

By Speed Post

No. A-12025/3/2020-E.II(B)
Government of India
Ministry of Road Transport & Highways
Transport Bhawan, 1, Parliament Street, New Delhi-110001
Establishment-II B Section

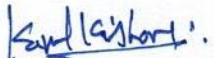
Dated ¹¹28 February, 2020

OFFICE MEMORANDUM

Sub: Advertisement for filling up the vacancies of Deputy General Manager (Tech.) and Manager (Tech.) in NHAI - regarding.

The undersigned is directed to enclose herewith a copy each of advertisement for filling up of vacancies of Deputy General Manager (Tech.) and Manager (Tech.), posts in National Highways Authority of India with the request to upload on the website of this Ministry for wider publicity.

Encl: As above


(Kamal Kishore)
Under Secretary to the Govt. of India
Tel.-23710454

To,

NIC, MoRT&H, New Delhi



भारतीय राष्ट्रीय राजमार्ग प्राधिकरण

(सड़क परिवहन और राजमार्ग मंत्रालय)

National Highways Authority of India

(Ministry of Road Transport and Highways)

जी-5 एवं 6, सेक्टर-10, द्वारका, नई दिल्ली-110075

G-5 & 6, Sector-10, Dwarka, New Delhi-110075

दूरभाष / Phone : 91-11-25074100/25074200

फैक्स / Fax : 91-11-25093507 / 25093514

F. No. 11012/416/2019-Admn.

17th February, 2020

To

Shri Rajesh Gupta,
Deputy Secretary (Estt.),
Ministry of Road Transport & Highways
1, Transport Bhawan, Parliament Street,
New Delhi – 110 001.
(Email: rajeshgupta.rth@gov.in)

Sub: Recruitment to the posts of Deputy General Manager (Tech.) on promotion / deputation basis and Manager (Tech.) on deputation basis in NHAI-regarding.

Sir,

I am directed to enclose herewith advertisement for recruitment to Deputy General Manager (Tech.) on promotion / deputation basis and Manager (Tech.) on deputation basis in NHAI, published on 12.02.2020 in National Dailies. **The last date for submission of online applications, which is also the crucial date for determining eligibility of the candidates, as per NHAI Regulations is 11.03.2020.** However, the last date for forwarding the print-out of the application with requisite documents/information through proper channel is 26.03.2020.

2. In this connection, it is requested to upload the advertisement on the official website of the Ministry, for wider publicity. Further, it is also requested to kindly take up the matter with DoP&T for uploading the same on their website.

Yours faithfully,

(N. K. Sharma)

Manager (HR/Admn-I A)

Ph.011-25074100/4200 + Extn.2555

Email: nksharma@nhai.org

Encl.: As above.

Copy
18/2/20
15/2/20

14/2/20
18/2/20

5/3/20

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.	Manager(Technical)	46 (Forty Six)	Deputation
2.	Deputy General Manager (Technical)	124 (One Hundred Twenty Four)	Promotion (84) / Deputation (40)

* 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 Level in Pay Matrix	Method of Recruitment	Age Limit
1	2	3	4	5	6	
1.	Manager (Technical)	46 (Forty Six)	Group – A	Pay Level 11 (Rs.67700-208700)	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>(i) <u>Educational Qualification:</u></p> <p>i) Degree in Civil Engineering from a recognized University / Institute; AND</p> <p>(ii) <u>Experience :</u> Three 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 Level 11 in Pay Matrix (Rs.67700-208700) (in CDA pattern) or equivalent in the IDA pattern in the parent cadre / department; OR</p> <p>(ii) with 04 (four) years' service in the grade rendered after appointment thereto on regular basis in the Pay Level 10 in Pay Matrix (Rs.56100-177500) (in CDA pattern) or equivalent in the IDA pattern in the parent cadre / department; OR</p> <p>(iii) with 08 (eight) years' service in the grade rendered after appointment thereto on regular basis in the Pay Level 8 in Pay Matrix (Rs.47600-151100) (in CDA pattern) or equivalent in the IDA pattern in the parent cadre / department;</p> <p style="text-align: center;">AND</p> <p>Possessing the essential educational qualifications and essential experience stipulated in column 7.</p> <p><u>Period of deputation</u></p> <p>The period of deputation, including the period of deputation in another ex-cadre post held immediately preceding this appointment in the same or some other organization / department, shall ordinarily be 03 years which be extended for another 02 years with the approval of Chairman, NHAI. Further, extension beyond 5th year and up to a maximum of 08 years shall be with the approval of the Ministry of Road Transport and Highways, subject to satisfactory performance.</p>		

				Provided that the tenure in respect of officers of CES (Roads) on deputation to NHAI shall be regulated in terms of DoPT OM No.6/8/2009-Estt. (Pay II) dated 17.6.2010, as amended from time to time.		
S. No.	Name of the posts	No. of posts to be filled up	Classification of posts	Pay Level in Pay Matrix	Method of Recruitment	Age Limit
	1	2	3	4	5	6
2.	Deputy General Manager (Technical)	124 (One Hundred Twenty Four)	Group - A	Pay Level 12 (Rs.78800-209200)	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		
<p>(i) <u>Educational Qualification:</u></p> <p>i) Degree in Civil Engineering from a recognized University / Institute; AND</p> <p>(ii) <u>Experience :</u> Six years' experience in implementation of Infrastructure Sectors related to Highways, Roads and Bridges.</p>				<p>(1) By promotion through selection from amongst Manager (Technical) of NHAI with five years' regular service in that post and possessing the essential educational qualifications stipulated in Column 7. <u>OR</u></p> <p>(2) 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 Level 12 in Pay Matrix (Rs.78800-209200) (in CDA pattern) or equivalent in the IDA pattern in the parent cadre / department; <u>OR</u></p> <p>(ii) with 04 (four) years' service in the grade rendered after appointment thereto on regular basis in the Pay Level 11 in Pay Matrix (Rs.67700-208700) (in CDA pattern) or equivalent in IDA pattern in the parent cadre / department; <u>OR</u></p> <p>(iii) with 09 (nine) years' service in the grade rendered after appointment thereto on regular basis in the Pay Level 10 in Pay Matrix (Rs.56100-177500) (in CDA pattern) or equivalent in IDA pattern in the parent cadre / department;</p> <p>AND</p> <p>Possessing the essential educational qualifications and essential experience stipulated in <u>Column 7</u>.</p> <p><u>Period of deputation</u> The period of deputation, including the period of deputation in another ex-cadre post held immediately preceding this appointment in the same or some other organization / department, shall ordinarily be 03 years which be extended for another 02 years with the approval of Chairman, NHAI. Further, extension beyond 5th year and up to a maximum of 08 years shall be with the approval of the Ministry of Road Transport and Highways, subject to satisfactory performance.</p> <p>Provided that the tenure in respect of officers of CES (Roads) on deputation to NHAI shall be regulated in terms of DoPT OM No.6/8/2009-Estt. (Pay II) dated 17.6.2010, as amended from time to time.</p>		

IMPORTANT DATES

Opening Date for Online Registration of Application	12.02.2020 (10.00 AM)
Last Date for submission of Online application	11.03.2020 (6.00 PM)
Last Date for submission of Print-out of Online application along with requisite documents from Parent Department.	26.03.2020 (6.00 PM)

Important Instructions :

The candidates applying the posts should note the following : -

1. The posts carry all India service liability. Therefore, those who are willing to serve anywhere in India may only apply.
2. The applicant who apply for the post with respect to the advertisement shall not be allowed to withdraw his/her candidature subsequently. The applicant selected by NHAJ should not decline the offer of appointment. In case he / she declines the offer of appointment, his/her candidature shall not be considered for any further appointment by NHAJ for a period of two years from the date of cancellation of offer of appointment.
3. In case of selection on deputation basis, applicants who are more than 56 years of age as on the last date for receipt of applications need not apply. Those applicants who are due to retire from their parent cadre within two years, as on the closing date for receipt of applications also need not apply.
4. Internal/ regular officers of NHAJ, who fulfil the eligibility conditions prescribed in the advertisement / Regulations for them, as on the last date for receipt of applications, may also apply. In case they are selected, their appointment will be on promotion basis. Accordingly, the internal/ regular officers of NHAJ who are in direct line of promotion shall not be considered for appointment on deputation basis. Similarly, the deputationists shall not be eligible for being considered for appointment by promotion.
5. Period of deputation, including the period of deputation in another ex-cadre post held immediately preceding his/her appointment in the same or other organization, shall ordinarily not exceed 5 years.
6. (I) SC/ST/Minority Community / Women/ Persons with Benchmark Disabilities, are encouraged to apply.
(II) Persons with Benchmark Disabilities (PwBD) can apply to the respective posts even if the post is not reserved for them but has been identified as Suitable. However, such Applicants will be considered for selection to such post by general standard of merit. Persons suffering from not less than 40% of relevant disability shall alone be eligible for the benefit of reservation and other relaxations as permissible under the rules. Thus, Physically Handicapped (PH) persons can avail benefit of reservation and other concessions and relaxations as permissible under the rules only when degree of physical disability is 40% or more and the posts are suitable for PwBD candidates.
7. Crucial date for determination of eligibility shall be the last date prescribed for the receipt of ONLINE applications.
8. **Applicants working in PSUs/ Public Sector Banks** may refer to **NHAJ Circulars regarding** equivalency of Pay Structure (between CDA vs IDA and CDA vs Public Sector Banks) attached with the advertisement.
9. Canvassing or bringing influence in any form will disqualify the candidature.
10. The advertisement can be withdrawn at any time at the discretion of the Competent Authority without assigning any reasons there for.

Procedure to apply

11. Applicants can apply ONLINE only. The procedure to be followed for filling up the application is given below :-
- i) Candidates should have a valid personal e-mail ID and ensure that the same is active during the entire recruitment process. User ID, Password, filled-in application form and all other important communication will be sent on the same registered e-mail ID.
 - ii) The applicant may visit the NHAI website www.nhai.gov.in for accessing the link for applying online. The link may be opened on Google Chrome or Mozilla Firefox.
 - iii) Click on the tab About Us → Vacancies → Current. Click on the relevant Recruitment advertisement and then click 'Online application'.
 - iv) Click 'New Registration' and then sign-up by filling-up the Application Registration Details viz. Name, Email, Mobile No., Password, Re-type Password, and then press 'Submit' button for registration. The candidates will receive User ID & Password on their given registered Email ID. The User ID will be the registered Email ID given in Application Registration Details.
 - v) Re-login and fill up the requisite / given fields / information.
 - vi) Scanned copy of colour passport size photograph, essential educational / professional qualification(s), promotion/appointment order(s), only in 'jpg' / 'jpeg' or 'png' or 'gif' image types not exceeding 1 MB, may be uploaded.
 - vii) Click 'Next' button.
 - viii) Application Preview may be seen.
 - ix) 'Preview' and 'Final Submit' button are available. Candidates should take utmost care in furnishing / providing the correct details while filling-up the online application. The candidate can EDIT the information before final submission of Application. **Once the application form is finally submitted, it cannot be edited.**
 - x) If the Applicant is satisfied with the information furnished, click "Final Submit" button for submitting the application form, online. The ONLINE application may be submitted by **11.03.2020 (6.00 PM)**.
 - xi) After submission of the ONLINE Application Form, 'PDF' format thereof containing details entered by the Applicant shall be generated. The applicant should take out print of the ONLINE Application Form and get the same forwarded by his/her parent department along with the prescribed 'Verification Certificate' and certified copy of APARs/ACRs. The Department/Organization concerned while forwarding the application should:
 - (a) Enclose **attested** copies of Annual Confidential Reports / Annual Performance Appraisal Report for the last **five** years along with a vigilance clearance, integrity certificate and no penalty certificate certifying that no penalty is imposed against the officer for last ten years.
 - (b) certify that the particulars given by the Applicant in his / her ONLINE application regarding the details of educational/professional qualification(s), relevant experience and pay particulars, etc. have been verified from the service records and are true, correct and complete.
12. The applicants are advised to fill the **ONLINE** application form carefully in accordance with the eligibility criteria and experience mentioned for the post(s). Applications received through any other mode/procedure would not be accepted and summarily rejected. Applications incomplete in any respect, especially without details of pay scales shall be summarily rejected without any notice. It may be noted that any subsequent clarification regarding job profile / experience etc. at a later date will not be entertained under any circumstances.
13. The applicants are advised to submit the Online Recruitment Application well in advance without waiting for the closing date and also ensure that the Print-Out of the ONLINE Application Form along with requisite documents, is forwarded through their Parent Departments within the stipulated time.
14. Applicants applying for more than one post should submit separate application for each post, failing which, the application will be considered only for the first post indicated in the application.

15. Duly filled-in print-out of the ONLINE application, forwarded by parent department of the applicant along with the prescribed 'Verification Certificate' and photocopy of APARs/ACRs for the last five (05) years, should reach NHAI at the following address, **on or before 26.03.2020(6.00 PM)**

**DGM (HR &Admn.)-I A,
National Highways Authority of India,
Plot No: G – 5&6, Sector – 10,
Dwarka, New Delhi – 110075.**

16. 'Corrigendum' or 'Addendum' or 'Cancellation' to this advertisement, if any, shall be published only on the website of NHAI and will not be published in the newspapers. Therefore, the Applicants are advised to check the website of NHAI regularly.



भारतीय राष्ट्रीय राजमार्ग प्राधिकरण

(सड़क परिवहन और राजमार्ग मंत्रालय)

National Highways Authority of India

(Ministry of Road Transport and Highways)

जी-5 एवं 6, सेक्टर-10, द्वारका, नई दिल्ली-110075

G-5 & 6, Sector-10, Dwarka, New Delhi-110075

दूरभाष / Phone : 91-11-25074100/25074200

फैक्स / Fax : 91-11-25093507 / 25093514

No.11041/217/2007-Admn.

11.06.2013

POLICY MATTERS – Administration / Finance (117/2013)

(Decision taken in File No.NHAI/11012/183/2012-HR.I(Vol.I))

Sub: Guidelines for screening of applications – equivalence of CDA vis-à-vis IDA pay scales

The Regulation 12(2) of the NHAI (Recruitment, Seniority and Promotion) Regulations, 1996 (as amended) provides for a Screening Committee to be constituted to screen the applications with respect to the eligibility criteria prescribed for the above mentioned posts and to recommend the eligible candidates for consideration of the Selection Committee.

2. Recently, NHAI had advertised the vacancies for the various posts, including CGMs. Many officers from CPSUs having IDA pay scales are also the applicants. During the process of screening of applications problems are faced in deciding equivalence of IDA vis-à-vis CDA pay scales due to difference in pay scales, number of grades and designations. The different Screening Committees adopt different guidelines for screening the applications which often leads to disputes, allegations and also has the potential for litigations.

3. The matter was taken up with Deptt. of Public Enterprises (DPE), Govt. of India regarding equivalence of IDA pay scale vis-à-vis CDA pay. However, they have replied that mode of recruitment, terms and conditions of service of these departments are different from the pay scales in Central Govt. and there is no equivalence between them.

4. Therefore, as a Statutory Body, NHAI is required to formulate equivalence in this regard on the basis of equivalence followed by Public Enterprises Selection Board (PESB) for selection to Board level posts in PSUs and the equivalence followed by the Central Govt. PSUs like MTNL under Ministry of Communications, Deptt. of Telecom and Dedicated Freight Corridor Corporation of India Ltd. (DFCCIL) under Ministry of Railways, who have prescribed clear-cut guidelines in this regard.

Continued on pg.2

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3. Therefore, the following uniform guidelines should be followed for screening the applications:-

Rank in NHAI	Rank in Central Govt.	Equivalent grade in PSUs in IDA pay scales
CGM [PB-4 + GP Rs.10,000 (revised)/ Rs.18400-22400 (pre-revised)]	Jt. Secretary/ CE [PB-4 + GP Rs.10,000 (revised)/ Rs.18400-22400 (pre-revised)]	[E-8 Grade] Rs.51,300-73,000 (revised) / Rs.20,500-500-26,500 (pre-revised)
GM [PB-4 + GP Rs.8700 (revised)/ Rs.14300-18300 (pre-revised)]	Director/ SE [PB-4 + GP Rs.8700 (revised)/ Rs.14300-18300 (pre-revised)]	[E-7 Grade] Rs.43,200-66,000 (revised) / Rs.18,500-450-23,900 (pre-revised)
DGM [PB-3 + GP Rs.7600 (revised)/ Rs.12000-16500 (pre-revised)]	Dy. Secretary/ EE (NFSG) [PB-3 + GP Rs.7600 (revised)/ Rs.12000-16500 (pre-revised)]	[E-6 Grade] Rs.36,600-62,000 (revised) / Rs.17,500-22,300 (pre-revised)
Manager [PB-3 + GP Rs.6600 (revised)/ Rs.10000-15200 (pre-revised)]	Under Secretary/ EE [PB-3 + GP Rs.6600 (revised)/ Rs.10000-15200 (pre-revised)]	[E-5 Grade] Rs.32,900-58,000 (revised) / Rs.16000-20800 (pre-revised)
Dy. Manager (Tech.) [Entry level pay scale of Group-A] [PB-3 + GP Rs.5400 (revised)/ Rs.8000-13500 (pre-revised)]	Junior Time Scale/ AEE [Entry level pay scale of Group-A] [PB-3 + GP Rs.5400 (revised)/ Rs.8000-13500 (pre-revised)]	[E-4 Grade] Rs.29,100-54,500 (revised) / Rs.14,500-18,700 (revised)
AM (Vig./Admn.) [PB-2 + GP Rs.4800 (revised)/ Rs.6500-10500 (pre-revised)]	Section Officer [PB-2 + GP Rs.4800 (revised)/ Rs.6500-10500 (pre-revised)]	[E-3] Rs.24,900-50,500 (revised)/ Rs.13,000-350-18,250 (pre-revised)
AM (Tech.) [PB-2 + GP Rs.4600 (revised)/ Rs.6500-10500 (pre-revised)]	Asstt. Engineer [PB-2 + GP Rs.4600 (revised)/ Rs.6500-10500 (pre-revised)]	[E-2] Rs.20,600-46,500 (revised)/ Rs.10,750-300-16,750 (pre-revised)

4. This issues with the approval of the Chairman.

11/06
(V.K. Sharma)
CGM (Coord.)

All officers and employees of NHAI