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)

RECRUITMENT NOTICE No. 08/2026

F. No. 273071/3764 **Dated: 04/11/2026**

ADVERTISEMENT FOR ENGAGEMENT OF YOUNG PROFESSIONALS (YPs)

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://nhidcl.com/sites/default/files/2025-12/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, schedule etc. are as under: -

A. Type & Tenure of Engagement

i. The Engagements shall be at **Senior Associate** Level
ii. The engagement will be purely on a contractual basis.
iii. The Senior Associates 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 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 professional services. 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 and Number of Vacancies

Sl. No.	Area	Level	Number of Vacancies	Place of Posting
1.	**Technical**	**Senior Associate**	15	NHIDCL HQ, New Delhi
2.	**Human Resources**		04	
3.	**Legal**		03	
4.	**Information Technology**		03	

Note: The number of vacancies may be increased or decreased depending upon the requirements of NHIDCL.

C. Qualification and Experience requirements

Position	Qualification	Upper Age Limit (as on Date of issue of Recruitment Advertisement)	Total Post qualification Experience (in Years)
Senior Associate (Human Resources)	MBA in HR or equivalent from a recognized University / Institute	45	2-9 Years Experienced in handling Human Resources matters related to recruitment, manpower planning, employee relations, performance management, service matters, training and development, and HR policy implementation in Government Organizations/PSUs or reputed organizations.

Senior Associate (Legal)	LLB / LLM or Graduate / Postgraduate Degree in Law from a recognized University / Institute	45	2-9 Years Experienced in handling legal matters related to legal advice, drafting and vetting of agreements/contracts, litigation, arbitration, regulatory compliance, and other legal matters in Government Organizations/PSUs or reputed organizations.
Senior Associate (Technical)	Degree in Civil Engineering from a recognized University / Institute#	45	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.
Senior Associate (Information Technology)	B.E./B.Tech. in Computer Science / IT / Networks / Electronics & Communication or M.Tech. in Cyber Security / Network Management or MCA from a recognized University / Institute.	45	2–9 Years Experienced in handling IT matters related to IT infrastructure, network management, software and application management, database administration, cybersecurity, and digital transformation in Government Organizations/PSUs or reputed organizations.

 # Preference shall be given to candidates possessing a Master's Degree or equivalent qualification in Civil Engineering, Structural Engineering, Construction Management or other relevant allied disciplines.

Note: Minimum requirements for mandatory Experience in the National Highways Sector

Only candidates possessing experience equivalent to a minimum of two (02) years of relevant post-qualification experience (730 days) working in the National Highways Sector including experience of working for organizations such as NHAI, NHIDCL, National Highways (NH) Wings of State PWDs etc. shall be eligible to apply under this Recruitment Notice.

Candidates shall be required to submit documentary evidence in support of their relevant experience in the National Highways Sector, clearly indicating the organization(s) and period(s) of engagement/service.

D. Date, Time and Venue of Interview

Interview shall be held at NHIDCL Corporate Office Address, 1st & 2nd Floor. Tower A, World Trade Centre, Nauroji Nagar, New Delhi – 110029. **The Interviews shall be conducted for all applicants on 26.11.2026. The reporting time is 09:30 a.m.**

The Interview shall be conducted subject to verification of the documents of the candidates.

E. Remuneration (Consultancy Fee)

The selected Young Professionals shall be paid consolidated monthly remuneration in accordance with the approved Scheme.

Position	Remuneration
Senior Associate	**₹80,000 – ₹1,50,000 per month**

The applicable consultancy fee shall be determined and approved by the Competent Authority. The range of consultancy fees for Senior Associates, based on the prescribed methodology for calculating same, is provided at Annexure–I attached to this Recruitment Notice.

The consultancy fee shall be inclusive of all applicable taxes, and no other facility or allowance shall be payable. Annual enhancement of 5% in the consultancy fee shall be allowed as per the approved Scheme.

F. Selection

The Selection shall be based on Interviews to be taken by Selection Committee constituted for the purpose.

G. Induction

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

H. Payment

The Sr. Associates 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.

I. 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://nhidcl.com/sites/default/files/2025-12/approved_yp_scheme_for_yp_ep_poe.pdf

J. 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. The specific eligibility criteria, including educational qualifications, experience, and other conditions, as specified in this Recruitment Notice shall be applicable for the present recruitment. In respect of matters not specifically provided for in this Recruitment Notice, the provisions of the Scheme for Young Professionals, Expert Professionals, and Empanelment of Persons of Eminence may be referred to. Candidates are advised to go through the same for such details.

K. 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 5th November 2026 5 p.m
ii. The deadline for application submission is 19.11.2026 till 3 p.m.
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. However, for this Interview, candidates are required to ensure that their application is submitted on the Portal within the prescribed period mentioned in this Recruitment Notice.

L. Documents to be Brought for Interview

Candidates attending Interview shall bring the following documents in **original along with self-attested photocopies**, as applicable:

i) **Printed copy of the application submitted through the NHIDCL Resource Pool Portal in Quintuplicate (5 copies)**
ii) Updated Curriculum Vitae/Resume;
iii) Proof of Date of Birth;
iv) Proof of educational qualifications and degrees/certificates;
v) Documents in support of professional experience, including experience/service certificates;
vi) Documentary proof of engagement/service in the National Highways Sector, clearly indicating the organisation(s) and period(s) of engagement/service, for establishing the mandatory minimum 730 days of aggregate relevant experience.
vii) Any other document/information specifically required by NHIDCL and intimated to the candidate in advance.

Candidates are advised to ensure that the documents relating to their educational qualifications and professional experience in the National Highways Sector clearly establish fulfilment of the prescribed eligibility conditions.

04/11/2026

(Yogendra Mohan)
General Manager (Recruitment)

Annexure – I

Range of Consultancy Fees

The monthly consultancy fee for Senior Associates shall be determined with reference to their post-qualification experience, calculated in accordance with the methodology prescribed below

Position	No. of years of Post-Qualification experience	Consultancy fee / month (In INR)
Senior Associate	Upto 3 years	80,000
	3-4 Years	86,000
	4-5 Years	92,000
	5-6 Years	98,000
	6-7 Years	1,04,000
	7-8 Years	1,10,000
	8-9 Years	1,16,000
	Above 9 Years	1,22,000

2. Methodology for Calculation of Experience

i. The total post-qualification experience relevant to the position shall be considered for determining the applicable consultancy fee.
ii. For determining the consultancy fee, the following factors shall apply to the relevant post-qualification experience:
iii. Factor 1.00: Experience acquired in the National Highways Sector, including NHAI, NHIDCL, National Highways Wings of State PWDs etc.
iv. Factor 0.65: Experience acquired in any other Government Organisation, PSU, private organisation or other establishment.
v. The experience considered for determining the applicable consultancy fee shall be calculated by multiplying the relevant post-qualification experience acquired in each category by the corresponding factor and adding the resulting periods. The total experience so calculated shall determine the applicable fee slab under Paragraph 1 above.
vi. The above methodology shall apply only for determining the consultancy fee and shall not dilute or modify the prescribed eligibility conditions, including the mandatory requirement of at least two (02) years of relevant post-qualification experience in the National Highways Sector.

3. Illustrative Examples

Example 1: Entire experience in the National Highways Sector

A candidate has 6 years of relevant post-qualification experience, entirely in the National Highways Sector.

- Total experience: 6 years
- Experience in the National Highways Sector: 6 years
- Applicable factor: 1.00
- Experience considered for remuneration: 6 × 1.00 = 6 years
- Applicable monthly consultancy fee: ₹1,04,000

Example 2: Experience partly in the National Highways Sector and partly in another organisation

A candidate has 6 years of relevant post-qualification experience, comprising 3 years in the National Highways Sector and 3 years in another organisation.

- Experience in the National Highways Sector: 3 × 1.00 = 3 years
- Experience in another organisation: 3 × 0.65 = 1.95 years
- Total experience considered for remuneration: 3 + 1.95 = 4.95 years
- Applicable monthly consultancy fee: ₹92,000