



दिल्ली मेट्रो रेल कॉर्पोरेशन लि०
DELHI METRO RAIL CORPORATION LTD.
 (A JOINT VENTURE OF GOVERNMENT OF INDIA AND GOVT OF DELHI)



The Lifeline of Delhi

ADVT No. DMRC/PERS/22/HR/2026 (223) Dated: 30.01.2026

REQUIREMENT OF EXPERIENCED EXECUTIVES/NON EXECUTIVES FOR DMRC
O&M WORK OF CHENNAI METRO RAIL LTD, ON POST RETIREMENT
CONTRACTUAL ENGAGEMENT (PRCE) / FIXED TERM CONTRACTUAL
ENGAGEMENT (FTCE) BASIS/DEPUTATION BASIS

The Delhi Metro Rail Corporation (DMRC) Ltd., a Joint Venture company with equal equity participation from the Govt. of India and the Govt. of the National Capital Territory of Delhi, has been entrusted with the responsibility of implementation of the rail-based Mass Rapid Transit System, for Delhi. The Delhi Metro Rail Corporation, the Lifeline of Delhi, prides itself on its ability to nurture its employees through its unique work culture. DMRC is empowered by about 14,000 employees, with MRTS activities spread over Delhi/NCR, and other cities in India and abroad. The average passenger journey per day in Delhi/NCR is about 61 Lakhs. In addition to the above, DMRC is involved in providing consultancy services to a number of cities within India and abroad.

To meet with the immediate requirement of DMRC, for the Operations and Maintenance work of Chennai Metro Rail Limited (CMRL), Phase-II, applications are invited from experienced, dynamic and motivated persons of Indian nationality and having **relevant experience**, for filling up the following posts, **on Post Retirement Contractual Engagement (PRCE) basis/ Fixed Term Contractual Engagement (FTCE) Basis/Deputation basis:**

S. No	Department	Post Name and Post Code	Vacancy	Essential Qualification Required	Nature of Work Experience
1.	Operation	Joint General Manager Post Code: 1/JGM/Ops (On Deputation /PRCE basis)	UR-01	<u>For PRCE basis:</u> BE/B.Tech. in Electrical/ Electronics/ Mechanical / Civil discipline from a Govt. recognized University/ Institute or 02 (Two) years full time MBA having specialization in Marketing/ International Business Operations / Logistics from a Govt. recognized University / Institute with work experience as indicated at Para-2 below <u>For Deputation basis:</u> Serving IRTS Officer with work experience as indicated at Para-2 below	Candidates having 14 years post qualification Gazetted /Executive Experience in Operations / Operational Control Centre /Station/Train Operations/Revenue/Traffic/Safety in Indian Railways/Metro Rail.
		Engineer (FTCE basis) Post Code: 1/Eng/Ops	UR-01	<u>For FTCE basis:</u> BE/B.Tech. in Electrical/Electronics/ Mechanical /Civil discipline from a Govt. recognized University/Institute or 02 (Two) years full time MBA having specialization in Marketing/International Business Operations / Logistics from a Govt. recognized University / Institute with work experience as indicated at Para-2 below	Candidates having 2 years post qualification Gazetted /Executive Experience in Operations / Operational Control Centre/Station/Train Operations/Revenue/Traffic/ Safety in Indian Railways/ Metro Rail

S. No	Department	Post Name and Post Code	Vacancy	Essential Qualification Required	Nature of Work Experience
2.	Civil	Engineer (FTCE Basis) Post Code: 2/Eng/C	UR-01	B.E./B.Tech. (Civil) Engineering discipline from a Govt. recognized University/Institute with work experience as indicated at Para-2 below	Candidates having 2 years post qualification Gazetted /Executive Experience in Track / station & building works, etc. in Indian Railways/ Metro Rail.
3.	Safety	Engineer (FTCE Basis) Post Code: 3/Eng/Sty	UR-01	B.E./B.Tech in Electrical/ Civil/ Mechanical discipline along with one year duration Degree/Diploma in Safety from a Govt. recognized University / Institute with work experience as indicated at Para-2 below	Candidates having 2 years post qualification Gazetted /Executive Experience in handling safety related assignments like accident enquiry, safety audit and safety procedures in Indian Railways/ Metro Rail.
4.	Security	Assistant Manager (Deputation/ PRCE basis) Post Code: 4/AM/Sec	UR-01	Graduate in any discipline from a Govt. recognized University with work experience as indicated at Para-2 below.	Candidates working or retired from Tamil Nadu State Police or Central Armed Police Force as ACP /Dy. SP /Asstt. Comdt and having 2 years Gazetted / Executive Experience.
5.	Legal	Supervisor (Deputation/ PRCE basis) Post Code: 5/Sup/Legal	UR-01	LL.B from a Govt. recognized University/ Institute or National Law School with work experience as indicated at Para-2 below	Candidates working /retired in Indian Railways/PSU/Metro Rail and having minimum 2 years post qualification Supervisory Experience in drafting contracts, briefs, notices, memoranda, circulars, correspondence, orders, reports, and other legal forms.
6.	Asset Management System	Engineer (FTCE Basis) Post Code: 6/Eng/AMS	UR-01	BE/B.Tech. in Mechanical/Electrical/ Electronics discipline from a Govt. recognized University/ with work experience as indicated at Para-2 below.	Candidates having 2 years post qualification Gazetted /Executive Experience in Asset Management & infrastructure maintenance in Railways/ Metro Rail.

Important:

Vacancies are provisional and are subject to increase/decrease.

The cut-off date for determining all eligibility criteria shall be reckoned as on 01/01/2026

Reservations shall be applicable as per the Tamil Nadu Government norms.

Candidates who have proficiency in Tamil language will be preferred.

2. ELIGIBILITY CRITERIA AS ON 01.01.2026:

2.1 Work Experience Criteria

a. For Application on Post Retirement Contractual Engagement (PRCE) Basis/Deputation

The candidate should have varied experience in the relevant department and should be working in, or retired from any Govt. organization like the Indian Railways/PSUs/Metro Rail as per requirement and should be conversant with functioning in a computerized environment. Candidate should be free from D&AR and Vigilance angle.

For JGM	-Min 14 years in Executive/Gazetted post
For AM/Engineer	-Min 2 years in Executive/Gazetted post
For Supervisor	-Min 2 years in Supervisory post

b. For Application on Fixed Term Contractual Engagement (FTCE) Basis for Engineer Level

Candidates presently working in relevant field, with Minimum total two years Executive professional experience in Indian Railways/ Metro Rail as per requirement. Candidates working in Chennai / Tamil Nadu region would be preferred.

2.2 Pay Scale Criteria for Post Retirement Contractual Engagement (PRCE) Basis:-

i) For JGM

Candidates working or retired from Indian Railways/Metro Rail, including services put in on deputation, in the CDA pay scale at Pay Level-13 (Rs. 1,23,100 – 2,15,900), (GP-8700) or higher, OR, in the IDA Pay scale of Rs.. 90,000 – 2, 40,000/- or higher, in the above pay scale, on regular basis, with a total of 14 (Fourteen) years' service at Gazetted / Executive level in Government organisations (Indian Railways/Metro Rail)

ii) For Assistant Manager:

Candidates working or retired from Tamil Nadu State Police or Central Armed Police Force as ACP /Dy. SP /Asstt. Comdt. including services put in on deputation, in the CDA pay scale at Pay Level-10 (56100-177500) (GP-5400) or, Pay Level-09 (Gazetted) (53100-167800), (GP-5400), as per the 7th CPC, or, in the IDA Pay Scale of Rs 50,000-1,60,000/- (Executive), on regular basis, with a total of 02 (Two) years' in the relevant field.

iii) For Supervisor:

Candidates working or retired from any Govt. Organization/Railways/PSUs/Metro Rail, including services put in on deputation, in the CDA pay scale at Pay Level - 6 (Rs. 35400- 112400) (GP-Rs.4200), or, Level-7 (Rs. 44900- 142400) (GP-Rs.4600), or higher in supervisory grade in the pay matrix as per the 7th CPC, IDA pay scale of Rs. 37000-115000/-, or, Rs. 40000- 125000/- or, Rs.46000-145000/-, or, Rs. 50000-160000/- (supervisory grade), on regular basis, in the above pay scale, with a minimum of 02 (Two) years' service at Supervisory level in relevant field, in Indian Railways/PSUs/Metro Rail.

Note: Candidates must have been working in/retired from, the functional grade, on regular basis. MACP benefits, etc., would not be considered. The remuneration shall be in accordance with the extant rules of DMRC and shall be based on their last substantive grade, subject to the maximum amount, as indicated at Para 5.

The Consolidated fee for candidates working in /retired, from a higher grade, shall be restricted to the remuneration as indicated at Para 5.

2.3 Pay Scale Criteria for Deputation basis:-

(i) For JGM

Serving IRTS officers working in the CDA pay scale at Pay Level-13 (Rs. 1,23,100 – 2, 15,900), (GP-8700), OR in the IDA Pay scale of Rs. 90,000 – 2,40,000 in Indian Railways /Metro Rail/ Other Government organisation, including services put in on deputation, in the above pay scale, on regular basis, with a total of 14 (Fourteen) years' service at Gazetted / Executive level in Indian Railways/Metro Rail/Other Government organisation.

(ii) For Assistant Manager:

Candidates working in Tamil Nadu State Police or Central Armed Police Force as ACP /Dy. SP /Asstt. Comdt. including services put in on deputation, in the CDA pay scale at Pay Level-10 (56100-177500) (GP-5400) or, Pay Level-09 (Gazetted) (53100-167800), (GP-5400), as per the 7th CPC, or, in the IDA Pay Scale of Rs 50,000-1,60,000/- (Executive), on regular basis, with a total of 02 (Two) years' in the relevant field.

(iii) **For Supervisor:**

Candidates working in any Indian Railways/PSUs/Metro Rail, in the CDA pay scale at Pay Level - 6 (Rs. 35400- 112400) (G.P.-Rs.4200), or, Level-7 (Rs. 44900- 142400) (G.P.-Rs.4600), in supervisory grade in the pay matrix as per the 7th CPC, **OR** IDA pay scale of Rs. 37000-115000/-, or, Rs. 40000- 125000/- or, Rs.46000-145000/-, or, Rs. 50000-160000/- (supervisory grade), on regular basis including services put in on deputation, in the above pay scale, with a minimum of 02 (Two) years' service at Supervisory level in relevant field, in Government organisations (Indian Railways/PSUs/ Metro Rail).

2.4 Annual CTC Criteria for FTCE :-

(i) **For Engineer**

Must have annual CTC of INR 6, 00,000/-.

2.5 Age Limit:

a. **Age Limit on PRCE basis: -**

The age Limit of the candidates applying on Post-Retirement Contractual Engagement basis, should be a minimum of 55 years and a maximum of 62 years, as on 01.01.2026

NOTE: The candidates who are in regular Government service in Railways/PSUs/ Metro Rail at present, shall also be considered eligible for engagement on post-retirement contractual engagement basis provided they opt for retirement from the service through VRS, or, otherwise, before joining DMRC.

b. **Age Limit on Deputation basis:-**

Maximum 55 years as on 01.01.2026.

c. **Age Limit on Fixed Term Contractual Engagement (FTCE) Basis:**

The Maximum age limit for candidates for Engineer post shall be 40 years#

Age relaxations for various categories shall be applicable as per the Government of Tamil Nadu rules.

3. Selection Process

The selection methodology for candidates applying on Deputation basis shall comprise of Personal Interview/Screening.

The selection methodology for candidates applying on Post Retirement Contractual Engagement basis & Fixed Term Contractual Engagement basis shall comprise of Personal Interview/Screening and Medical Fitness Examination.

The selection process would judge different facets of knowledge, skills, comprehension, aptitude and physical fitness. Candidates shall have to qualify/pass the Screening /Interview, as applicable, and the Medical examination, before being adjudged as suitable for selection.

4. Duration of engagement:

- a) The engagement on **Post Retirement contractual (PRCE)** shall be initially for a period of one year. The term may be extended further, subject to the requirement of the Corporation and satisfactory performance of the candidate.
- b) The engagement on **Fixed Term Contractual Engagement (FTCE)** basis shall be for a period of 03 (three) years, which can be extended further, subject to the requirement of the Corporation and satisfactory performance of the candidate.
- c) Normal tenure of **Deputation** is five (05) years, which may be extended further to seven (07) years, in special cases, or, till the date of superannuation, whichever is earlier.

5. Pay And Emoluments:

a. **For candidates on Post Retirement Contractual Engagement (PRCE) basis:**

The selected candidates shall be eligible for consolidated remuneration as mentioned below, based on their retired substantive grade, along with HRA/Lease facility and other benefits as per the company policy:

SN	Post Name	Retired from the CDA pay scale (as per 7 th CPC)	Retired from the IDA pay scale	Consolidated Salary on PRCE basis
1	JGM	Level-13 (Rs. 1,23,100 – 2,15,900), (GP-8700) or higher.	Rs. 90000 – 240000/- or higher	Rs. 1,54,200/- per month
2	Assistant Manager	Level-10 (Rs.56100-177500/-) (GP-5400) / Gazetted Level 9 (Rs. 53100-167800 (GP-5400) / Gazetted Level 8 (Rs. 47600-151100) GP-4800)	Rs.50000- 160000/-	Rs. 82,700/- per month
3	Supervisor	Level-6 (Rs. 35400-112400/-) (pre-revised GP-4200)	Equivalent IDA pay scale Rs 40000-125000/- & Rs. 37000-115000/-.	Rs. 61900/- per month
		Level-7 (Rs. 44900- 142400/-) (GP-4600)	Rs. 46000-145000	Rs. 72,300/- per month
		Non- Gazetted Level-9 (Rs. 53100-167800) (GP-5400)/ Non-Gazetted Level 8 (Rs. 47600-151100) (GP-4800)	Rs. 50000-160000/-	Rs. 79,900/- per month

- ❖ Candidates must have been working in/retired from, the functional grade, on regular basis. MACP benefits, etc., would not be considered. The remuneration shall be in accordance with the extant rules of DMRC and shall be based on their last substantive grade, subject to the maximum amount, as indicated above.
- ❖ Services of employees engaged on PRCE basis, shall be governed as per provisions of DMRC Post Retirement Contractual Engagement (PRCE) Rules.
- ❖ The Consolidated fee for candidates working in /retired, from a higher grade, shall be restricted to the remuneration as mentioned above.

b. For candidate selected on Deputation basis–

The selected candidate shall continue to draw parent department pay and an Incentive @ 25% of the Basic Pay (which includes deputation allowance, as applicable). No separate deputation allowance shall be payable.

c. For Candidates on Fixed Term Contractual Engagement (FTCE) basis:

Post	Monthly Cost To Company (CTC) (in Rs.)
Engineer	97,820/- (Consolidated)

- I. The above remuneration is inclusive of all other benefits such as Accommodation, Transport, Medical, LTA, canteen etc., No other financial benefits/ allowances shall be admissible.
- II. For Medical Coverage, the medical insurance health policy shall be taken by the contractual employees themselves covering COVID-19 and other diseases.
- III. Minimum PF as prescribed under the EPF & MP Act 1952 will be deducted @12% on Rs. 15000/- (currently) i.e., Rs. 1800/- per month (subject to number of days) from the salary and the equivalent contribution will be made by DMRC. Gratuity shall be paid as per the Gratuity Act, taking 65% of the consolidated remuneration as the basic pay and treating the component of DA, as 'NIL'.

ADDITIONAL INFORMATION FOR CANDIDATES APPLYING ON FIXED TERM CONTRACTUAL ENGAGEMENT (FTCE) BASIS (SR. NO. 6, 7, 8,9)

6. SERVICE CONDITIONS :

- a. TA/DA would be admissible, if deputed on outstation duty, for which he/she shall be paid TA/DA as per the entitlement applicable for corresponding level of employees.
- b. The contract engagee shall be entitled for 08 days Casual Leaves (CL) on pro-rata basis and 18 Earned Leave (EL) (i.e. 1.5 EL for each completed month of service).
- c. On expiry of the term mentioned in the engagement order, the engagement shall stand terminated automatically. The engagement can be prematurely terminated by either side by giving one-month notice period, or, remuneration, in lieu thereof.

- d. The candidate shall have no claim, whatsoever, for continued engagement, or, for any regular employment in the company, under any circumstances.
- e. Fixed term engagement shall be made strictly on the basis of the prescribed norms. In case any particulars/information furnished by the candidate is found to be false, or, incorrect, the fixed term engagement shall be deemed to be void ab initio and the engagement shall be terminated forthwith.
- f. The Annual increment of 3% shall be applicable on the Basic Pay. The remuneration shall be proportionately reduced in case of absence from work.

7. PRE-ENGAGEMENT MEDICAL EXAMINATION

All candidates shall have to undergo the medical fitness test(s) and meet the medical standards prescribed by the Corporation, for the various positions, as laid down by the Corporation, or, as amended from time to time. Details of the medical standards are available on the website: www.delhimetrorail.com. Expenses for the first-time medical examination of the candidate shall be borne by the Corporation. However, in case a candidate seeks re-medical examination, the expenditure for the medical test(s) shall be borne by the candidate himself/herself.

8. CHARACTER AND ANTECEDENTS:

The selection of the candidate shall not confer any right to engagement unless the Corporation is satisfied after such an inquiry, as may be considered necessary, that the candidate having regard to his/her character and antecedents is suitable in all respect for contractual engagement.

9. TRAINING COST:

The selected candidates shall have to serve the Corporation for a minimum period of three years (exclusive of the period in which one remain on Leave without Pay). A prior notice of one month shall be required before seeking resignation from the Corporation. In case any candidate leaves the Corporation within 03 years, the training cost, position-wise, shall be leviable, whose amount, as applicable, communicated in due-course, shall be recovered, on pro-rata basis, i.e., recovery of training cost for a period of three years minus the period the engage has spent on the duty (after the training period).

10. JOB LOCATION/ PLACE OF POSTING

The incumbent for the post shall initially be posted at Chennai. However, the selected candidates shall be liable to be posted/ transferred to any of the offices/ Project sites under the control of the Corporation in India, or, abroad.

11. SCHEDULE OF SCREENING :

- I. Last date of receipt of duly filled in application (along with relevant documents) through Speed Post shall 14/02/2026. Incomplete applications or applications received after the due date shall be summarily rejected. DMRC shall not be responsible for loss/delay in post.
- II. Eligible and willing candidates for the aforesaid post may apply as per the application format at **Annexure I**. The candidate must enclose all relevant documents in support of their qualification, work experience, pay & pay scale.
- III. Candidate employed in Govt. Dept./PSU/Autonomous Body/Private Sector must produce 'NOC' from the present employer on the date of Document Verification/Interview/Medical Examination.
- IV. The candidates presently employed in Govt. sector / Public Sector Undertaking (PSUs) should send their application through proper channel along with Vigilance and D&AR clearance (if applicable), as per **Annexure II**, so as to reach the below mentioned address within the stipulated time.
- V. The duly filled in application form should be sent in an envelope superscribing the Name of Post on the cover prominently, latest by 14/02/2026, through Speed Post to the following address:-

Executive Director (HR)
Delhi Metro Rail Corporation Ltd
Metro Bhawan, Fire Brigade Lane,
Barakhamba Road, New Delhi - 110001