



No. IHMCL/HR/Recruit./02/2026/03

Dated: 18.04.2026

**RECRUITMENT FOR Various Posts in IHMCL**

1. Indian Highways Management Company Limited (IHMCL) is a company jointly promoted by National Highways Authority of India (NHAI) along with its Concessionaires and Financial Institutions, incorporated under the Companies Act, 1956. The company was established to Implement and manage an efficient electronic toll collection system across the national highways and to deploy intelligent transport systems to enhance the management of highways and improve traffic conditions. Indian Highways Management Company Limited (IHMCL) invites applications for recruitment to the following posts: -

| S.No. | Designation                                       | Total            |
|-------|---------------------------------------------------|------------------|
| 1     | Lead Systems Engineer (ITS)                       | 03 (UR), 1 (OBC) |
| 2     | Lead IT & Cybersecurity Architect                 | 01 (UR)          |
| 3     | Manager (Marketing & Business Development)        | 01(UR)           |
| 4     | Manager (Grievance Redressal & Customer Services) | 01 (UR)          |
| 5     | Assistant Manager (Finance)                       | 01 (UR)          |

*\*Number of posts may increase or decrease as per requirement of IHMCL.*

*\*\*Candidates who had applied against the earlier advertisement dated 01.11.2025 & 14.11.2025 shall also be considered & need not apply again.*

**A. DETAILS OF ELIGIBILITY CONDITIONS**

| Sl. No.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | Name of the post            | No. of post to be filled up      | Pay Scales                            | Method of Recruitment | Age Limit                                                           |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------|----------------------------------|---------------------------------------|-----------------------|---------------------------------------------------------------------|
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | 1                           | 2                                | 3                                     | 4                     | 5                                                                   |
| 1.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Lead Systems Engineer (ITS) | 04<br>(Four)<br>03 (UR), 1 (OBC) | E-4 Grade<br>Rs.70,000-<br>2,00,000/- | Lateral Induction     | Not exceeding<br>40 years as on<br>closing date of<br>advertisement |
| <b>Educational qualification and experience required</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                             |                                  |                                       |                       |                                                                     |
| <b>6</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                             |                                  |                                       |                       |                                                                     |
| <b>Essential Educational Qualification:</b> - Bachelor's Degree in Engineering in Information Technology / Computer Science / Electronics and Communications / Data Science / Artificial Intelligence or combination of any of the above engineering branches with minimum from a recognized University / Institute with a minimum of 60% marks.<br><p style="text-align: center;"><b>And</b></p> <b>Experience:- (A) Essential:-</b> Six year's experience in national-scale tolling/digital infra./tolling architecture (FASTag/ETC/MLFF).<br><b>(B) Preferred:-</b> Preference will be given for experience in MLFF/ MS /ANPR systems / Centralized command centers / cloud modernization / cybersecurity. |                             |                                  |                                       |                       |                                                                     |

| Sl. No. | Name of the post                  | No. of post to be filled up | Pay Scales                            | Method of Recruitment | Age Limit                                                  |
|---------|-----------------------------------|-----------------------------|---------------------------------------|-----------------------|------------------------------------------------------------|
|         | 1                                 | 2                           | 3                                     | 4                     | 5                                                          |
| 2.      | Lead IT & Cybersecurity Architect | 01<br>(One)                 | E-4 Grade<br>Rs.70,000-<br>2,00,000/- | Lateral Induction     | Not exceeding 45 years as on closing date of advertisement |

**Educational qualification and experience required**

**6**

**(A) Educational Qualification: -**

**(A) Essential:-** Bachelor's Degree in Engineering in Computer Science / Information Technology / Electronics and Communication / Electrical / Internet of Things / Data Science & AI/ Artificial Intelligence / Master's Computer Application or combination of any of the above engineering branches from a recognized University/Institute with a minimum of 60% marks.

**(B) Desirable:-** (i) Postgraduate or Master's Degree in Computer Science / Information Technology / Digital Transformation / Technology Management or combination of any of the above branches from a recognized University/Institute.

(ii) Certifications in Cybersecurity / Cloud Architecture / AI/ML / Digital Transformation / Computer Vision / Data Security / Emerging Technologies from recognized national/international institutions desirable.

**And**

**Experience:-**

**(A) Essential:-** Six year's of experience in IT infrastructure / Networks / Systems Architecture / Cybersecurity domains or related fields in Large Corporate/ Public Sector Undertakings / Autonomous Organizations / Government Bodies.

**(B) Preferred:-** Preference will be given for Experience in AI / IoT / Computer Vision based systems / Cloud Security.

| Sl. No. | Name of the post                           | No. of post to be filled up | Pay Scales                            | Method of Recruitment | Age Limit                                                  |
|---------|--------------------------------------------|-----------------------------|---------------------------------------|-----------------------|------------------------------------------------------------|
|         | 1                                          | 2                           | 3                                     | 4                     | 5                                                          |
| 3.      | Manager (Marketing & Business Development) | 01<br>(One)                 | E-4 Grade<br>Rs.70,000-<br>2,00,000/- | Lateral Induction     | Not exceeding 40 years as on closing date of advertisement |

**Educational qualification and experience required**

**6**

**(A) Essential Educational Qualification:-** (i) Bachelor's Degree from a recognized University/Institute with a minimum of 60% marks.

(ii) Post Graduate / Master's in Business Administration (MBA) with specialization in Marketing from a recognized University/Institute.

**AND**

**Experience:- (A) Essential:-** Six year's of experience in marketing / Business Development / Brand strategy / Public Outreach or related fields in Large Corporate/ Public Sector Undertakings / Autonomous Organizations / Government Bodies.

**(B) Preferred:-** Preference will be given for Experience in Digital Citizen Platforms / Analytics-driven Campaigns.

| Sl. No.                                                                                                                                                                                                                                                                                                                        | Name of the post                                 | No. of post to be filled up | Pay Scales                        | Method of Recruitment | Age Limit                                                  |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------|-----------------------------|-----------------------------------|-----------------------|------------------------------------------------------------|
| 1                                                                                                                                                                                                                                                                                                                              | 2                                                | 4                           | 5                                 | 6                     |                                                            |
| 4.                                                                                                                                                                                                                                                                                                                             | Manager (Grievance Redressal & Customer service) | 01 (One)                    | E-4 Grade<br>Rs.70,000-2,00,000/- | Lateral Induction     | Not exceeding 40 years as on closing date of advertisement |
| <b>Educational qualification and experience required</b>                                                                                                                                                                                                                                                                       |                                                  |                             |                                   |                       |                                                            |
| <b>6</b>                                                                                                                                                                                                                                                                                                                       |                                                  |                             |                                   |                       |                                                            |
| <b>Essential Educational Qualification:-</b> (a) Bachelor's Degree with minimum 60% marks from a recognized University/Institute.<br>(b) Masters in Business Administration (MBA) with specialization in Operations / CRM from a recognized University/Institute.                                                              |                                                  |                             |                                   |                       |                                                            |
| <b>AND</b>                                                                                                                                                                                                                                                                                                                     |                                                  |                             |                                   |                       |                                                            |
| <b>Essential Experience:</b> - Six year's of experience in leading large-scale citizen service / Emergency Response / Digital Transaction Ecosystems / 24x7 citizen service and emergency dispatch frameworks or related fields in Large Corporate/ Public Sector Undertakings / Autonomous Organizations / Government Bodies. |                                                  |                             |                                   |                       |                                                            |
| <b>(B) Preferred:-</b> Preference will be given for Experience in Integrated Control Room / Command Centre / High-volume Digital Service / Transaction Platforms / Customer Relationship Management (CRM).                                                                                                                     |                                                  |                             |                                   |                       |                                                            |

| Sl. No.                                                                                                                                      | Name of the post            | No. of post to be filled up | Pay Scales                                                                                                                                                                                                                  | Method of Recruitment | Age Limit                                                                   |
|----------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------|-----------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|-----------------------------------------------------------------------------|
| 1                                                                                                                                            | 2                           | 4                           | 5                                                                                                                                                                                                                           | 6                     |                                                                             |
| 5.                                                                                                                                           | Assistant Manager (Finance) | 01 (One)                    | E-2 Grade<br>(Rs. 50,000-1,60,000/-)                                                                                                                                                                                        | Direct Recruitment    | Between the age of 21 years to 30 years as on closing date of advertisement |
| <b>Educational qualification and experience required</b>                                                                                     |                             |                             | <b>Recruitment Criteria</b>                                                                                                                                                                                                 |                       |                                                                             |
| <b>Essential Educational Qualification: -</b><br><br>Chartered Accountants (CA) from the Institute of Chartered Accountants of India (ICAI). |                             |                             | By direct recruitment of Chartered Accountants (CA) from the Institute of Chartered Accountants of India (ICAI) on the basis of Marks of both groups of Final Exam of ICAI in the years 2024 and 2025 under the new scheme. |                       |                                                                             |

| <b>IMPORTANT DATES</b>                              |                              |
|-----------------------------------------------------|------------------------------|
| <b>TIME LINES</b>                                   |                              |
| Opening Date for Online Registration of Application | <b>18.04.2026 (10:00 AM)</b> |
| Last Date for submission of Online Application      | <b>17.05.2026 (06:00 PM)</b> |

## 2. **IMPORTANT CONDITIONS:**

2.1. The candidates applying the posts should ensure the following:-

- (i) **MINIMUM ESSENTIAL QUALIFICATION & EXPERIENCE:** The Applicant must fulfill the essential qualification & experience for the Post as mentioned above as well as other conditions stipulated in this Advertisement. The Applicant is advised to satisfy themselves before applying that they possess at least the essential qualification / experience as laid down for the post. No inquiry asking for advice as to eligibility will be entertained.

(NOTE: The prescribed essential qualification(s)/experience are the minimum and the mere possession of the same does not entitle candidates to be considered for appointment).

(ii) **PROCEDURE TO APPLY:**

1. **Applicants can apply ONLINE only.** The procedure to be followed for filling up the application is given below:-
  - i) The applicant may visit the IHMCL website [["http://www.ihmcl.co.in"](http://www.ihmcl.co.in)] for accessing the link for applying online. The link may be opened on Google Chrome or Mozilla Firefox.
  - ii) Click on the tab Careers → New Openings. Click on the relevant Recruitment advertisement and then click 'Online application'. Follow the On-screen instructions to complete the application.
  - iii) The ONLINE application may be submitted by **17.05.2026 (06:00 PM)**.
2. 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, 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.

(iii) **GENERAL CONDITIONS FOR THE APPLICANTS:**

1. The posts carry all India service liability. Therefore, those who are willing to serve anywhere in India may only apply.
2. The applicants are advised to fill the ONLINE application form carefully in accordance with the eligibility criteria and experience mentioned above. It may be noted that the entire selection process shall be carried out on the basis of the entries made by the applicant in his / her application form and no request shall be entertained under any circumstances for any alteration / modification / change in the entries made by the applicant in the application form.

Note: The candidates are advised to submit the Online Recruitment Application well in advance without waiting for the closing date.

3. It may be noted that in case of multiple application filled by the applicant, IHMCL shall consider only the last application filled by the applicant and the entries made therein shall be taken into consideration for processing the recruitment for the said post. Accordingly, the earlier application(s) submitted by the applicant shall be rejected. In case of any dispute/ambiguity that may occur in the process of selection, the decision of the IHMCL shall be final. Applicants are advised to satisfy themselves before applying that they possess the essential qualifications laid down in the advertisement.
4. Any dispute in regard to any matter referred to herein shall be subject to the jurisdiction of Delhi Courts only.

5. The number/category/recruitment mode of posts advertised may increase/decrease/change, and the IHMCL reserves the right not to fill up some or all posts advertised, if the circumstances so warrant.
6. In case of any inadvertent mistake in the process of selection, which may be detected at any stage even after issuing an appointment letter, the IHMCL reserves the right to modify/withdraw/cancel any communication made to the applicant.
7. Applicants must NOT furnish any particulars that are false, tampered or fabricated, or suppress any material / information while submitting the application and self-certified copies/testimonials.
8. SC/ST/Minority Community / Women are encouraged to apply.
9. Crucial date for determination of eligibility shall be the last date prescribed for the receipt of ONLINE applications.
10. Canvassing or bringing influence in any form will disqualify the candidature.
11. The advertisement can be withdrawn at any time at the discretion of the Competent Authority without assigning any reasons therefore.
12. 'Corrigendum' or 'Addendum' or 'Cancellation' to this advertisement, if any, shall be published only on the website of IHMCL and will not be published in the newspapers. Therefore, the Applicants are advised to check the website of IHMCL regularly.

**Note: Candidates who had applied against the earlier advertisement dated 01.11.2025 & 14.11.2025 shall also be considered & need not apply again.**

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