

NATIONAL HIGH SPEED RAIL CORPORATION LIMITED

VACANCY NOTICE

National High Speed Rail Corporation Limited (NHSRCL), is a joint sector company of Govt. of India and Participating State Governments formed for implementation of High Speed Train Corridor Project in India.

It is one of the most ambitious project in rail infrastructure sector, to give economy a boost and to build first ever high-speed rail corridor of India, between Mumbai-Ahmedabad. The corporation is planning to position itself as one of the best employers by adopting modern HR practices and is designing an employee's friendly HR policy. To work with NHSRCL will not only give exposure to its employees in terms of best in class technology but will also provide other benefits.

The company invites application from the regular/contractual officers/managers working in **Central Public Sector Undertakings/SPVs/Metro Railways/Ministry of Railways/Government Departments** for the following posts on **Absorption Basis**.

A)

Vacancy No.	Name of the Post	No. of Vacancies	Place of Posting	Scale of Pay (IDA Pattern)	Essential Qualification	Maximum Age	Medical Standards
07/2025	Senior Manager (Transport, Safety & Marketing)	4	New Delhi	Rs. 70,000 – 2,00,000 (E4)	Graduate in any discipline from any recognized university/Institute.	50 Years	Executive/ Non-Technical
08/2025	Senior Manager (Rules)	1	New Delhi	Rs. 70,000 – 2,00,000 (E4)	Graduate in any discipline from any recognized university/Institute.	50 Years	
09/2025	Senior Manager (Planning)	2	New Delhi	Rs. 70,000 – 2,00,000 (E4)	B.E /B. Tech in Civil Engineering from any recognized university/ Institute.	45 Years	Executive/ Technical

B) **Eligibility Criteria:**

Name of the Post	For employees working in IDA Pay Scales of CPSEs/ SPVs/Metro Railways :	For employees working in CDA Pay Scales of Ministry of Railways/other Govt. Departments:
Senior Manager (Transport, Safety & Marketing) Senior Manager (Rules) Senior Manager (Planning)	i) Minimum 8 years Post Qualification work experience (out of which minimum 5 years of experience in executive pay scales) and ii) Working in analogous grade (E-4) IDA OR Working in Rs. 60,000 – 1,80,000 (IDA E-3) equivalent to Rs. 24,900 – 50,500 (Pre-Revised) for at least 02 years. iii) Minimum 04 years' experience in the areas detailed in Essential work experience/Job Description.	i) Officers working in Gr. 'A' PB-3 (15600-39100 + GP-5400 & GP- 6600) up to 06 years of service. OR Officers working in Group "B" PB- 2 GP-5400/4800 (Level 8/9 of 7th CPC) OR Working in PB-2+GP 4600 (GP 4800 for IR Accounts Department) for a minimum one year and a total service of minimum 20 years in Group 'C'. ii) Minimum 04 years' experience in the areas detailed in Essential work experience/Job Description.

Note: 1) In case of employees working in CDA Pay Scales of Ministry of Railways/other Govt. Departments, higher-grade pays granted under MACP by the department, shall not be taken into account for the above eligibility criteria. Only the substantive grade will be taken into consideration for deciding grade of absorption.

Note:2) Employees currently working in IDA (Industrial Dearness Allowance) pay scales who do not meet the eligibility criteria specifically applicable to IDA employees may still be considered eligible for absorption into NHSRCL (National High-Speed Rail Corporation Limited) at appropriate level, provided they meet the criteria established for employees working in CDA (Central Dearness Allowance) pay scales during their employment. Further, in case of Group C employees of CDA, who were subsequently absorbed into IDA scales, their total qualifying service in Group C will be determined by considering the additional period of their service in IDA scale with their service in Group C of CDA.

C) **Essential Work Experience:**

For the post of Senior Manager (Transport, Safety & Marketing) - Experience in train operations or revenue functions (including tourism and ticketing) or operating safety/ Rules including experience of working with senior management in developing Management Information (IT based MIS) for Senior Management. Good knowledge of Rules and development/ handling of IT Systems/databases.

For the post of Senior Manager (Rules) - Experience in train operations at field level in implementing operating safety protocols/Rules/ including experience in teaching in training Institute/ framing/editing of Rules or as Senior Supervisor in-charge of field operational safety. Requires excellent knowledge of Rules and disaster management.

For the post of Senior Manager (Planning): Hands-on experience in EPPM P6 and TILOS, preparation and examination of Programs, analyzing extension of time cases using internationally acceptable protocols like SCL, AACE etc. Candidates having certificate in EPPM P6 shall be given added advantage.

D) **Job Description:**

For the post of Senior Manager (Transport, Safety & Marketing)

- i. Helping in Development of Passenger Experience KPIs, Planning for passenger services, Cleanliness, Catering, Hospitality, Tourism, Feedback, Refund and Claims, Seat allotment policy, Baggage policy, concessions, Coordination with IT team, Dynamic Fare Policy, Assisting in development of IT Systems for Ticketing and Customer Relationship Management (CRM), Assisting in planning and execution of tasks leading to realization of revenue from Advertising, Digital Space Monetisation, Tourism, Rentals, Parking, etc.

- ii. Developing Operational Plan including Crew links, Rake links, Train Diagrams, Platform berthing charts, Maintenance line berthing charts, Timetable coordination with other modes to provide linked services, Contingency plans for disruptions, collating passenger demand data for adjustments in timings, special trains planning, Punctuality systems planning, Unusual reporting protocol and response systems, system for monitoring factors affecting punctuality (Speed Restrictions, weather, Driver technique), maintenance planning (blocks and movement)
- iii. Any other work as assigned by Senior Management.

For the post of Senior Manager (Rules)

- i. Assist in development of General Rules, Station working Rules, Disaster Management Protocols, Accident Manual, Opening Rules for HSR, Safety certification Coordination.
- ii. Any other work as assigned by Senior Management.

For the post of Senior Manager (Planning)

- i. Development of Master Implementation Plan (MIP) incorporating various activities for the project using primavera etc.
- ii. Assigning costs to various activities with realistic distribution to draw 'S' curve for the project.
- iii. Coordination with external consultants, site offices, contractor's planners for regular updation of project status.
- iv. Critical review and monitoring of various activities and give reviews to concerned officials/organization.
- v. Review and finalise weekly/ monthly report for management highlighting the exceptions and important forthcoming activities.
- vi. Assessment and review of progress, recovery plan in case of delays.
- vii. Carrying out Delay Analysis using standard methods.
- viii. Any other work as assigned by Senior Management.

E) Fee: -

- i. UR, EWS & OBC candidates are required to pay a Non-refundable fee of ₹400/- (exclusive of transaction processing charges if any). Scheduled Castes, Scheduled Tribes, Women candidates are exempted from payment of this application fee.
- ii. Recruitment Fee including transaction processing charges once paid will not be refunded under any circumstances. Candidates are therefore requested to verify their eligibility, the closing date for submission of online application before paying the application fee plus transaction processing charges.
- iii. If a candidate wants to apply for more than one post, he/she will have to pay separately for each post.

F) Mode of Selection: -

- i. Shortlisted candidates would be required to make a small presentation on the jobs handled by them and their experience in the areas detailed in the job description of the post.
- ii. Interview
- iii. Medical Examination.

Management may include/dispense with any of the selection methodology as deemed fit.

G) General Conditions:

1. Experience and other eligibility criteria shall be reckoned as on **31st March 2025**.
2. Separate applications will have to be submitted against each vacancy notice, if an applicant intends to apply for more than one position.
3. NHRCL will not be responsible for any postal delay/ wrong delivery/ non-delivery of communication by the candidate at any stage of the recruitment process.
4. Application shall be submitted as per the prescribed format only. Incomplete application or application without supporting documents will be rejected and no correspondence in this regard will be entertained.
5. Experience of Teaching/Faculty/Apprenticeship/Internship/Proprietorship/Partnership/Freelancer etc will not be considered as part of required years of experience.
6. Mere conformity to the job requirements or submission of application will not entitle a candidate to be called for further selection process. Instead, depending upon the quantum of response of applications, the Management may, if found necessary, prescribe a competitive written test/ personal interview or both or raise/relax the Eligibility Criteria to restrict/allow the number of candidates to be called for further selection process.
7. Management reserves the right to call or not to call any / all of the candidates who have responded against this advertisement or to cancel/postpone the entire process itself due to various administrative reasons.
8. No correspondence will be entertained with the candidates not short listed for further selection process or for any enquiry.
9. Candidates are advised to check their email (including spam) and official website of NHRCL from time to time for any information/updates on the recruitment process.
10. Eligible candidates shortlisted based on the initial scrutiny will be called for further selection process. Suitable communications in this regard will be sent to the candidates individually.
11. Out-station candidates called for interview will be paid TA as per company rules.
12. The decision of Management regarding selection will be final.
13. The appointment of selected candidates will be subject to their medical fitness for such appointment based on Medical Examination as per the Directives of the Company.

The medical standard for different categories are outlined below: -

- a) **Executive/Technical:** (Civil, Electrical, S&T, IT, Architecture etc) Physically fit in all respects, Visual Standards – Distant Vision: 6/9-6/9 or 6/6-6/12 with or without glasses/contact lens. Near Vision: JI-JII with or without glasses. Color Vision, Binocular Vision, Field of Vision & Night Vision should be normal. Lasik Surgery not allowed.
- b) **Executive/Non-Technical:** (Accounts, Legal, Finance, Personnel etc.) Physically fit in all respects. Visual Standards – Distant Vision: 6/9-6/12 with or without glasses. Near Vision: JI-JII with or without glasses.

(In respect of technical services, the total amount of myopia (including cylinder) should not exceed – 4 Diopters and the total amount of Hypermetropia should not exceed +4 Diopter).

Note: The above medical standards (criteria) are indicative and not exhaustive, and apply to candidates in general. For detailed information, refer Indian Railway Medical Manual (IRMM). Candidates may note that for vision correction, Lasik surgery or any form of radial keratotomy is not permitted at all.

14. Applicants appointed on absorption basis will be on probation for a period of one year.
15. Selected candidates during the period of his/her employment will be required to serve at any location/office of NHSRCL.
16. **Surety Bond on Joining:** The candidates selected for the above post will have to execute a surety bond for an amount of **Rs. 4,00,000/-** to serve the corporation for a minimum period of **3 years** (exclusive of the period in which one remained on LWP or EOL) and also a prior notice of 90 days, will be required before seeking resignation from the corporation.
17. **Surety Bond on Training:** If the candidates are imparted training, the candidates will have to execute a surety bond for the **Cost of Training** and applicable service tax to serve the corporation for a minimum period of **5 years** after completion of training (exclusive of the period in which one remained on LWP or EOL) and also a three months prior notice, will be required before seeking resignation from the corporation.
18. The details of various grades, Pay scales & CTC are as under:

Sl. No	Grade	Pay Scale	CTC per annum (In INR Approx.)
1.	E-2	Rs.50,000-1,60,000	Rs. 21.00 Lakhs
2.	E-3	Rs.60,000-1,80,000	Rs. 25.00 Lakhs
3.	E-4	Rs.70,000-2,00,000	Rs. 27.00 Lakhs
4.	E-5	Rs.80,000-2,20,000	Rs. 34.00 Lakhs
5.	E-6	Rs.90,000-2,40,000	Rs. 37.00 Lakhs

How to apply: Please refer "Guidelines to Apply"

Important Dates:

ONLINE REGISTRATION AT: www.nhsrcl.in	From 10.00 Hrs on 26.03.2025
LAST DATE FOR REGISTRATION OF ON-LINE APPLICATIONS	Till 23.59 Hrs on 15.04.2025
ONLINE APPLICATION FEE TO BE PAID BETWEEN	From 26.03.2025 to 15.04.2025
LAST DATE FOR REACHING HARD COPY OF APPLICATIONS ALONG WITH SUPPORTING DOCUMENTS	Till 18.00 Hrs on 24.04.2025

The candidates applying for the above post (s) should send their hard copy of online application along with all supporting documents (duly attested) as per the checklist to **General Manager/HR, National High Speed Rail Corporation Limited, World Trade Centre, 5th Floor, Tower D, Nauroji Nagar, New Delhi – 110029**. The envelope containing the application should be superscribed as "**Application for the post of <<Name of Post>>, Vacancy Notice No. <<Vacancy Notice No>>**".