



Government of India
Ministry of Rural Development
National Rural Infrastructure Development Agency
5th Floor, 15-NBCC Tower, Bhikaji Cama Place
New Delhi -110066

Advt. No. 04/2026

Pradhan Mantri Gram Sadak Yojana (PMGSY) is a Centrally Sponsored Scheme of Government of India to provide good quality road connectivity in rural areas of the country. National Rural Infrastructure Development Agency (NRIDA), under Union Ministry of Rural Development (MoRD), provides technical and managerial support to States/UTs for implementing the Programme. NRIDA invites applications for appointment on Deputation/Contract basis as per the following details:

S. No.	Name of the post	Pay Level (as per 7 th CPC)	Mode of Recruitment	No. of post (s)
1.	Deputy Director (Finance & Administration)	12	Deputation	02
2.	Consultant Director (ICT PMU)	As per ToR	Contract	01
3.	Product Manager	Rs. 1,00,000/- p.m. (Consolidated)	Contract	02
4.	Planning & GIS Lead	As per ToR	Contract	01
5.	Chartered Accountant	Rs. 65,000/-	Contract	01

The no. of vacancies may vary as per actual requirement.

Applications for the post on deputation basis should be submitted through proper channel and accompanied with cadre clearance, vigilance clearance and certified copies of APARs of last five years. Applicants applying on contract basis should submit their applications only through email at **nrida-vacancies@pmgsy.nic.in**. Applicants (Retired Govt. employees) applying on contract basis may submit copies of APARs for the last five years / VC from where they retired.

The last date of receipt of application in NRIDA is 30 days from the date of the advertisement in the Employment News.

For detailed eligibility criteria and application format or any change/update, please visit website <https://nrida.dord.gov.in> under the 'Advertisement' icon or <https://www.dord.gov.in> under "offerings" icon.

National Rural Infrastructure Development Agency (NRIDA) reserves the right to cancel, withdraw, modify or not fill any or all of the advertised posts/vacancies at any stage without assigning any reason. Applicants are required to submit their applications only in the prescribed application format, failing which shall be summarily rejected.

Assistant Director (F&A)

Dy. Director (F&A)	
Eligibility	Candidates should hold regular post in scale(s) as per the criteria given below in Central / State Government / PSUs / Autonomous Bodies: a) analogous post in Level 12 of the 7th CPC Pay Matrix (pre-revised Pay Band-3 with Rs 7,600 Grade Pay) Or b) post of Under Secretary or equivalent in Level 11 of the 7th CPC Pay Matrix (pre-revised Pay Band-3 with Grade Pay Rs.6600) with minimum 3 years of regular service in the grade Or c) post of Assistant Director or equivalent in Level 10 of the 7th CPC Pay Matrix (pre-revised Pay Band-3 with Grade Pay Rs. 5400) with minimum 5 years regular service in the grade.
Educational Qualification	A Graduate preferably a Post Graduate in Humanities/ Commerce/ Business Administration.
Experience	The officer should have a minimum of 5 years experience in any Ministry /Department of Central/State Government/ PSU /Autonomous Body in the field of Commercial/Public Works Accounting, Statutory & Internal auditing, establishment matters, budgeting and expenditure management, contract management, financial management of externally aided projects, procurement of goods & services etc.
Age	Preferably around 30-45 years of age but not above 56 years of age.
Remuneration for deputationist	Level 12 of the 7 th CPC Pay Matrix + all other allowances as per GOI rules

Name of Post : Consultant Director (ICT)**1) Job requirements**

- (i) Shall oversee all IT Projects, its personnel, project development and management activities, transition management, discussion with stakeholders and ensuring stakeholder requirements are met as well as co-ordination with the IT vendors & System integrators and application development teams. She/He shall be responsible for the end-to-end success for project(s).
- (ii) Define IT project scopes, budget, staffing, goals and deliverables that support business goals in collaboration with senior management and stakeholders, and its monitoring thereafter.
- (iii) Develops and implements strategic objectives set for the IT projects.
- (iv) Plan, direct, coordinate and lead project activities to ensure that goals, objectives and all elements are accomplished within the prescribed time frame and funding parameters.
- (v) Establish work plan, staffing and supervision for each phase of different IT Projects.
- (vi) Responsible for timely and quality execution of all phases of IT projects under PMGSY.
- (vii) Review status reports prepared by project personnel and modify schedules or plans as required. Prepare and review project reports for presentation to High Level Committee.
- (viii) Recognize and solve potential problems and evaluate project/ program effectiveness.
- (ix) Co-ordination with high level authorities and stakeholder of another organizations for faster delivery of solutions and resolutions.
- (x) Develop an IT vision for PMGSY and consolidate and explore convergence of the various IT projects currently under the scheme.

2) Reporting

The Consultant Director (ICT) shall report directly to DG, NRIDA.

3) Essential qualification, experience and skills

- (i) Minimum technical qualification of either BE or or B.Tech or a Master's degree/ diploma in computer applications or computer science preferably with an MBA.
- (ii) Preference would be given to resources having PMP/ equivalent certification.
- (iii) Should have experience of
 - 20+ years or 15+ years for MBA/ Master's Degree of relevant experience in consulting, design, development and project implementation & delivery of IT solutions. Demonstrated experience on working with Government at various levels, and/or in managing large scale IT and e-governance projects.
 - Within the overall experience, should have had experience of leading atleast 1 e-governance project for at least Rs. 20 crores in India from design till implementation and operation phase.
 - Should have been the Program Manager/ISA Head/ Operational Head for atleast 1 e-Governance Project.
 - Should have e-Governance consulting experience of atleast 3 years in multi stakeholder projects and should have consulted in atleast 3 projects.
 - Should have atleast 5 years experience in vendor management, RFP processes for IT projects.
 - Should have strong experience in business process design, SDLC life-cycle, software development and database systems.
- (iv) Demonstrated capability to manage an IT project implementation team and experience in providing IT Strategic consulting.
- (v) Demonstrated professional leadership and ability to coordinate a team of for IT project development effort
- (vi) Demonstrated capacity to think creatively while maintaining a strong client and results orientation.

4) Age

Not above 50 years of age at the time of joining.

5) Monthly remuneration and other entitlements

To be decided by the Competent Authority.

Consolidated monthly remuneration of 20% over previous pay of applicant or Rs. 2,70,000/- whichever is less as approved by GB in its 24th meeting.

Name of Post : Product Manager**1) Job requirements**

- (i) Prepare functional requirements, UI/UX wireframes, workflows for new IT requirements.
- (ii) Identify bottle-necks and issues in existing IT project vis-à-vis their usage by States, reporting, features etc.
- (iii) Guide the stakeholders in developing effective workflows and user experiences with humancentred design – includes visiting different states and conducting user interviews to understand requirements.
- (iv) Liaison, conflict management with IT vendors and states.
- (v) Ability to prepare road maps, roll-out plans etc
- (vi) Responsible for reviewing and approving software artefacts to ensure they meet customer, business and compliance requirements.
- (vii) Understand the requirements of the departments and provide technical inputs wherever required.
- (viii) Co-ordination with high level authorities and stakeholder of other organizations for faster delivery of solutions and resolutions.
- (ix) Scoping new interventions using emerging technologies and IT to make implementation of PMGSY more efficient, transparent and accountable.
- (x) Monitoring the use of PMGSY IT systems and preparing KPIs for the same.

2) Reporting

The Product Manager will report to Consultant Director (ICT).

3) Essential qualification, experience and skills

- (i) Should have a minimum technical qualification of either BE or or B.Tech or a Master's degree/ diploma in computer applications or computer science, IT or ICT.
- (ii) Should have experience of
 - At least 5 – 8 years of experience with at least 3 years of experience in designing and developing software (full-stack/frontend/backend/ database) with latest technologies.
 - Should have experience in SDLC life-cycle, software development and database systems.
 - Should have atleast 2 years of project/product management, requirement gathering, designing UI/UX experience is preferred.
- (iii) Effective communication, listening and conflict resolution.
- (iv) Able to develop wireframes, workflows and scope IT requirements etc.
- (v) Motivated by impact of government work and social good
- (vi) Ability to be self-motivated and work in environments with fuzzy requirements.
- (vii) Demonstrated leadership and ability to coordinate a small team for IT project development effort.
- (viii) Demonstrated capacity to think creatively while maintaining a strong client and results orientation.

4) Age

Not above 35 years of age.

5) Monthly, remuneration and other entitlements

To be decided by the Competent Authority.

Consolidated monthly remuneration of Rs. 1,00,000/- as approved by GB in its 24th meeting for the present incumbents.

Other terms and conditions appointed as Consultants in ICT PMU will remain as per conditions mentioned in Annexure VII.

Planning & GIS Lead (On contract basis)	
Job Requirements	• Understand the requirements of the departments and provide technical inputs wherever required pertaining to GIS or Planning. • Liaison with C-DAC (GIS) for managing and monitoring the development of GeoSADAK. • Explore the use of GIS in the entire lifecycle of rural roads from planning, construction to maintenance. • To coordinate with States GNO and CDAC, Pune on improvement of Rural Road Network data to step-up/ up gradation/better user experience on National Level Web GIS platform (GeoSadak). • Assist the States in their planning process for PMGSY-III and preparation of Trace Maps etc. • Explore the use of GIS and other softwares in facilitating road safety audits and design. • To lead Planning Audits for states proposing roads under PMGSY-III. • To assist the Project Director in the analysis of spatial data for geographic statistics to incorporate into documents and reports. • Facilitate SRRDAs to create inventory of all PMGSY roads and bridges on GeoSADAK. • Conduct Training and develop training materials to promote the use of the GIS within the organization.
Educational Qualification	Master's degree in Geo-Science/Geo-Informatics/Remote Sensing /GIS/Geography/Earth Science or BE/B.Tech in Computer Science, Civil Engineering.
Experience	At least 6+ years of experience in Geographic information system (GIS) preferably experience of working in urban and regional master planning / Traffic and transportation planning, rural road or highway related projects
Age	Not above 50 years of age.
Remuneration	As per NICSI rates • With 15 years of minimum experience – Rs. 1,20,000/- per month • With 10 years of minimum experience – Rs. 80,000/- per month

Annexure -X**Contract Terms and Conditions for appointment in NRIDA as Chartered Accountant****(1) Period of contractual engagement**

The period of contractual engagement on full time basis will be initially for one year from the date of your joining in NRIDA. Afterwards, the engagement period can be extended further on the basis of official requirement and the on the job performance of the Chartered Accountant reviewed after each year.

(2) Job requirement

(a) To examine Audited Financial Statements of Programme, Administrative and Maintenance Fund Accounts of State and Nominating Executive Agencies and scrutiny of Action Taken Reports related to PMGSY.

(b) To render technical advice/clarifications to State Rural Roads Development Agencies (SRRDAs) on PMGSY finance and accounts.

(c) To develop accounting procedure for PMGSY projects in States.

(d) To monitor banking arrangements of PMGSY Funds as per Memorandum of Understanding among SRRDAs, Accredited Banks and NRRDA.

(e) To develop materials for review of financial management of projects in States funded by World Bank.

(f) To impart training to the accounts personnel of SRRDAs / Project Implementation Units (PIUs) and Engineers in PMGSY finance and accounts correlated with data entries in relevant module of On-line Management, Monitoring and Accounting System OMMAS)

(g) During engagement in this Agency, CA will be liable to liaison with the Ministry of Rural Development, State/UT Governments and World Bank.

(h) CA will report to the F&A Division Head.

(3) Essential qualification and experience

1) Graduate Degree in Commerce / Business Studies / Management / Economics

2) Should be registered as a qualified Chartered Accountant with ICAI.

3) Should have experience of at least 2 years in preparation and audit of accounts in offices/ businesses.

4) Should have good knowledge of MS Office and other Accounting Software.

(4) Age

Not above 30 years.

5) Selection Procedure

CA will be selected in accordance with the procedures set out in General Financial Rules, 2017 read with 'Manual of Policies and Procedures of Employment of Consultants' issued by Government of India, Ministry of Finance.

The decision of the competent authority in the selection of candidates shall be final and binding.

(6) Monthly remuneration and other entitlements

During the period of contractual engagement, the monthly remuneration and other entitlements will be as below:

(a) Monthly remuneration

Consolidated monthly remuneration of Rs. 65,000/-

(b) Increment

In the event of contractual engagement continuing for more than a year in NRRDA based on continued satisfactory performance, annual increase @ 5% on the consolidated monthly remuneration mentioned at (a) above would be given as approved by the competent authority from time to time.

(c) Accommodation

No residential accommodation will be provided.

(d) Attending office on holidays

In the exigencies of office work, the CA may be required to attend office on Saturdays/ Sundays or any other Gazetted Holidays. No compensatory leave shall be allowed for such attendance in office.

(e) Leave

Casual Leave – 8 days in a calendar year. Unavailed casual leave would lapse at the end of a particular calendar year. Not more than 5 days of casual leave can be availed of at a time. Casual leave can also be availed for half day.

Restricted Holidays – 2 days in a calendar year on occasions stipulated as restricted holidays by the Government of India.

In the case of contractual employment beginning or terminating in the middle of the calendar year, casual leave/ other leave will be admissible on pro-rata basis.

(f) TA/ DA

Travelling Allowance/Daily Allowance on official tour will be admissible as per Central Government rules applicable from time to time to employees of Assistant Director rank in NRIDA.

(7) Terms of payment

(a) The payment of consolidated monthly remuneration and Conveyance Allowance would be made on monthly basis direct to the bank account of contractual employee or in unavoidable circumstances through Account Payee cheques.

(b) Income Tax or any other tax liable to be deducted as per the prevailing rules will be deducted at source before effecting the payment for which necessary certificate will be issued by NRIDA.

(8) Other assignment

The CA will not take up any private or other assignment during the period of contract with NRIDA.

(9) Confidentiality of data and documents

The CA will not utilize or publish or disclose or part with, to a third party, any part of the data or statistics or proceedings or information collected for the purpose of this assignment or during the course of this assignment for the NRIDA, without the express written consent of the NRIDA. He/ she will hand over the entire set of records of assignment to the NRIDA before the expiry/ termination of the contract and before the final payment is released by the NRIDA.

(10) Conflict of interest

In no case, the CA will represent or give opinion or advice to others in any matter which is adverse to the interest of the NRIDA.

(11) Governing law

The present contract shall be governed by and construed in accordance with the laws of the Republic of India.

(12) Termination of contract

(a) The contract may be terminated at any time by giving one month's notice by either party (NRIDA and the CA) and shall be effective from the date of expiry of the said notice period. The contract may also be terminated any time by NRIDA by paying one month's remuneration in lieu of one month's notice. The NRIDA shall, however, be not obliged to assign any reason for termination of contract.

(b) Contractual engagement may also entail termination in the following circumstances: (i) Repeated refusal to undertake the assigned job.

(ii) Quality of the assigned jobs not found satisfactory or failure to achieve the milestones set by the higher authorities.

(iii) Breach of contractual obligations mentioned at Sl. Nos.8,9 and 10.

(iv) Any misconduct during the currency of contract that amounts to unbecoming of an employee working in a Government organization.

(v) Unauthorized absence from office duty for 30 days or more at a stretch.

Annexure VII**Contract Terms and Conditions for appointment in NRIDA as Consultant**

1. Only Specialists/ retired Government Servants with requisite experience as prescribed would be hired on contract for Levels I, II, and III against existing vacancies and would be designated as consultant.
2. The engagement on of Consultants would be on full time basis and they would not be permitted to take up any other assignment during the period of Consultancy with NRIDA.
3. The headquarters of a Consultant will be at New Delhi. The Consultants will work in the Agency and will perform such work as may be assigned to them from time to time.
4. Period of engagement will be for one year from the date of joining, which may, at the discretion of Competent Authority be either extended or curtailed.
5. The appointment of a Consultant would be of a temporary (non-official) nature and the appointment can be cancelled at any time without assigning any reason therefor after giving 1 month notice. A Consultant will also have the opportunity to resign from NRIDA after giving a month's notice.
6. The consultant will be entitled to 8 days of Casual Leave (CL) and 2 days of Restricted Holiday (RH) during the period of engagement, as provided in the HR policy of NRIDA. For service less than twelve months in any calendar year leave admissibility will be calculated on pro rata basis in that calendar year. However, unavailed leave cannot be carried forward in case of extension beyond one year. Remuneration will be deducted proportionately if the Consultant absents himself/herself on any working day other than the entitled paid leave.
7. The Consultants will not be entitled to any allowance/perquisite such as HRA, CCA, DA, LTC, Residential accommodation, medical facility etc.
8. No TA/DA would be admissible to them for joining the assignment or-on completion of assignment. They will however be entitled to TA/DA for local tour in India as per rules applicable. For retired Government servants the TA / DA entitlements, while on official tour, would be equivalent to those applicable at the time of their retirement from Government service.
9. They will be required to maintain office timings, decorum, discipline as expected of a regular Central Government employee.
10. TDS will be deducted as per the prevalent rules and necessary TDS certificates will be issued.
11. A retired Government official appointed as Consultant shall continue to draw pension and the dearness relief on pension during period of his engagement as consultant. His/her engagement as Consultant shall not be considered as re-employment.
12. NRIDA shall not be liable for any loss, damage, theft, burglary or robbery of any personal belonging / equipments or vehicles of the Consultant.
13. The Consultant shall not claim any benefit/ compensation / absorption/ regularization of service with NRRDA under the provision of the Industrial Disputes Act. 1947 or Contract Labour (Regulation & Abolition) Act, 1970.

14. The Consultants may be called on Saturdays, Sundays and any other holidays, if required, and they shall not be entitled to any compensatory leave in lieu thereof.

15. If any declaration given or information furnished by the candidate proves to be false or if the candidate is found to have willfully suppressed any material information, he/ she will be liable for termination of services in addition to the administrative and/ or legal action as may be deemed necessary.

16. The Consultants will not, except with the previous sanction of the National Rural Infrastructure Development Agency or in the bona fide discharge of his/her duties as aforesaid, publish a book himself or herself or through a publisher or contribute an article to a book or compilation of articles or participate in a TV telecast/ Radio broadcast or contribute an article or write a letter to a newspaper pseudonymously or in the name of any other person.

17. During the period of assignment with the NRIDA, it is likely that Consultants may come across certain information of importance or secret nature. Consultants will not divulge any information gathered by him/her during the period of his/her assignment to anyone unless authorised by competent authority/ to do so.

18. The Consultant who are retired Government officials would be paid remuneration as per Government of India, Ministry of Finance, Department of Expenditure OM no. 3-25/2020-E.IIIA dated 09.12.2020, which inter alia states as under :

“A fixed monthly amount shall be admissible, arrived at by deducting the basic pension from the pay drawn at the time of retirement. The amount of remuneration so fixed shall remain unchanged for the term of the contract. There will be no annual increment/ percentage increase during the contract period”.

19. Increment

For consultants other than retired Government officials, in the event of contractual engagement continuing for more than a year in NRIDA, based on continued satisfactory performance, annual increase @5% on the consolidated monthly remuneration would be given as approved by the competent authority from time to time.