WAPCOS LIMITED

ADVERTISEMENT NO. WAPCOS/HR/ENVS/TECH/2026/
Date of Advertisement: 04.11.2026
APPLICATIONS ARE INVITED FOR ENGAGEMENT OF TECHNICAL MANPOWER – EXPERTS (ENGINEERS/SCIENTIST)
(5 Posts)

1. ABOUT WAPCOS LIMITED

WAPCOS Limited is a Mini Ratna Category-I Central Public Sector Enterprise (CPSE) under the Ministry of Jal Shakti, Government of India, engaged in consultancy, project management, construction supervision and turnkey execution services across Water Resources, Irrigation, Hydropower, Urban Infrastructure, Power Transmission, Environment and allied sectors, with a pan-India and international presence.

WAPCOS intends to engage **5 Experts** comprising **Engineers (Environment)/ Scientists (Forestry)/ Scientist (Fisheries & Aquatic Ecology)/ Social Scientist** for conducting Environmental Studies as per project requirements.

2. DETAILS OF POSTS

S. No	Post Code	Name of Post	Post-qualification experience	No. of Posts	Upper Age Limit	Remuneration
1.	WP-01	Expert - Engineer (Environment)	Minimum 3 years	2	35 Years	Rs. 40,000
2.	WP-02	Expert - Scientist (Forestry)	Minimum 3 years	1	35 Years	Rs. 40,000
3.	WP-03	Expert - Scientist (Fisheries & Aquatic Ecology)	Minimum 3 years	1	35 Years	Rs. 40,000
4.	WP-04	Expert - Social Scientist	Minimum 3 years	1	35 Years	Rs. 40,000
		Total Posts		**5**		

The number of posts is indicative and may increase or decrease based on project requirements. WAPCOS reserves the right to cancel / modify / alter the number of posts without assigning any reason.

3. ESSENTIAL QUALIFICATION, EXPERIENCE & JOB PROFILE

Post Code	Essential qualification	Experience	Nature of work
WP-01 Expert - Engineer (Environment)	B.Tech (Civil Engineering) or equivalent and M. Tech (Environmental Engineering) or equivalent from an AICTE-approved University / Institute.	Minimum 3 years' experience in conducting Environmental Impact Assessment (EIA) studies for various projects including hydropower, irrigation, ports & harbour, etc. Experience in Impact Assessment and preparation of Environmental Management Plans for mitigation of adverse impact on physico-chemical aspects of Environment	Baseline surveys for ambient air quality, water quality, soil quality and ambient noise levels. Impact Assessment for ambient air quality, water quality, soil quality and ambient noise levels studies for various projects including hydropower, irrigation, ports & harbour, airports, etc. Preparation of Environmental Management Plans for mitigation of adverse impacts on various physico-chemical aspects of Environment.
WP-02 Expert - Scientist (Forestry)	Master's or PhD in Forestry/ Ecology/ Environmental Science/ Wildlife Science or equivalent	Minimum 3 years' experience in forestry, biodiversity conservation, ecosystem assessment, or environmental planning. Experience in conducting Environmental Impact Assessment (EIA) studies for various projects including hydropower, irrigation, ports & harbour, etc.	Baseline surveys on terrestrial ecology including flora, fauna, habitats, and wildlife corridors. Taxonomic survey for various groups of plants Impact Assessment on flora, fauna, habitats, and wildlife corridors. Develop Biodiversity Management Plans, Wildlife Conservation Plans, Forest Restoration Plans, and Compensatory Afforestation Plans
WP-03 Expert - Scientist (Fisheries &	Master's or PhD in Fisheries / Aquatic Ecology/ Zoology or equivalent.	Minimum 3 years of experience in fisheries resource assessment, aquatic biodiversity,	Coordinate baseline surveys of fish diversity, planktons, benthic fauna, aquatic ecology and riverine/lentic habitats.

Post Code	Essential qualification	Experience	Nature of work
Aquatic Ecology)		aquatic ecology, or related domains. Experience in conducting Environmental Impact Assessment (EIA) studies for various projects including hydropower, irrigation, ports & harbour, airports, etc.	Evaluate fish migration patterns, spawning grounds, breeding ecology and habitat. Impact assessment on Fisheries & Aquatic Ecology due to hydropower, irrigation, coastal development, projects, etc. Prepare Fishery Management Plans, Hatchery Development Programs and Reservoir/Ponds/Lakes Fisheries Development Plans.
WP-04 Expert - Social Scientist	Master's or PhD in Social Sciences or Equivalent	Minimum 3 years of experience in Ethnography, data collection for social aspects, Social Impact Assessment Studies, etc. Experience in conducting Environmental Impact Assessment (EIA) studies for various projects including hydropower, irrigation, ports & harbour, airports, etc.	Coordinate baseline surveys of social aspects, Ethnographic studies, PRA Studies, Social Consultations. Social Impact Assessment Studies Prepare Resettlement and Rehabilitation Plans, Tribal Development Plans, etc.

A candidate may apply only for the post that matches his / her post-qualification experience as on 01.11.2026.

4. SELECTION PROCESS

• Applications meeting all eligibility criteria (qualification, experience, age, category, documents) shall be shortlisted.
• Shortlisted candidates shall be informed exclusively through registered e-mail / WAPCOS website. No individual communication shall be sent by post.
• Canvassing in any form shall disqualify the candidature forthwith.

5. HOW TO APPLY

Step I – Online Registration

• Register on the WAPCOS online recruitment portal at www.wapcos.co.in → Careers → Advertisement → Apply Online.

• Create an account using a valid personal e-mail ID and mobile number (to remain active for at least 1 year).

Step II – Fill Application Form

• Fill in all mandatory fields: Post Code, personal details, educational qualifications, experience details and category details.

• Mention the exact percentage/CGPA (in two decimal) as stated in the consolidated mark sheet / university certificate. Do NOT round off.

Step III – Upload Documents

The following documents (self-attested PDF / JPEG scans) must be uploaded at the time of online application:

S. No.	Document	Purpose
1	10th / Matriculation Certificate	Proof of Date of Birth
2	All Semester / Year Mark Sheets (B.Tech / M.Tech/Masters/PhD)	Educational qualification proof
3	Degree Certificate (B.Tech/M.Tech/Masters/PhD)	Educational qualification proof
4	Experience Certificates	Post-qualification experience
5	Last 3 months' salary slips	Proof of current employment
6	NOC from current employer (if employed in Govt. / PSU / Autonomous Body)	No objection
7	Proof of Identity: Aadhaar Card / PAN Card / Passport / Voter ID	Identity verification
8	Recent passport-size photograph and signature	Application form
9	PAN Card	Upload document
10	If CGPA is indicative, the corresponding percentage of marks shall be calculated in	Upload document

S. No.	Document	Purpose
	accordance with the norms prescribed by the respective university	

Maximum file size: 2 MB per document. Photograph: JPG / JPEG, less than 100 KB. Signature: JPG / JPEG, less than 50 KB.

Only ONE application per candidate for a particular Post Code. An application once finally submitted online cannot be altered.

6. IMPORTANT DATES

Event	Date
Date of Advertisement	04.11.2026
Commencement of Online Applications	04.11.2026
Last Date for Submission of Online Applications	18.11.2026

Candidates are advised to visit the WAPCOS website regularly for updates, corrigenda and amendments to this advertisement, which shall be published ONLY on the WAPCOS website www.wapcos.co.in

7. GENERAL TERMS & CONDITIONS

1. Candidates must carefully read the advertisement and ensure that they fulfil ALL eligibility criteria before applying.
2. The engagement is purely on temporary basis, initially for a period of 11 months, extendable subject to project requirement and satisfactory performance.
3. Appointment is co-terminus with the project for which the candidate is engaged. It will NOT confer any right to claim regularization, permanency or absorption in WAPCOS's regular establishment.
4. Age and experience shall be counted as on 01.11.2026.
5. Relevant experience will be given due weightage.
6. Selected candidates shall be engaged at the Gurugram, Haryana.
7. Candidates in service with Government / PSU / Autonomous Bodies shall be required to obtain a valid NOC from their current employer before joining.
8. Candidature is liable to be cancelled at any stage if any information furnished is found to be false, misleading or not in conformity with the eligibility criteria, even after selection or joining.
9. Applications not accompanied by the required documents, or without signature / photograph, or incomplete, WILL BE REJECTED.
10. In case of discrepancy in name / surname / spelling between the application and certificates, a certificate from the SDM or equivalent authority must be submitted.

11. Any dispute arising out of this advertisement shall be subject to the exclusive jurisdiction of the Courts at Gurugram, Haryana.

12. Applications received by e-mail shall NOT be entertained.

13. Shortlisting does NOT guarantee selection or a right to a job. Offer / deployment letters shall be issued strictly based on project requirements. WAPCOS's decision in all matters relating to selection and deployment shall be final and binding.

14. Eligible candidates must submit the online application through www.wapcos.co.in. For clarification, candidates may write to **career@wapcos.co.in.**

HR Division

For and on behalf of WAPCOS Limited, Gurugram