

नेशनल प्रोजेक्ट्स कन्स्ट्रक्शन कारपोरेशन लिमिटेड

(भारत सरकार का उद्यम)

National Projects Construction Corporation Limited

(A Government Of India Enterprise)

केन्द्रीय कार्यालय: प्लॉट नं. 148, सेक्टर-44, गुरुग्राम-122 003 (हरियाणा)

Corporate Office: Plot No.148, Sector-44, Gurugram-122 003 (Haryana)

Advt.No.NPCC/Regular/HR/Finance/IT/Rajbhasha/Law/Oct./2026

NPCC Limited, a Mini Ratna Category-I, Premier Schedule 'B' CPSU is a subsidiary of WAPCOS Limited. The Company is engaged in Engineering, Construction, Planning, Operation and Project management consultancy. NPCC Limited is in urgent need of dynamic and result oriented Officers on regular basis, for its offices located all over India, as detailed below:-

A. VACANCIES (CURRENT/BACKLOG)

S.N.	Post / Pay Scale (Rs.) / No. of tentative vacancies	Upper Age limit	Essential Qualification	Essential Post Qualification Experience and Job responsibilities
1.	General Manager (HR) E-6(90000-240000) (IDA) Total-1 <u>Breakup:</u> UR-1	50 years	MBA/ Post Graduate Degree/ Post Graduate Diploma with specialization in HR/Personnel Management	18 years post qualification experience in relevant field is required. Prospective candidate will be responsible for Administration Department and Human Resource functions of the organization at corporate office. He/She will be involved in planning, organizing, staffing, development, coordination and periodical review of all policies, systems procedures etc. for efficient functioning of entire HR, will be an integral part of the teams handling Bi-partite / Tri-partite Settlements, adjudication and labour laws related cases and other service matters.
2.	Manager (Finance) E-2(50000-160000) (IDA) Total-1 ST-1	35 years	CA/CMA/ MBA(Fin.)	08 years post qualification experience in relevant field is required. The prospective candidate will be responsible in Institutional Finance, Budgetary Planning & Control, Central Treasury Management, Resources Generation, control of Accounts, Investment Planning & Management, Auditing Management, Financial Analysis and Reporting, Taxation, Finance & Costing of Projects, MIS etc., Income tax and all other Taxation matters, coordination with statutory/ Govt. Auditors. Knowledge of GST and Ind AS is desirable.
3.	Manager (HR) E-2(50000-160000) (IDA) Total -2 <u>Breakup:</u> OBC(NCL)-2 [Vacancy reserved for PwBD-1]	35 years	MBA/Post Graduate Degree / Post Graduate Diploma with specialization in HR / Personnel Management	08 years post qualification experience in relevant field is required. The prospective candidate will be responsible for providing practical, consistent, and proactive support, direction and advice to other division managers on HR procedure, policy, hiring, recruitment, training, compensation, promotion, will be also responsible for IR matters, Welfare, Labour Laws and relating legal issues.
4.	Manager (IT) E-2(50000- 160000) (IDA) Total -2 <u>Breakup:</u> UR-1, OBC(NCL)-1	35 years	B.E. (CS/IT) / MCA	08 years post qualification experience in relevant field is required. The prospective candidate will be responsible for management and upkeep of the Information systems/ communication systems including software, hardware, networks and allied equipments installed and operated in the Organisation.

5.	Manager (Raj Bhasha) E-2(50000-160000) (IDA) Total –1 <u>Breakup:</u> OBC(NCL)-1	35 Years	Master Degree in Hindi or it's equivalent with English as a subject at the Degree Level Preference will be given to those having Ph. D. in Hindi	08 years post qualification experience in relevant field is required. Prospective candidate shall be responsible for ensuring compliance with the provisions of the Official Languages Act and the rules including translation from English to Hindi or vice versa preferably of technical, contractual documents/ literature.
6.	Dy. Manager (Fin.) E-1 (40000-140000) (IDA) Total–4 <u>Breakup:</u> OBC(NCL)-2, ST-1, EWS-1 [Vacancy reserved for PwBD-1]	30 years	CA/CMA/ MBA (Fin.)	03 years post qualification experience in relevant field is required. The prospective candidate will be responsible in Institutional Finance, Budgetary Planning & Control, Central Treasury Management, Resources Generation, control of Accounts, Investment Planning & Management, Auditing Management, Financial Analysis and Reporting, Taxation, Finance & Costing of Projects, MIS etc. Knowledge of GST and Ind AS is desirable.
7.	Dy. Manager (Law) E-1 (40000-140000) (IDA) Total-1 <u>Breakup:</u> OBC(NCL)-1	30 Years	Graduate in Law at Bar. Addl. Post Graduate in Law preferred	04 years post qualification experience in relevant field is required. Prospective candidate shall be responsible for Litigation Management i.e. Managing all litigations filed by/ against the company. Manage documents related to the requirements of NPCC, drafting of various agreements, advise on compliance and regulatory issues.

B. Below Pay Scale Criteria:

Candidates working in regular cadre or on contractual basis in pay scale, in NPCC/other Government / Semi-Government Organizations / Public Sector Undertakings/Autonomous Bodies/Govt. Institutions, should have minimum 02 years experience in next below Pay Scale in IDA/CDA/Equivalent and candidates working on contractual basis on consolidated remuneration, in NPCC/other Government/ Semi-Government Organizations/Public Sector Undertakings/ Autonomous Bodies/ Govt. Institutions OR in non-government / private sector should be drawing CTC equivalent to next below pay scale for at least two years, on the cut-off date specified in advertisement as tabulated below:

S.N.	Name of Posts	IDA Pay Scale (in Rs.)	Below Pay Scales Required (IDA/CDA or equivalent)	CTC Required
1.	General Manager (HR)	90000-240000	80000-220000 (IDA) / PB Level 13(CDA)/Scale-V or equivalent	Rs. 23.91 Lakh per annum
2.	Manager (Finance /HR/IT/Raj Bhasha)	50000-160000	40000-140000 (IDA)/ Level 9(CDA) / Scale-I or equivalent	Rs.11.96 Lakh per annum
3.	Dy. Manager (Finance/ Law)	40000-140000	30000-120000(IDA)/ Level 6(CDA) or equivalent	Rs. 8.97 Lakh per annum

Form 16, duly signed by authorized officer shall be required from candidates claiming such CTC, if applicable. It is clarified that requirement of two years in below pay scale shall not be applicable for candidates working in the same scale or above. However, they should meet the other eligibility criteria of the advertisement.

C. APPLICATION FEE

Name of Posts	General & OBC Candidates	SC/ST/PwBD/EWS/ Ex-Servicemen	Mode of application fee
For all posts	Rs. 1000/- for each application	Nil	Through payment gateway.

No other mode of payment of application fee shall be accepted.

D. PROCEDURE FOR ONLINE APPLICATION

1. The interested candidates are required to go through the full text of the advertisement and ensure themselves to fulfill all the conditions given, before applying for the post. They are required to agree to all the conditions given in the advertisement, while applying for the post. Interested candidates need to apply through online mode only and no other mode of application shall be considered.
2. Interested candidates are requested to visit NPCC website and click on the link available therein for online application. Before applying for the post, candidate has to ensure availability of the documents with respect to the eligibility for the post for which he/she is applying. Incomplete Application Forms AND/OR incomplete/insufficient documents may be rejected for further process. Candidate will be required to upload the documents at the time of submission of online application. Candidate has to ensure that documents uploaded during online application are in legible condition.
3. **Uploading of documents:** Candidates are required to upload the following documents in respect of their eligibility for the post while submitting the online application:
 - a. Matriculation / Secondary Certificate/Birth Certificate as proof of date of birth.
 - b. Complete set of marksheets / degree certificate in support of qualification and / or specialization, as applicable.
 - c. Proof of post qualification experience indicating date of joining, date of relieving, pay scales/CTC, etc. for each position held, as required for the post.
 - d. Pay-in-slip of latest month duly signed/certified by the concerned department/organization.
 - e. Latest Form-16 of last two financial years (if applicable).
 - f. Category certificate in format prescribed by the Government of India (if applicable).
 - g. Disability certificate in format, issued by Competent Authority (if applicable).
 - h. Income & Asset Certificate for reservation under EWS as per format (if applicable).
 - i. Aadhar Card and any other documents in support of application.
4. In case NPCC asks for any other document(s) for further verification at any stage, then the same is required to be sent by post/ mail, as desired by NPCC Management.
5. Candidate has to apply on or before the last date of online application. Thereafter, the online application window shall be closed for online applications.

E. SELECTION PROCEDURE

The selection procedure will be decided by NPCC depending upon the response received against the above posts. The selection criteria can be by way of Personal Interview or by any other appropriate way. Decision of NPCC will be final in this regard. The final selection of the candidate will be based on the performance in the interview, or by any other appropriate way, whereafter the "Offer of Appointment" shall be issued. Selected candidate will be on probation for one year.

F. GENERAL CONDITIONS

1. Only Indian Nationals shall be eligible to apply.
2. All qualifications should be in full-time/part-time and regular/distance mode from any University / Institution recognized by UGC/AICTE or any Indian/foreign University/Institution which has been granted equivalence/recognition by AIU. The essential qualification (except CA, CMA) for all posts except Dy. Manager (Law) should be of minimum two-years duration. For the post of DM(Law), Graduate in Law at Bar should be a 3 years course after Graduation or 5 years course after Std. 12th. NPCC at its discretion shall decide the equivalence of qualification for all posts. The decision of NPCC Management shall be final and binding in this regard. In case, no specialization has been mentioned in the prescribed qualification of the certificate issued by the

University/Institute, then the candidate should furnish a Certificate issued by that University/Institute clearly specifying the specialization required for the post for which the applicant is applying, as per the advt.

In case the applicant has more than one specialization, in the essential qualification, then one of the specializations should meet the specialization required in the advt., for which the applicant is applying. Document should be submitted in this regard. The decision of NPCC Management shall be final and binding in this regard.

3. Wherever CGPA/OGPA or grading system in a degree is awarded; equivalent percentage of marks should be indicated in the application form as per norms adopted by the University/Institute.
4. Applicants may submit supporting documents in case of experience in organizations where pay scales are different and not comparable/do not have parity with CDA/ IDA pay scales. The decision of NPCC Management shall be final and binding in this regard. Experience gained after the date of declaration of the result /date of issue of final year (or final semester) mark sheet /provisional certificate/degree of essential qualification, whichever is earliest, will only be considered towards counting experience, up to the cutoff date.
5. Reservation of vacancies in respect of economically weaker sections, Scheduled Castes, Scheduled Tribes, Other Backward Classes including minority (non-creamy layer), Ex-Servicemen, Persons with Benchmark Disabilities (degree of disability 40% or above) shall be as per Govt. guidelines. However, candidate must furnish Caste/ Category Certificate in the prescribed format issued by the Authority as per Govt guidelines (in case of SC/ ST/ OBC-NCL/ EWS/PwBD, etc.) Validity of such certificate shall be the responsibility of the candidate.
6. Upper age limit is relaxed by 5 years for SC/ST, 3 years for OBC (Non-Creamy Layer), and PwBD & Ex-Servicemen as per Govt. of India rules. Reservation against sub-quota for minority community in the post reserved for OBC(NCL) will also be applicable as per Govt. guidelines. For internal candidates, age is no bar.
7. Candidates applying under EWS category should submit their Income and Asset Certificate as per Govt. of India Guidelines, which is valid for the financial year 2026-27. Persons with Benchmark Disabilities are required to furnish prescribed Medical Certificate in relation to their disability as per the Govt of India Guidelines.
8. The crucial cutoff date for ascertaining all the eligibility criteria including upper age limit, essential qualification, post qualification experience, CTC/Pay Scale, etc., shall be 30.09.2026.
9. Candidates are advised to give specific, correct and full information. All original certificates/documents in support of information furnished in the application form are to be produced at the time of interview, for verification, failing which the candidates may be disqualified for appearing in Interview. Candidature of the candidate is liable to be rejected at any stage of recruitment process or after recruitment, if any information provided by the candidate is found to be false / fabricated / is not found in conformity with eligibility criteria mentioned in the advertisement/ has suppressed any material fact(s) relevant to be considered for eligibility.
10. Fee, once paid, will not be refunded under any circumstances, nor would this fee be held in reserve for future selection. Candidates are therefore requested to ensure their eligibility before paying the application fee.
11. Candidates working in Government/Semi-Government /State Government Organizations/Public Sector Undertakings / Autonomous Bodies should apply through proper channel or furnish "NO OBJECTION CERTIFICATE" at the time of interview. However, in the event of difficulty in getting

NOC from their parent department, they have to produce proper relieving order from their organization, in the event of their selection, at the time of reporting for joining but they will not be allowed any service transfer benefits/pay protection, in case of their selection in NPCC.

12. Only those candidates who are shortlisted to be called for interview will be paid to and fro rail fare from the nearest railway station of the declared place of residence by the shortest route beyond 30 km. subject to production of rail ticket as per the following norms: 2nd AC Sleeper for E-6 level, 3rd AC Sleeper for E-2 & E-1 level.
13. Selected candidate will be required to serve in any part of India/abroad as per the discretion/requirement of NPCC.
14. The mere fact that a candidate has submitted application against the advertisement and apparently fulfilling the criteria as prescribed in the advertisement would not bestow on him/her the right to be definitely called for interview / considered further for selection process.
15. Fringe Benefits: DA, HRA, Perks, CPF, Gratuity, Leave Encashment etc. will be admissible as per NPCC Rules.
16. No. of vacancies mentioned above, may increase or decrease depending upon the requirement of the company.
17. NPCC reserves the right to cancel this advertisement and/or the selection process for any of the above posts without assigning any reason.
18. Appointment to the post in the Corporation will be subject to the selected candidate being found medically fit by an approved Government hospital/medical board.
19. Candidates are required to possess a valid email-ID. NPCC will not be responsible for bouncing back of any email sent to the candidate at any stage of the recruitment process. They are advised to keep their email-ID active at least for one year. No change in email-ID will be allowed once entered. All future correspondences may be sent via e-mail. Company will not be held responsible, in case of non delivery or late delivery of email due to any reasons whatsoever.
20. Any corrigendum/addendum/errata in respect of the above advertisement shall be made available only on our official website www.npcc.gov.in. No further press advertisement will be given. Hence prospective applicants are advised to visit NPCC website regularly for the above purpose.
21. Any canvassing, directly or indirectly, by the applicant will disqualify his/her candidature.
22. Any legal proceedings in respect of any matter of claim or dispute arising out of this advertisement and/or applications in response thereto shall be subject to jurisdictions of Courts at Delhi.
23. Please do not send any original documents/certificates/hard copy of application at this stage.
24. In case of any ambiguity / dispute arising on account of interpretation other than English, the English version will prevail.
25. Candidates are advised in their own interest to apply online before the closing date and not to wait till the last date for depositing the fee/submitting the application, to avoid the possibility of disconnection/ inability / failure to log on to the website on account of heavy load on internet or website jam. NPCC will not be held responsible for any sort of delay or the difficulties faced during the submission of online application by the applicant.

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| 1. Opening Date for submission of online application: 01/11/2026 from 10:00 A.M.
2. Closing Date for submission of online application : 22/11/2026 till 11:59 P.M. |
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Link for submission of Online Application: https://recruit-jobs.in/npcc
