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, Government of India
First Floor, Tower A, World Trade Centre, Nauroji Nagar, New Delhi-110029, Tel: +91 11 26769950, www.nhidcl.com
(भारत सरकार का उद्यम) (A Government of India Enterprise)

HIRING NOTICE No. 07/2026

F.No.269282/2163 **Dated:06/07/2026**

Inviting applications for the Associates under State Specific Graduate Scheme (SSGS)

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, 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 at following link - Reference - Scheme for Young Professionals, Expert Professionals, Empanelment of Persons of Eminence https://www.nhidcl.com/sites/default/files/202512/approved_yp_scheme_for_yp_ep_poe.pdf

Under this Scheme, a component titled the State Specific Graduate Scheme has been included in Para 8 of Section 2. NHIDCL, through this component aims to promote and train local talent within State/UT(s) where NHIDCL operates, so as to enable them to contribute effectively to the development of infrastructure in the respective State/UT. It will also help in long-term capacity building of human resources in that State/UT.

Details of vacancies and terms & conditions as well as period of engagement, eligibility, experience etc. are as under:

A. Type & Tenure of Engagement

i. The Engagements shall be at 1 (one) level – Associate.
ii. The engagement will be purely on a contractual basis.
iii. The 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 will be engaged for a fixed period of 2 (two) years which may be extended by 1 (one) year at a time up to a maximum tenure of 3 (three) years, i.e., 2+1 years for providing high quality services on specific projects as per requirement of the verticals/divisions. 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

S.No	Position	State / UT (where NHIDCL Operates)	Number of Vacancies
1	Associate(s)	Assam	10
2		Arunachal Pradesh	10
3		J&K (Jammu)	5
4		J&K (Srinagar)	5
5		Manipur	10
6		Meghalaya	10
7		Mizoram	08
8		Nagaland	5
9		Sikkim	5
10		Tripura	10
11		Uttarakhand	5
12		Ladakh	2
13		West Bengal	08
14		Andaman & Nicobar Islands	07
Total			100

Special Provision for Project-Specific Engagements

Notwithstanding anything contained in this Recruitment Notice, where requirements arise for specific projects, Project Management Units (PMUs),

Site Offices or other field offices particularly in remote, border, strategic, hilly or difficult terrain locations, NHIDCL may, with the approval of the Competent Authority, engage suitable candidates from the Eligible Pool of Applicants of the concerned State/UT. Such engagements may be made against existing or future vacancies under the Scheme and shall be subject to such terms and conditions as may be specified by NHIDCL.

C. **Qualification, upper age and Experience requirements**

Position	Qualification	Experience	Upper Age Limit(As on date of issue of Engagement of Advertisement)
Associate	Graduation in Civil Engineering or an equivalent discipline from IITs, NITs, or other institutions ranked within the top 100 in the Engineering category of the NIRF Rankings for the year of graduation, or the preceding year in case the candidate is completing their graduation	0-2 years after essential educational qualification	30

Note:

(i) A person shall be eligible to apply for vacancies advertised for a particular State/UT under this Scheme only if he / she is a domicile holder of that particular state/UT.

(ii) For vacancies pertaining to Andaman & Nicobar Islands, candidates belonging to other States/UTs may also apply, as adequate number of eligible domicile candidates were not available in the previous recruitment advertisement. However, preference shall be given to eligible candidates possessing domicile of the Andaman & Nicobar Islands. In the event of an

insufficient number of suitable domicile candidates, candidates from other States/UTs may be considered for engagement, subject to the approval of the Competent Authority.

(iii) Graduates are encouraged to apply for the above post. A Graduate student appearing in final year may also apply provided he / she is likely to complete the Graduation before joining.

D. **Remuneration (Consultancy fee)**

Position	**Remuneration per month# (Rs.)**
Associate	70,000-80,000

The Remuneration to be paid to the Associate(s) in the form of consultancy fees shall be approved by Competent Authority.

Note : The remuneration (consultancy fee) shall be inclusive of all applicable taxes, and no other facility or allowance shall be admissible except that Associates deployed in any Regional Office (RO), Project Monitoring Unit (PMU) or Site Office (SO) located in the Andaman & Nicobar Islands shall be entitled to a Location Allowance at the rate of 20% of the prescribed consultancy fee, payable for the period of actual deployment, subject to the terms and conditions prescribed by NHIDCL from time to time. An annual enhancement of 5% in the consultancy fee shall be allowed.

E. **Induction:**

There shall be an Induction Module of 3 (three) days, which each of the hired Associates shall go through. Further Competent Authority, may prescribe "Competency Tests" at any time; periodic or otherwise, for them. The Associates shall be expected to clear the same as per the minimum qualifying marks prescribed.

F. Terms of Reference

The terms of reference ("TOR") shall include the outputs to be delivered and the functions to be performed. The outputs and functions shall be specific, measurable, attainable, results - based and time-bound. An indicative Terms of Reference (ToR) for Associates (SSGS) is as per below. However, detailed ToR shall be drawn by respective Regional Offices of NHIDCL for which Associates are selected. The ToR shall be deemed to be part of the contract.

i. Project Preparation & Design Appraisal - Assist in review of feasibility studies, DPRs, alignment plans, and compliance with IRC/MoRTH standards.
ii. Construction Supervision & Project Monitoring - Undertake field visits, monitor physical/financial progress, and report on quality, safety, and adherence to specifications.
iii. Contract & Documentation Support - Assist in contract management, correspondence, technical notes, and maintenance of project records/MIS.
iv. Quality Assurance & Technical Compliance - Review test results, site practices, and ensure compliance with approved drawings and QAPs.
v. Post-Construction & O&M Support - Support completion documentation, punch-list closure, and monitoring during the defect liability period.

G. Payment

The 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.

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

I. 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. The number of vacancies indicated in this Hiring Notice is tentative and may increase or decrease depending upon project requirements, organizational needs, availability of work, as may be decided by the Competent Authority from time to time. NHIDCL reserves the right to fill all, some or none of the advertised vacancies, without assigning any reason.

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 "Resource Portal".

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. Candidates are advised to refer Scheme for Young Professionals, Expert Professionals, Empanelment of Persons of Eminence - https://www.nhidcl.com/sites/default/files/202512/approved_yp_scheme_for_yp_ep_poe.pdf for more details. It may be noted that provisions of the Scheme shall apply and supersede any of the instructions given in this Recruitment Notice, if found to be contradictory.

J. **Application Process**

i. Eligible candidates may apply through NHIDCL Resource Pool Portal given at the following link - https://www.nhidcl.com/application/login

ii. The start and deadline date for application submission is 08.07.2026 (10.00 am) top 05.08.2026 (5.00 pm).

iii. All correspondence shall be made only via email at helpdesk-resource@nhidcl.com. Any other modes of correspondence shall not be valid.

Note :

1. For the purpose of this Hiring Notice, the "Eligible Pool of Applicants" shall mean candidates whose applications/profiles for the relevant position are available in the NHIDCL Resource Pool Portal and who satisfy the prescribed educational qualifications, domicile requirements, age criteria and other eligibility conditions applicable to the position.
2. Interested candidates may register themselves on the Resource Pool Portal and update their profile at any time during the year, even if the last date of application for a particular advertisement has already passed.
3. Candidates who had applied against the same position under Hiring Notice No. 05/2025 and whose applications are available in the Resource Pool Portal need not apply again. Further, candidates who

were shortlisted and called for interview pursuant to Hiring Notice No. 05/2025 but were not selected shall also remain eligible for consideration and need not submit a fresh application, subject to their continued inclusion in the Eligible Pool of Applicants and fulfilment of the eligibility conditions prescribed in the present Recruitment Notice.

4. NHIDCL may, at its discretion and subject to availability of vacancies, operational requirements and approval of the Competent Authority, consider, shortlist and call candidates forming part of the Eligible Pool of Applicants for interview, assessment or any other stage of selection for present or future requirements under the Scheme. Such consideration may be undertaken either pursuant to a Recruitment Notice or, where deemed appropriate by NHIDCL, without issuance of a separate public advertisement.
5. In the event that further advertisements for the same position are issued, candidates already forming part of the Eligible Pool of Applicants shall ordinarily not be required to apply again and may be considered on the basis of information available in the Resource Pool Portal. NHIDCL may also issue abridged advertisements directing prospective candidates to register and submit their profiles through the Resource Pool Portal.
6. Registration in the Resource Pool Portal or inclusion in the Eligible Pool of Applicants shall not confer any right to shortlisting, interview, engagement or appointment.
7. Candidates are advised to regularly check the Resource Pool Portal for updates regarding shortlisting, interview schedules and other communications.