

1. Housing and Urban Development Corporation Limited (HUDCO) is a Navratna Central Public Sector Enterprise under the Ministry of Housing & Urban Affairs, Government of India, engaged in financing housing and urban infrastructure projects across the country. As a premier NBFC-IFC, HUDCO provides financial assistance for a wide range of infrastructure projects and also offers techno-financial consultancy services. Its Corporate Training and Capacity Building arm, HUDCO's Human Settlement Management Institute (HSMI), is located in New Delhi. Over the years, HUDCO has consistently delivered strong financial performance with sustained growth. During FY 2025-26, the Company recorded a Profit After Tax of ₹4,034.37 crore and a loan book exceeding ₹1,60,724.30 crore, while maintaining one of the best asset quality in the industry. HUDCO enjoys the highest domestic credit ratings (AAA) from leading rating agencies, reflecting strong Government ownership, robust capital adequacy, and low credit risk. Internationally, HUDCO's rating is aligned with India's sovereign rating, recognizing the Company's strategic importance and the strength of sovereign support. With its unique blend of national importance, financial strength, operational excellence, and opportunities to contribute to India's urban transformation, HUDCO offers an enriching & rewarding career for talented professionals seeking challenging assignments in infrastructure financing and an opportunity to contribute to the nation's development.
2. To support its expanding business operations, HUDCO invites online applications from talented, capable, committed, energetic, and resilient professionals for recruitment to 08 lateral-level executive positions as given below:

Sl. No	Post / Grade & IDA Pay-scale (w.e.f. 01.01.2017)	No. of post/s (Reserved for)	Max. Age Limit	Qualification Specifications	Min. post-qualification experience/ CTC	Requisite nature of experience
(a)	(b)	(c)	(d)	(e)	(f)	(g)
Projects Discipline (02 vacancies)						
1	Deputy General Manager (E-5) ₹ 80,000-2,20,000	01 (01 OBC-NCL)	45 years	Bachelor's degree in Civil/Electrical/Electrical & Electronics / Mechanical engineering or equivalent with minimum 60% marks or equivalent CGPA/grade	11 years / CTC of ₹27.46 lakh p.a.	Should possess hands-on experience in project appraisal, including financial modelling, project development, project management, project monitoring, and regulatory compliances for Government, Private or PPP (e.g., DBFOT, BOT, TOT) infrastructure projects in sectors such as real estate, roads, energy transition, airports, seaports, and urban infrastructure (water supply, sewerage, solid waste management, metro rail, etc.).
2	Assistant General Manager (E-4) ₹ 70,000-2,00,000	01 (01 OBC-NCL)	40 years	<i>Desirable – MBA / Two years' PG Diploma with Finance specialization</i>	07 years/ CTC of ₹22.79 lakh p.a.	
Finance Discipline (06 vacancies)						
3	Deputy General Manager (E-5) ₹ 80,000-2,20,000	03 (02 UR, 01 SC)	45 years	CA / CMA or Two years' full-time MBA/ PG Diploma with Finance specialization with minimum 60% marks or equivalent CGPA/grade (except in case of CA/CMA)	11 years / CTC of ₹27.46 lakh p.a.	Should possess experience in financial management, including budgeting, accounts, taxation, banking, credit appraisal, loan and recovery management, risk management, ERP implementation, and regulatory compliance.
4	Senior Manager (E-3) ₹ 60,000-1,80,000	03 (01 UR, 01 SC, 01 EWS)	35 years		05 years / CTC of ₹18.99 lakh p.a.	
Note:						
a) Age, post-qualification experience, lower-level experience, CTC, etc. will be reckoned as on 01.08.2026 .						
b) Relaxation in age is permissible up to 05 years for SC/ST candidates and 03 years for OBC(NCL) candidates. Age relaxation for Ex-Servicemen will be as per applicable Government norms.						

- c) The experience will be calculated from the date of acquiring the essential educational qualification specified above.
- d) Candidates should have experience of working in Central/State Public Sector Enterprises (PSEs), Government-controlled Joint Ventures, Public Limited Companies or other institutions. *Preference will be given to candidates with experience in Scheduled Commercial Banks, NBFCs (including IFCs), multilateral organizations or other financial institutions.*
- e) CTC criteria is applicable for candidates working in other than Government entities and candidates working in Government entities where pay-scale is not comparable with IDA/CDA pay-scale.
- f) No posts are reserved for PwBD category. However, PwBD candidates desiring to apply for the above positions may verify whether their disability is identified for the post/discipline, for which they intend to apply.
- g) All qualification/s should be from University/Institute recognized by Government of India and the courses should be approved by UGC/appropriate statutory authority of the Central Government. Candidates who obtained their qualification through the distance learning / part-time mode are also eligible to apply provided their qualification is recognized by the appropriate statutory bodies for employment to the post and services of the Central Government.
- h) Equivalence of qualification shall be decided at the discretion of the HUDCO management.
- i) Fraction of percentage in educational qualification will be ignored and will not be rounded off to the next higher integer i.e. 59.9% will be treated as less than 60%.
- j) Wherever CGPA / OGPA / DGPA or letter grade in a degree/diploma is awarded, its equivalent percentage of marks must be indicated in the degree/diploma or a document issued by the Institute/University certifying the conversion formula should be submitted.
- k) Candidates having 05 years B.E. / B. Tech. + M.E. / M. Tech. integrated dual degree in engineering in relevant discipline shall also be considered.
- l) Candidates who have acquired MBA / PGDM/ MMS qualifications with dual specialization may ensure that at least one of the specializations should be in Finance

3. Identification of posts for PwBD:

Discipline	Disablement category suitable for appointment to the post				
	(a)	(b)	(c)	(d)	(e)
Projects	--	D, HH	OA, OL, LC, Dw, AAV,	SLD	MD involving (a) to (d) except D and SLD
Finance	--	D, HH	OA, OL, BL, OAL, LC, Dw, AAV	SLD	MD involving (a) to (d) except D

Abbreviations:

'PwBD' = Divyangjan or Persons with Benchmark Disabilities; D=Deaf, HH= Hard of Hearing, OA=One Arm, OL=One Leg, BL=Both Leg, OAL=One Arm and One Leg, LC=Leprosy Cured, Dw=Dwarfism, AAV=Acid Attack Victim, SLD= Specific Learning Disability, MD=Multiple Disabilities

4. Compensation Package:

Levels	Minimum Basic Pay (per month)	Approximate Annual CTC
E-5	₹ 80,000	₹ 30.47 lakhs
E-4	₹ 70,000	₹ 26.66 lakhs
E-3	₹ 60,000	₹ 22.13 lakhs

Note:

- a) The CTC calculated above includes the minimum of Basic Pay, Industrial Daily Allowance (IDA) @ 55.7% of the basic pay, HRA (30% of basic pay), Perks & Allowances (35% of basic pay), superannuation benefits (30% of basic pay) and Performance Related Pay (PRP) at maximum potential (as per slabs specified by DPE).
- b) In addition to the mentioned CTC, other benefits such as conveyance, company leased accommodation (in lieu of HRA), medical reimbursement, loans & advances, group insurance, social security and functional benefits/reimbursements are also provided.
- c) Employees are entitled to post-retirement medical benefits (subject to completion of minimum 15 years' continuous service in HUDCO / CPSEs and superannuation) as per applicable rules.
- d) IDA (Industrial Dearness Allowance) may change based on rates notified by Ministry of Finance from time to time.
- e) HRA rate applicable to metro cities has been adopted for calculation of CTC.
- f) Actual PRP payout is dependent on Individual, Team and Company Performance.
- g) Pay of candidates from private sector shall be fixed at minimum of the pay-scale of the post to which she/he is appointed. For other candidates, pay shall be fixed as per DPE guidelines.

5. Work Experience

- 5.1. For being eligible for selection, the candidate must possess qualifications and post-qualification executive experience as specified at Para 2(e) and Para 2(f) respectively.
- 5.2. Candidates applying from Government Organisations / CPSEs / Public Sector Banks etc. having CDA / IDA / other applicable pay-scales must have minimum one year experience in the immediate lower pay-scale in the preceding year as on the cut-off date. Only those candidates holding the post in the requisite lower pay-scale on substantive basis (i.e. other than those in time scale, in-situ grade, ad-hoc basis, etc.,) will be considered eligible. However, this requirement will not apply for such candidates who are already in the equivalent pay-scale or higher as on the cut-off date.
- 5.3. Candidates applying from private organizations should be working for minimum one year in the post with CTC equal to or more than the amount specified at Para 2(f) in the preceding year as on cut-off date. Such candidates should submit an annual CTC statement (with detailed break-up and pay structure) along with the hierarchy of the organization with her/his position therein. In case of experience in multiple organizations in the preceding one year from the cut-off date, the cumulative CTC shall be arrived at by reckoning the monthly proportionate CTC. In such cases, candidates are required to submit the monthly payslip for the period of preceding one year from the cut-off date along with applicable CTC structure.
- 5.4. Only regular /fixed term/ contractual employment on the rolls of a Company shall be considered. Employment through fixed term/ contract in a Company through third party/agency shall not be considered.
- 5.5. For those on deputation, grade / rank with pay-scale in parent department will be the reference point for the purposes of determining the immediate lower pay-scale.
- 5.6. Teaching experience, period of sabbatical / extra-ordinary leave etc. will not be counted towards work experience for the purpose of eligibility and while applying for the posts, candidates must ensure that they do not include such periods while calculating their work experience. For candidates having experience in more than one organization, any gap period of up to 15 days between date of relieving from one organization and date of joining the other organization shall be counted as experience.
- 5.7. In respect of candidates from Government-owned / State Government Organisations having pay scales that are not comparable or do not have parity with CDA/IDA pay scales, the equivalent or lower grade for determining eligibility shall be decided based on the organisational hierarchy, pay scales, emoluments/CTC, length of service in various grades, and the candidate's position in the hierarchy. Such candidates must submit all relevant supporting documents including, but not limited to, their latest promotion/pay fixation order, current pay structure of the organisation and joining/posting orders, etc.
- 5.8. Those working in Public Sector/ Government Sector/ Autonomous bodies of Government, etc need to submit application 'Through Proper Channel' or submit 'No Objection Certificate' at the time of Interview. Alternatively, they should furnish proper relieving order from present employer at the time of joining in which case, transfer of service benefits shall be governed as per DPE guidelines.

6. Selection Process

- 6.1. All applications would undergo scrutiny to ascertain the eligibility of the candidate with respect to age, post-qualification experience, current pay level and other notified criteria with a view to shortlist for the purpose of interview. During this process, HUDCO may reach out to candidates to furnish additional documents.
- 6.2. Only those applications found *prima-facie* eligible will be included for shortlisting in the ratio of 1:15 (subject to availability); if the number of applications for any post is high, HUDCO reserves the right to shortlist candidates with higher criteria than the specified minimum eligibility requirements.
- 6.3. Only such candidates who are found suitable to be shortlisted for interview, will be intimated the venue and time for interview through the email-id indicated in the application.
- 6.4. No communication will be made with candidates not shortlisted for interview. Further, candidates may please note that in the event of no communication received from HUDCO within 120 days from the date of advertisement, it may be presumed that her/his candidature has not been considered.
- 6.5. Verification of documents shall be done before the interview. The shortlisted candidates shall be required to bring all their original certificates for the interview.
- 6.6. Outstation candidates appearing for the interview shall be reimbursed the cost of single to-and-fro travel by the shortest route from the correspondence address indicated in their application, subject to successful document verification, submission of proof of journey and attendance in the interview. The reimbursement shall be restricted to the actual fare incurred or the 2A AC rail fare from the nearest railway station, whichever is lower. Those candidates who are unable to attend the interview for want of proof of original documents, not meeting the advertised criteria or for any other reason shall not be entitled to reimbursement of travel expenses.

- 6.7. Selection shall be based solely on the candidate's performance in the Interview. The Interview will consist of three parameters namely, Job Knowledge (50 marks), Quality and nature of work experience (20 marks) and overall personality (30 marks). The minimum passing marks for interview are 70 marks for UR/EWS Category, 60 marks for OBC-NCL category and 50 marks for SC/ST category.
- 6.8. Candidates will have the option to participate in interview in Hindi / English.
- 6.9. Selected candidates will be informed individually at the correspondence address and email-id given in the application.
- 6.10. Candidate should furnish proper relieving order from present employer at the time of joining HUDCO.

7. General Conditions

- 7.1. Only Indian Nationals are eligible to apply.
- 7.2. Only online applications will be accepted. Applications submitted through any other mode will not be considered.
- 7.3. All appointments are subject to medical fitness as per the rules of the Corporation.
- 7.4. No person shall be eligible for appointment if he / she has been convicted by a court of law for an offense involving moral turpitude. Those dismissed, removed, or compulsorily retired from the service of a corporation or department of a state or central Government or a local authority or from an autonomous statutory body shall not be eligible.
- 7.5. No person who has more than one spouse or who has entered a marriage with any person having a spouse living shall be eligible for appointment to any post unless such marriage is permissible under the personal law applicable to the candidate and the other party to the marriage.
- 7.6. All information regarding this recruitment would be available on the 'Careers' tab on HUDCO website www.hudco.org.in only. Candidates are advised to check the website periodically for updates. Any corrigendum, clarification or addendum pertaining to this recruitment shall be uploaded on the website only.
- 7.7. While applying for a post, the candidate should ensure that he / she fulfills the prescribed eligibility criteria on the cut-off date and that the particulars furnished are correct in all respects. If, at any stage of the recruitment process or thereafter, it is detected that a candidate has furnished any incorrect / incomplete information or has suppressed any material fact(s) to be considered as eligible or has resorted to unfair means during the selection process or is found guilty of impersonation or has created disturbance affecting the smooth conduct of personal interview inside / outside the venue, his / her candidature will stand automatically cancelled / rejected forthwith. If any falsification on part of the candidate is / are detected after appointment, his / her service is liable to be terminated without any notice / compensation.
- 7.8. If a candidate is eligible to apply for more than one post and wishes to apply for multiple posts, he / she must submit separate application for each post with separate application fee (as applicable). In case of multiple / duplicate applications for the same post by a candidate, only the latest application will be considered.
- 7.9. The appointment of the candidate will remain provisional subject to caste / category certificates being verified by Appropriate Authorities, verification of other testimonials and Character & Antecedents by prescribed authorities. In the event of any adverse remarks found during verification, the candidate's services shall be liable to be terminated forthwith without assigning any reason. HUDCO also reserves the right to take further action against the candidate as deemed fit.
- 7.10. Candidates belonging to SC / ST / OBC / EWS category should clearly indicate their category in the application form (even when applying for UR vacancy) and should furnish proof of their category in the specified format at the time of document verification. OBC candidates belonging to "Creamy Layer" are not entitled for any reservation / concession admissible to OBC Category. Requests for change of category will not be entertained and category mentioned in the application form submitted by candidate only will be considered. The OBC(NCL) / EWS certificate should be in the format prescribed by Govt. of India, from Competent Authority issued on or after 01.04.2026.
- 7.11. The Ministry of Social Justice and Empowerment has notified the lists of such Caste / Communities which are treated as "Other Backward Classes (OBC)" (also called Central OBC List). The same is also available on the website of the National Commission for Backward Classes (NCBC). Only candidates belonging to such notified communities / castes (Central List) and belonging to "Non-Creamy Layer" will be considered for the purpose of relaxation and concessions applicable to OBC (NCL).
- 7.12. The posts advertised herein are tentative. HUDCO reserves the right to cancel / restrict / modify / alter the recruitment process, if need arises, without issuing any further notice or fresh advertisement or assigning any reason thereof. HUDCO may, at its discretion, re-conduct personal interviews wherever necessary in case of any eventuality. The decision of HUDCO in this regard shall be considered final.
- 7.13. Request for refund of application fee paid by the candidate (and applicable bank charges) will not be entertained under any circumstances nor can the same be held in reserve for any other recruitment / examination / selection.
- 7.14. Canvassing in any form shall be considered a disqualification.
- 7.15. HUDCO has operations all over the country and selected candidates are liable to be posted anywhere in the country. No request for any choice posting will be entertained upon selection / on joining the Corporation.

- 7.16. If any document / certificate is issued in a language other than Hindi / English, candidates are required to submit a duly notarized translation of the same in Hindi / English along with the application and produce the same at the time of Interview.
- 7.17. Recruitment against the above notified posts shall be governed by the provisions of the HUDCO Recruitment Rules. The terms and conditions of appointment and the service conditions shall be governed by the notified rules on the subject, as modified from time to time.
- 7.18. In case of ambiguity or dispute in the interpretation of versions other than English, the English version shall prevail.
- 7.19. HUDCO reserves the right not to select a candidate for a post, if suitable candidate is not found. The decision of HUDCO in all matters relating to this recruitment, including, but not limited to, scrutiny of applications, shortlisting and final selection, will be final and binding on all candidates. No enquiry / correspondence will be entertained from candidates who have not been shortlisted / selected.
- 7.20. Mere fulfilment of eligibility criteria shall not confer any right to the candidate for being called for interview.
- 7.21. Records of the candidates not selected shall not be preserved beyond 06 months from the date of publication of the select list.
- 7.22. All disputes / cases related to this recruitment process are subject to jurisdiction of courts of Delhi only.
- 8.** The detailed instructions on the online application process are uploaded on the Careers Tab on <https://www.hudco.org.in>. The application fee for candidates from UR, EWS and OBC-NCL category is **₹1500** (Rupees One thousand five hundred only). This application fee is not refundable. SC/ST/PwBD category candidates are exempt from payment of application fee. HUDCO is not responsible for non-submission of application on account of delayed/failed/truncated payments/ payment of application fee to wrong bank account/ multiple payment attempts and / or technical issues encountered during submission of application. Candidates are advised to retain the original payment receipt/transaction reference for future verification.

9. Documents to be submitted by candidates at the time of application:

- 9.1. Duly filled-in candidate format (format is available on the website).
- 9.2. Proof of Date of Birth (SSC / Tenth Class / Matriculation Certificate).
- 9.3. Caste/category certificate as applicable (for SC/ST/ OBC-NCL/ EWS/Ex-Servicemen, etc.).
- 9.4. Disability certificate issued by the prescribed competent authority as per Government guidelines clearly indicating type of disability, % of disability, etc.
- 9.5. Documents related to essential qualification (final degree certificate, mark sheets of all semesters/consolidated mark sheet showing class / division / CGPA / percentage, mode, duration along with specialization) If class / division and percentage is not indicated in the certificate or mark sheet, the candidate shall submit the conversion formula for deriving CGPA to percentage equivalence issued by the concerned university / institution, failing which the application is liable to be rejected.
- 9.6. Documents related to any additional qualifications.
- 9.7. Detailed write up on past work experience along with any other details that would support the candidature of the candidate (of not more than one page).
- 9.8. Experience certificate / Relieving Letter of past organisation(s) duly stating period of employment and nature of work performed.
- 9.9. Proof of Pay-scale / CTC of current employer for the preceding one year from the cut-off date. In case of unavailability of CTC document, pay-slip of preceding 12 months as on the cut-off date are to be furnished to establish the CTC of the candidate.
- 9.10. Applications with poor quality / illegible documents/ incomplete applications/ applications with discrepancies shall be rejected.
- 9.11. All documents should be self-attested by the candidate.

- 10.** Queries, if any, on filling up of application may be addressed to our helpline no. **011-24649610-15** Extn no – **1168/1156/1153** on all working days from 9:30 hours –18:00hrs.

Commencement date of Online Application	27.08.2026 from 10.30 hrs
Last date for submission of Online Application along with prescribed fee	16.09.2026 till 18: 00 hrs
