

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)

Hiring Notice No. 04/2026

F.No. 265628

Dated: 11.03.2026

ADVERTISEMENT FOR ENGAGEMENT OF YOUNG PROFESSIONALS

The National Highways and Infrastructure Development Corporation Limited (NHIDCL) is entrusted with responsibility of development of infrastructure including National Highways in the North-eastern Region (NER), Hilly States, and Border & Strategic Areas. It was established as a Public Sector Undertaking under Companies Act, 2013, under the aegis of Ministry of Road Transport & Highways (MoRTH), Government of India and started its operation in September 2015.

NHIDCL has instituted a Scheme for Young Professionals (YP), Expert Professionals, and Empanelment of Persons of Eminence. This initiative enables access to specialized and evolving expertise essential for infrastructure and operational requirements. The detailed Guidelines of Scheme can be found on following link:
https://www.nhidcl.com/sites/default/files/202512/approved_yp_scheme_for_yp_ep_poe.pdf

NHIDCL invites **applications from dynamic and motivated professionals for engagement as Young Professionals** to contribute towards the development, management, and delivery of strategic road infrastructure in the country. Young Professionals will provide full-time services and play a vital role in strengthening NHIDCL's initiatives in the highway and infrastructure sector.

Details of vacancies and terms & conditions as well as period of engagement, eligibility, experience etc. are as under: -

A. Type & Tenure of Engagement

- i. The Engagements shall be at 3 (three) levels – **Associates, Senior Associates & Consultant**
- ii. The engagement will be purely on a contractual basis.
- iii. The Associates, Senior Associates & Consultant shall have the legal status of an independent consultant vis-à-vis, NHIDCL and shall not be regarded, for any purposes, as being either a 'staff member' or an 'official' or an 'employee' of NHIDCL. Accordingly, nothing within or relating to the individual consultancy contracts between NHIDCL and the Associates or these guidelines shall establish the relationship of employer and employee, or of principal and agent, between NHIDCL and the Associates.
- iv. The Associates, Senior Associates & Consultant will be engaged for a fixed period of 2 (two) years which may be extended by 1 (one) year up to a maximum tenure of 3 (three) years, i.e., 2+1 years for providing high quality services on specific projects. However, their continuation in their respective positions beyond the first and subsequent years would be contingent on the decision of the **Consultants' Review Committee (CRC)**.

B. Positions

S.No.	Area	Level	Number of Vacancies
1.	Construction Management	Associate	04
2.		Senior Associate	04
3.		Consultant	02
4.	Technical	Associate	04
5.		Senior Associate	04
6.		Consultant	02
7.	Human Resources	Associate	02
8.		Senior Associate	02
9.	Finance	Associate	04
10		Senior Associate	02
11.		Consultant	01
12.	Legal	Associate	02
13.		Senior Associate	01
14.	Information Technology	Associate	02
15.		Senior Associate	01
Total			37



C. Qualification and Experience requirements

Position	Qualification	Upper Age Limit (as on Date of issue of Recruitment Advertisement)	Total Post qualification Experience (in Years)
Associate (Construction Management)	Master's in Construction Management or equivalent from IITs, NITs & other institutions having NIRF ranking up to 100 in Engineering category as per the latest ranking	30	0-2 Years
Senior Associate (Construction Management)		40	2-9 Years Experienced in Execution/Monitoring/ DPR Preparation of Roads Highway Projects/ Structure and Infrastructure Projects.
Consultant (Construction Management)		45	9-15 Years Experienced in Execution/Monitoring/ DPR Preparation of Roads Highway Projects/ Structure and Infrastructure Projects.
Associate (Technical)	Master Degree in Civil Engineering with specialization in Structural Engineering, Transportation Engineering, Underground Construction, Tunnel Engineering or equivalent / Masters' in Geology, Geo-Technical Engineering or equivalent; from IITs, NITs, or other institutions ranked within top 100 in the Engineering category as per the latest NIRF rankings.	30	0-2 Years
Senior Associate (Technical)		40	2-9 Years Experienced in handling technical matters related to DPR appraisal, design review, construction supervision, contract management, and quality control of highway/bridge/tunnel projects in Government Organizations/PSUs or reputed infrastructure firms.
Consultant (Technical)		45	9-15 Years Experienced in handling technical matters related to DPR appraisal, design review, construction supervision, contract management, and quality control of highway/bridge/tunnel projects in Government Organizations/PSUs or reputed infrastructure firms.
Associate (Human Resource)	MBA in HR or equivalent from IIMs or other institutions having NIRF ranking up to	30	0-2 Years

Senior Associate (Human Resource)	100 in Management category as per the latest ranking.	40	2-9 Years Experienced in Cadre Management, Manpower Planning, Training and Capacity Building and General Administration in Govt. Organizations/PSUs or Large Private Firm
Associate (Finance)	M.Com/CA/CMA/2-year full time MBA in Finance from	30	0-2 Years
Senior Associate (Finance)	IIMs and other institutions having NIRF ranking up to 100 in Management category as per the latest ranking	40	2-9 Years Experienced in preparation of budget, treasury management, bank guarantee management, financial concurrence, recording of financial transactions in the books of accounts, establishment and project payments, compliance with applicable law, rules and regulations, preparation of financial statements in conformity with the Companies Act, 2013 and rules made thereunder, applicable accounting standards (Ind AS), enforcing internal financial control, financial management in Govt. Organizations/PSUs or Large Private Firm
Consultant (Finance)		45	9-15 Years Experienced in preparation of budget, treasury management, bank guarantee management, financial concurrence, recording of financial transactions in the books of accounts, establishment and project payments, compliance with applicable law, rules and regulations, preparation of financial statements in conformity with the Companies Act, 2013 and rules made thereunder, applicable accounting standards (Ind AS), enforcing internal financial control, financial management in Govt. Organizations/PSUs or Large Private Firm
Associate (Legal)	LLB/LLM or Graduate/Postgraduate	30	0-2 Years
Senior Associate (Legal)	Degree in Law from National Law Schools and other Institutions having NIRF ranking up to 30 in Law Category as per the latest ranking.	40	2-9 Years Experienced in Legal matter pertaining to Contract Matters, Arbitration, Conciliation, Service Matters and Land Issues in Govt. Organizations/PSUs or Law Firms

Associate (Information Technology)	BE/B.Tech in (Comp.Sci./IT/Networks/Electronics & Communication) or	30	0-2 Years
Senior Associate (Information Technology)	M.Tech in Cyber Security / Network Management or B.Tech +M.B.A from IITs, NITs, IIITs or other institutions having NIRF ranking up to 100 in Engineering / Management category as per the latest ranking	40	2-9 Years Experienced in IT infrastructure management, application development, cybersecurity, and e-governance systems in Government Organizations/PSUs or reputed IT firms.

Note: For the candidates having degrees from universities/institutes from outside India, Times/QS ranking of such universities/institutes shall be considered.

D. Remuneration (Consultancy fee)

Position	Remuneration per month [#] (Rs.)
Associate	70,000 – 80,000
Senior Associate	80,000 -1,50,000
Consultant	1,50,000 - 2,75,000

[#] The Remuneration to be paid to the Associates/Sr. Associates/Consultants in the form of consultancy fees shall be approved by Competent Authority.

Remuneration (Consultancy fee) shall be inclusive of all applicable taxes and no other facility or allowance shall be paid. Annual enhancement of 5% will be allowed in the Consultancy fee.

E. Selection

The Selection shall be based on internally constituted Screening Committee and Selection Committee. Evaluation criteria shall be decided by the above committee and may include written test, personal interview, group discussion etc.

F. Induction:

There shall be an Induction Module of 3 (three) days, which each of the hired professional shall go through.

G. Payment

The Associates /Sr. Associates/ Consultants will be paid monthly Remuneration within 7 (seven) days after completion of the month subject to periodic completion of work certified by the Controlling Officer.

The income tax or any other tax liable to be deducted, as per the prevailing rules will be deducted at the source before effecting the payment, for which NHIDCL will issue TDS certificates. Individual consultants shall be liable to pay Good and Services Tax, as

applicable. NHIDCL undertake no liability for taxes or other contribution payable by the Associates on payment made under contract for services provided by such Associates.

H. General Terms and Conditions of Engagement

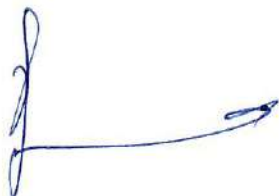
For General Terms and conditions of Engagement, please refer to SECTION 5: GENERAL TERMS AND CONDITIONS OF ENGAGEMENT of the Scheme for Young Professionals, Expert Professionals, Empanelment of Persons of Eminence – https://www.nhidcl.com/sites/default/files/2025-12/approved_yp_scheme_for_yp_ep_poe.pdf

I. General Instructions

- i. Candidates must ensure that they meet all eligibility criteria and possess essential qualification recognized by AICTE/UGC/State Technical Boards.
- ii. Furnishing of inaccurate / wrong or incomplete and misleading information may lead to rejection of the candidature.
- iii. Number of vacancies may increase, or decrease based on NHIDCL requirements. Further, 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 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."
- vi. Canvassing or external influence will disqualify the candidate from selection.
- vii. Candidates should avoid middlemen / recruitment agents / consultants and fraudulent job promises.
- viii. All disputes are subject to Delhi High Court jurisdiction, with the English version prevailing for interpretation.
- ix. All engagements in NHIDCL shall be subject to the successful completion of a background verification process (BGV). The BGV may inter alia include verification of the candidate's identity, address, educational and professional qualifications, character antecedents and any other information as deemed necessary by NHIDCL.
- x. If at any point in time, before or after the appointment, the outcome of the background verification is found to be unsatisfactory, NHIDCL reserves the right to withdraw or cancel the engagement.
- xi. The personal information collected during the verification process shall be handled in accordance with applicable laws, rules, and NHIDCL's policies. It shall be used only for purpose of assessment and verification relevant to engagement.
- xii. Candidates are advised to refer Scheme for Young Professionals, Expert Professionals, Empanelment of Persons of Eminence – https://www.nhidcl.com/sites/default/files/2025-12/approved_yp_scheme_for_yp_ep_poe.pdf for more details. It may be noted that provisions of the Scheme shall apply and supersede any of the instructions given in this Recruitment Notice, if found to be contradictory.

J. Application Process

- i. Eligible candidates may apply through NHIDCL Resource Pool Portal given at the following link - <https://www.nhidcl.com/application/login>. The link will be active for receiving applications from 18.03.2026.
- ii. The last date for application submission is 14.04.2026.
- iii. All correspondence shall be made only via email at helpdesk.ypep1@nhidcl.com. Any other modes of correspondence shall not be valid.



Note :

Interested candidates may register themselves on the Resource Pool Portal and update their profile at any time during the year, even if the last date of application for a particular advertisement has already passed.

In case any of these positions have already been advertised in the past and an adequate pool of applications is available in the Resource Pool Portal, NHIDCL, at its discretion, may decide to fulfill its requirement from the available pool of applicants on the Resource Pool Portal without issuing any further public advertisement.

Candidates are advised to regularly check the Resource Pool Portal for updates regarding shortlisting and further communication. Such candidates need not apply separately again if a fresh advertisement for the same position is published.

A handwritten signature in blue ink, consisting of a stylized 'J' followed by a horizontal line extending to the right.

Executive Director (HR)

