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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, Govt. of India
First Floor, Tower A, World Trade Centre, Nauroji Nagar, New Delhi-110029, Tel: +91 11 26768950, www.nhidcl.com
CIN: U45400DL2014GOI269062
(भारत सरकार का उद्यम) (A Government of India Enterprise)

HIRING NOTICE No. 05/2025

F.No.-261901 **Dated: 12/12/2025**

Inviting applications for Engagement 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.

2. 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 – Link https://www.nhidcl.com/sites/default/files/2025-12/approved_yp_scheme_for_yp_ep_poe.pdf

3. 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.

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4. 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 of Young Professionals shall be at 1 (one) level – **Associate.**
ii. The engagement will be purely on a contractual basis.
iii. The Associates under this 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	15
2		Arunachal Pradesh	5
3		Jammu & Kashmir	5
4		Manipur	5
5		Meghalaya	5
6		Mizoram	5
7		Nagaland	5
8		Sikkim	5
9		Tripura	5
10		Uttarakhand	5
11		Ladakh	2
12		West Bengal	2
Total			**64**

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C. **Qualification and Experience requirements**

Position	Essential Education Qualification	Upper Age Limit
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	30 Years

Notes:

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

III. Work Experience 0-2 Years Post Essential Qualification.

D. **Remuneration (Consultancy fee)**

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

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

Remuneration (Consultancy fee) shall be inclusive of all applicable taxes and no other facility or allowance shall be paid. Annual enhancement of 5% will be allowed in the Consultancy fee.

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

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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. **Land Acquisition, Utility Shifting & Statutory Clearances** - Support coordination with district authorities, update LA/utility progress, and facilitate required clearances
iii. **Construction Supervision & Project Monitoring** - Undertake field visits, monitor physical/financial progress, and report on quality, safety, and adherence to specifications.
iv. **Contract & Documentation Support** - Assist in contract management, correspondence, technical notes, and maintenance of project records/MIS.
v. **Quality Assurance & Technical Compliance** - Review test results, site practices, and ensure compliance with approved drawings and QAPs.
vi. **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.

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5. 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 – Link https://www.nhidcl.com/sites/default/files/2025-12/approved_yp_scheme_for_yp_ep_poe.pdf

6. General Instructions

i. Candidates must ensure that they meet all eligibility criteria and possess essential qualification recognized by AICTE/UGC/State Technical Boards.
ii. Only Indian citizens are eligible to apply.
iii. Furnishing of inaccurate / wrong or incomplete and misleading information may lead to rejection of the candidature.
iv. Number of vacancies may increase or decrease based on NHIDCL requirements. Further, NHIDCL at any stage may cancel the advertisement or selection process without assigning any reasons thereof.
v. Candidates must keep their email ID active for one year, no change in the email ID would be allowed.
vi. Corrigendum/addendum/errata/update will be posted only on NHIDCL's website at www.nhidcl.com under the heading "Careers" or at "Resource Pool Portal".
vii. Canvassing or external influence will disqualify the candidate from selection.
viii. Candidates should avoid middlemen / recruitment agents / consultants and fraudulent job promises.
ix. All disputes are subject to Delhi High Court jurisdiction, with the English version prevailing for interpretation.
x. 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.
xi. 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.
xii. 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.
xiii. Candidates are advised to refer Scheme for Young Professionals, Expert Professionals, Empanelment of Persons of Eminence – Link https://www.nhidcl.com/sites/default/files/2025-12/approved_yp_scheme_for_yp_ep_poe.pdf
xiv. 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.

7. Application Process

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

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ii. Commencement of online application : **18.12.2025 (10:00 AM)**
iii. Closing date for online application submission is **12.01.2026 (05.00 PM)**.
iv. All correspondence shall be made only via email at helpdesk-resource@nhidcl.com. Any other modes of correspondence shall not be valid.
v. Candidates are advised to regularly visit NHIDCL website for updates.

12/Dec. 2025

General Manager(Recruitment)