pattern in the parent cadre / department;</p> <p align="center">or</p> <p>(ii) with three years of regular service in the posts in the pay scale of Pay Band – 4 (Rs. 37,400-67,000) with Grade Pay Rs. 8700/- (pre-revised in CDA pattern, equivalent to Pay Level 13 of Pay Matrix as per 7th CPC) or equivalent pay scale in IDA pattern in the parent cadre / department;</p> <p align="center">and</p> <p>Possessing the essential educational qualifications and essential experience stipulated in column 7.</p> <p><u>Period of deputation</u> Period of appointment on selection shall be for an initial period of 3 years, extendable by two more years with the approval of the Government, subject to satisfactory performance.</p>		

S. No.	Name of the posts	No. of posts to be filled up	Classification of posts	Pay Band and Grade Pay	Method of Recruitment	Age Limit in r/o transfer on deputation only
1	2	3	4	5	6	
2.	Chief General Manager (Legal)	01 (One)	Group - A	In PB-4, (Rs.37400-67000) with Grade Pay Rs.10000 [Pre-revised in CDA pattern, equivalent to Level 14 of the Pay Matrix as per 7 th CPC] (other than contract).	Deputation, failing which through contract	56 years
Educational qualification and experience required				In case of recruitment by deputation/contract, the grades from which to be made		
7				8		
<u>Essential Educational Qualification and Experience:</u>				<u>Selection through Search-cum-Selection Committee:-</u>		
<p>i) Degree in Law from a recognized University/Institute; and</p> <p>(ii) 17 years' service as Group-'A' [Pay Scale of Pay Band-3 (Rs.15600-39100) with Grade Pay Rs.5400/- (pre-revised in CDA pattern, equivalent to Pay Level 10 of Pay Matrix as per 7th CPC) or equivalent level post or higher on regular basis out of which <u>7</u> years' experience in the field of Law related to contractual matters/ arbitration/ legislative matters/ land acquisition.</p>				<p>(1) By deputation from officers under the Central Government or State Governments or Union Territories or Universities or Recognized Research Institutions affiliated to Government of India or Public Sector Undertakings or Semi Government or Statutory or Autonomous Organizations and other Government Bodies:-</p> <p>(i) holding analogous post on regular basis in the pay scale of Pay Band-4 (Rs. 37400-67000) with Grade Pay of Rs. 10,000/- (pre-revised in CDA pattern, equivalent to Pay Level 14 of Pay Matrix as per 7th CPC) or equivalent pay scale in IDA pattern in the parent cadre / department;</p> <p>or</p> <p>(ii) with three years of regular service in the posts in the pay scale of Pay Band – 4 (Rs. 37,400-67,000) with Grade Pay Rs. 8700/- (pre-revised in CDA pattern, equivalent to Pay Level 13 of Pay Matrix as per 7th CPC) or equivalent pay scale in IDA pattern in the parent cadre / department; and possessing the essential educational qualifications and essential experience stipulated in column 7.</p> <p style="text-align: center;">FAILING WHICH</p> <p>(2) By contract from Applicants registered in Bar Association of India having 18 years of experience in the field of law related to contractual matters/arbitration/legislative matters/land acquisition and possessing essential educational qualification stipulated in <u>column 7</u>.</p> <p><u>Period of deputation</u> Period of appointment on selection shall be for an initial period of 3 years, extendable by two more years with the approval of the Government, subject to satisfactory performance.</p>		

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1	2	3	4	5	6	
3.	Chief General Manager (Information Technology)	01 (One)	Group - A	In PB-4, (Rs.37400-67000) with Grade Pay Rs.10000 [Pre-revised in CDA pattern, equivalent to Level 14 of the Pay Matrix as per 7 th CPC].	Promotion / Deputation	56 years
Educational qualification and experience required				In case of recruitment by promotion/deputation, the grades from which to be made		
7				8		
<u>Essential Educational Qualification and Experience:</u>				Selection through Search-cum-Selection Committee:-		
(i) Degree in Computer Science/Communication Technology/ Electrical and Electronics from a recognized University/Institute.				(1) From internal Applicants holding the post of a General Manager or equivalent of NHA1 on regular basis for a period of three years' and possessing the essential educational qualifications and essential experience stipulated in column 7.		
and				OR		
(ii) 17 years' service as Group-'A' [Pay Scale of Pay band-3 (Rs. 15,600-39,100) with Grade Pay Rs. 5400/- [pre-revised in CDA pattern, equivalent to Pay Level 10 of Pay Matrix as per 7th CPC] or equivalent level post or higher on regular basis out of which 10 years experience in Information Technology and related management.				(2) By deputation from officers under the Central Government or State Governments or Union Territories or Universities or Recognized Research Institutions affiliated to Government of India or Public Sector Undertakings or Semi Government or Statutory or Autonomous organizations and other Government Bodies:-		
				(i) holding analogous post on regular basis in the pay scale of Pay Band-4 (Rs. 37400-67000) with Grade Pay of Rs. 10,000/- (pre-revised in CDA pattern, equivalent to Pay Level 14 of Pay Matrix as per 7th CPC) or equivalent pay scale in IDA pattern in the parent cadre / department;		
				OR		
				(ii) with three years of regular service in the posts in the pay scale of Pay Band – 4 (Rs. 37,400-67,000) with Grade Pay Rs. 8700/- (pre-revised in CDA pattern, equivalent to Pay Level 13 of Pay Matrix as per 7th CPC) or equivalent pay scale in IDA pattern in the parent cadre / department;		
				and		
				Possessing the essential educational qualifications and essential experience stipulated in column 7.		
				<u>Period of deputation</u>		
				Period of appointment on selection shall be for an initial period of 3 years, extendable by two more years with the approval of the Government, subject to satisfactory performance.		

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1	2	3	4	5	6	
4.	Chief General Manager (Utility Shifting)	01 (One)	Group - A	In PB-4, (Rs.37400-67000) with Grade Pay Rs.10000 [Pre-revised in CDA pattern, equivalent to Level 14 of the Pay Matrix as per 7 th CPC]	Deputation	56 years
Educational qualification and experience required				In case of recruitment by deputation, the grades from which to be made		
7				8		
<u>Essential Educational Qualification and Experience:</u>				Selection through Search-cum-Selection Committee:-		
(i) Degree in Electrical Engineering (EE) or Electrical & Electronics Engineering (EEE) or Electronics and Communication Engineering (ECE) or Electronics & Electrical Communication or equivalent Degree from a recognized University/Institute:				By deputation from officers under the Central Government or State Governments or Union Territories or Universities or Recognized Research Institutions affiliated to Government of India or Public Sector Undertakings or Semi Government or Statutory or Autonomous organizations and other Government Bodies:-		
and				(i) holding analogous post on regular basis in the pay scale of Pay Band-4 (Rs. 37400-67000) with Grade Pay of Rs. 10,000/- (pre-revised in CDA pattern, equivalent to Pay Level 14 of Pay Matrix as per 7th CPC) or equivalent pay scale in IDA pattern in the parent cadre / department;		
(ii) 17 Years' service as Group-'A' [Pay Scale of Pay Band-3 (Rs. 15,600-39,100) with Grade Pay Rs. 5400/-[pre-revised in CDA pattern, equivalent to Pay Level 10 of Pay Matrix as per 7th CPC] or equivalent level post or higher on regular basis; out of which cumulative experience of 10 years' in laying, operation and maintenance of electrical lines and sub-stations in PSUs / State Power Utilities.				(ii) with three years of regular service in the posts in the pay scale of Pay Band – 4 (Rs. 37,400-67,000) with Grade Pay Rs. 8700/- (pre-revised in CDA pattern, equivalent to Pay Level 13 of Pay Matrix as per 7th CPC) or equivalent pay scale in IDA pattern in the parent cadre / department;		
and				OR		
Possessing the essential educational qualifications and essential experience stipulated in column 7.				and		
<u>Period of deputation</u>				Initial period of deputation shall be 03 years, which may be extended for a period of 02 years with the approval Chairman. Further extension in the period of deputation for another period of 02 years beyond 05 years shall be done with the approval of Ministry of Road Transport & Highways, subject to satisfactory performance.		

S. No.	Name of the posts	No. of posts to be filled up	Classification of posts	Pay Band and Grade Pay	Method of Recruitment	Age Limit
1	2	3	4	5	6	
5.	General Manager (Finance)	02 (Two)	Group - A	In PB-4, (Rs.37400-67000) with Grade Pay Rs.8700 [Pre-revised in CDA pattern, equivalent to Pay Level 13 of the Pay Matrix as per 7 th CPC].	Promotion / Deputation	For Deputation: Not exceeding 56 years
Educational qualification and experience required			In case of recruitment by promotion / deputation, the grades from which to be made.			
7			8			
<u>Essential Educational Qualification and Experience:</u>			<p>(1) By promotion through selection from amongst Deputy General Manager (Finance and Accounts) of NHAI with five years' regular service in that post and possessing essential educational qualifications and experience stipulated in Column (7). Or</p> <p>(2) By deputation from officers under the Central government or State Governments or Union Territories or Public Sector Undertakings or Semi Government or Statutory or Autonomous Organizations and other Government Bodies:-</p> <p>(i) holding analogous post on regular basis in the pay scale of Pay Band-4 (Rs. 37400-67000) with Grade Pay Rs.8700/- (pre-revised in CDA pattern, equivalent to Pay Level 13 of Pay Matrix as per 7th CPC) or equivalent in IDA pattern in the parent cadre/department OR</p> <p>(ii) with four years' service in the grade rendered after appointment thereto on a regular basis in the posts in the Pay Band-3 (Rs.15600-39100) with Grade Pay Rs.7600/- (pre-revised in CDA pattern, equivalent to Pay Level 12 of Pay Matrix as per 7th CPC) or equivalent in IDA pattern in the parent cadre/department; AND Possessing the essential educational qualifications and essential experience stipulated in Column 7.</p> <p><u>Period of Deputation:</u></p> <p>Initial period of deputation shall be 03 years, which may be extended for a period of 02 years with the approval of Chairman. Further extension in the period of deputation for another period of 02 years beyond 05 years shall be done with the approval of Ministry of Road Transport & Highways, subject to satisfactory performance.</p>			
<p>i) Degree in Commerce / Accounts from a recognized university or ICAI/ ICWAI / MBA (Finance) from a recognized University / Institute; Or Member of any organized Group-'A' Finance/ Accounts related Service of the Central Government or of the State Government;</p> <p>ii) 14 years' experience in the Pay Scale of Pay Band-3 (Rs.15,600- 39,100) with Grade Pay Rs.5400/-(pre-revised in CDA pattern, equivalent to Pay Level 10 of Pay Matrix as per 7th CPC) or equivalent or higher out of which 7 years' experience in Financial Accounting/ Budgeting/ Internal Audit/ Contract Management/ Fund Management/ Disbursement in an organization of repute.</p>						

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1	2	3	4	5	6	
6.	General Manager (Legal)	01 (one)	Group - A	In PB-4, (Rs.37400-67000)with Grade Pay Rs.8700 [Pre-revised in CDA pattern, equivalent to Pay Level 13 of the Pay Matrix as per 7 th CPC].	Deputation	For Deputation: Not exceeding 56 years
Educational qualification and experience required				In case of recruitment by deputation, the grades from which to be made.		
7				8		
<u>Essential Educational Qualification and Experience:</u> (i) Degree in Law from a recognized University/Institute; and (ii) 14 years' experience in the pay scale of Pay Band-3 (Rs.15600-39100) with Grade Pay Rs.5400/-(pre-revised in CDA pattern, equivalent to Pay Level 10 of Pay Matrix as per 7 th CPC) or equivalent or higher, out of which 7 years' experience in the field of Law related to contractual matters/ arbitration/ legislative matters/ land acquisition.				By deputation from officers under the Central government or State Governments or Union Territories or Universities or Recognized Research Institutions or Public Sector Undertakings or Semi Government or Statutory or Autonomous Organizations and other Government Bodies:- (i) holding analogous post on regular basis in the pay scale of Pay Band-4 (Rs. 37400-67000) with Grade Pay Rs.8700/- (pre-revised in CDA pattern, equivalent to Pay Level 13 of Pay Matrix as per 7 th CPC) or equivalent in IDA pattern in the parent cadre/department OR (ii) with four years' service in the grade rendered after appointment thereto on a regular basis in the posts in the Pay Band-3 (Rs.15600-39100) with Grade Pay Rs.7600/- (pre-revised in CDA pattern, equivalent to Pay Level 12of Pay Matrix as per 7 th CPC) or equivalent in IDA pattern in the parent cadre/department; AND Possessing the essential educational qualifications and essential experience stipulated in Column 7. <u>Period of Deputation:</u> Initial period of deputation shall be 03 years, which may be extended for a period of 02 years with the approval of Chairman. Further extension in the period of deputation for another period of 02 years beyond 05 years shall be done with the approval of Ministry of Road Transport & Highways, subject to satisfactory performance.		

S. No.	Name of the posts	No. of posts to be filled up	Classification of posts	Pay Band and Grade Pay	Method of Recruitment	Age Limit
1	2	3	4	5	6	
7.	General Manager (Information Technology)	02 (Two)	Group - A	PB-4, Rs.37400-67000 + Grade Pay Rs.8700 [Pre-revised in CDA pattern, equivalent to Pay Level 13 of Pay Matrix as per 7 th CPC].	By Promotion / Deputation / Contract	For Deputation and Contract : Not exceeding 56 years
Educational qualification and experience required				In case of recruitment by promotion/ deputation/ contract, the grades from which to be made		
7			7(a)	8		
Educational Qualification			Minimum required experience in Computer Programming/ Software/System Design/System/ Integration related work on any IT project.	(1) By promotion through selection from internal Applicants having 14 years' experience in the Pay Scale of Pay Band-3 (Rs.15600-39100) with Grade Pay Rs. 5400/- (pre-revised in CDA pattern, equivalent to Pay Level 10 of Pay Matrix as per 7 th CPC) or equivalent or higher over and above education qualifications and experience stipulated in column 7 & 7(a), out of which 05 years' regular service in the grade of Deputy General Manager. OR		
(i)BE/B.Tech. in Computer Science/Information Technology or specialized equivalent qualification from a recognized University/from a institute of repute/C level certification course from DOEACC. OR			NIL	(2) By deputation from Applicants holding core I.T. related posts in a Central/State Govt. Deptt./ Autonomous Body/ PSU possessing the qualifications and 14 years' experience in the Pay Scale of Pay Band-3 (Rs.15600-39100) with Grade Pay Rs.5400/-(pre-revised in CDA pattern, equivalent to Pay Level 10 of Pay Matrix as per 7 th CPC) or equivalent or higher over and above educational qualification and experience stipulated in Col. 7&7(a), out of which 4 years' service in the grade rendered after appointment thereto on a regular basis in posts in the Pay Band -3 (Rs.15,600- 39,100) with Grade Pay of Rs.7600/- (pre-revised in CDA pattern, equivalent to Pay Level 12 of Pay Matrix as per 7 th CPC) or equivalent in IDA pattern in the parent cadre / department. OR		
(ii) Bachelor's Degree in Engineering/ Technology (any discipline)/Science AND MBA (Information System/Information Technology)/Advance or Post Graduate Diploma in Computer Applications/Advanced Computing/ Mobile Computing/IT Infrastructure, System and Security/Cyber Security/Embedded Systems and Design/System Software Development/Big Data Analytics/Automation SCADA (Supervisory Control & Data Acquisition) Systems/Multimedia or any related field etc. OR						
(iii)M.Sc. in Computer Science/ Information Technology/Multimedia etc. OR			1 year			
(iv)MCA/B Level certification course from DOEACC with B.Sc.(Mathematics as a subject). OR			2 year			
(v) B.Sc.(Computer Science / Information Technology/Multimedia)/ BCA or Equivalent from a recognized University/from Institute of repute / A level certification course from DOEACC.			3 year			

			<p>(3) By Contract (on organizational need basis) through open advertisement from applicants with 12 years' experience over and above educational qualifications and experience stipulated in Column 7 & 7(a), in a Computer Programming and MIS related work from IT Organization with flexible mode of selection as decided with the approval of the Chairman. There will be no absorption/regularization for this/her/her mode of selection. Period of contract on selection shall be for an initial period of 03 years, extendable by two more years with the approval of the Chairman.</p> <p>Period of Deputation:</p> <p>Initial period of deputation shall be 03 years, which may be extended for a period of 02 years with the approval of Chairman. Further extension in the period of deputation for another period of 2 years beyond 05 years shall be done with the approval of Ministry of Road Transport & Highways, subject to satisfactory performance.</p>
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S. No.	Name of the post	No. of posts to be filled up	Classification of posts	Pay Band and Grade Pay	Method of Recruitment	Age Limit
1	2	3	4	5	6	6
8.	General Manager (Technical)	20 (Twenty)	Group - A	In PB-4, (Rs.37400-67000) with Grade Pay Rs.8700 [Pre-revised in CDA pattern, equivalent to Pay Level 13 of the Pay Matrix as per 7 th CPC].	Deputation	For Deputation: Not exceeding 56 years
Educational Qualification and Experience Required				In case of recruitment by deputation, the grades from which to be made		
7				8		
<p>Essential Educational Qualification and Experience:-</p> <p>(i) Degree in Civil Engineering from a recognized University /Institute; and</p> <p>(ii) 14 years' experience in the Pay Scale of Pay Band-3 (Rs.15,600-39,100) with Grade Pay Rs.5400/- (pre-revised in CDA pattern, equivalent to Pay Level 10 of Pay Matrix as per 7th CPC) or equivalent or higher out of which 9 years' experience in implementation of Infrastructure Sectors related to Highways, Roads and Bridges.</p>				<p>By deputation from:- Officers under the Central Govt. or State Governments or Union Territories or Universities or Recognized Research Institutions or Public Sector Undertakings or Semi Govt. or Statutory or Autonomous Organizations and other Govt. Bodies:-</p> <p>(i) holding analogous post on regular basis in the pay scale of Pay Band-4 (Rs.37400-67000) with Grade Pay Rs.8700/- (pre-revised in CDA pattern, equivalent to Pay Level 13 of Pay Matrix as per 7th CPC) or equivalent in IDA pattern in the parent cadre/department; OR (ii) with four years' service in the grade rendered after appointment thereto on regular basis in the posts in the Pay Band-3 (Rs.15600- 39100) with Grade Pay Rs.7600/- (pre-revised in CDA pattern, equivalent to Pay Level 12 of Pay Matrix as per 7th CPC) equivalent in IDA pattern in the parent cadre/department; OR (iii) with nine years' regular service as Executive Engineer;</p> <p style="text-align: center;">AND</p> <p>Possessing the essential educational qualifications and essential experience stipulated in Column 7. Period of deputation Initial period of deputation shall be 03 years, which may be extended for a period of 02 years with the approval of Chairman. Further extension in the period of deputation for another period of 2 years beyond 05 years shall be done with the approval of Ministry of Road Transport & Highways, subject to satisfactory performance.</p>		

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1	2	3	4	5	6	6
9.	General Manager (Environment)	01(One)	Group - A	In PB-4, (Rs.37400-67000) with Grade Pay Rs.8700 [Pre-revised in CDA pattern, equivalent to Pay Level 13 of the Pay Matrix as per 7 th CPC].	Deputation	For Deputation: Not exceeding 56 years
Educational Qualification and Experience Required				In case of recruitment by deputation, the grades from which to be made		
7				8		
Essential Educational Qualification and Experience:- i) Degree of a recognized University, with at least one of the subjects namely Animal Husbandry & Veterinary Science, Botany, Chemistry, Geology, Mathematics, Physics, Statistics and Zoology or a Degree in Agriculture, Forestry or in Engineering from a recognized University; <p style="text-align: center;">AND</p> II) 14 years' experience in the Pay Scale of Pay Band-3 (Rs.15,600-39,100) with Grade Pay Rs.5400/- [pre-revised in CDA pattern, equivalent to Pay Level 10 of Pay Matrix as per 7 th CPC] or equivalent or higher out of which 7 years experience in the field of environmental sciences / environmental engineering / processing environmental clearances cases as per norms formulated by Government of India / conducting of Environmental Impact Assessment of major projects / monitoring implementation of Environmental Management Plan.				By deputation from officers under the Central Government or State Governments or Union Territories or Universities or Recognized Research Institutions or Public Sector Undertakings or Semi Government or Statutory or Autonomous Organizations and other Government Bodies:- a) holding analogous post on regular basis in the pay scale of Pay Band-4 (Rs.37,400-67,000) with Grade Pay Rs.8700/- (pre-revised in CDA pattern, equivalent to Pay Level 13 of Pay Matrix as per 7 th CPC) or equivalent in IDA pattern in the parent cadre/ department; <p style="text-align: center;">OR</p> b) with four years' service in the grade rendered after appointment thereto on a regular basis in posts in the Pay Band-3 (Rs.15,600-39,100) with Grade Pay Rs.7600/- (pre-revised in CDA pattern, equivalent to Pay Level 12 of Pay Matrix as per 7 th CPC) or equivalent in IDA pattern in the parent cadre/ department; <p style="text-align: center;">and</p> Possessing the essential educational qualifications and essential experience stipulated in column 7. Period of deputation Initial period of deputation shall be 03 years, which may be extended for a period of 02 years with the approval of Chairman. Further extension in the period of deputation for another period of 2 years beyond 05 years shall be done with the approval of Ministry of Road Transport & Highways, subject to satisfactory performance.		