



NBCC (INDIA) LIMITED
(A Government of India Enterprise)

Advt. No. - 02/2024

Dated: 23.02.2024

NBCC (India) Limited is a Schedule "A" premier Government of India Navratna Public Sector Enterprise under the aegis of Ministry of Housing and Urban Affairs. The consolidated profit of the Company and its subsidiaries is Rs. 371.90 Crores while its total consolidated income is Rs. 8961.47 Crores during FY 2022-23. Having an immense strength in the construction sector, NBCC has a PAN India as well as global presence.

Certified with ISO 9001:2015 from the Bureau of Indian Standards in respect of Project Management Consultancy & Execution of the Projects, the Company's present area of operations are categorized into four main segments, i.e. (i) Project Management Consultancy (PMC) including Re-Development, (ii) Real Estate Development (iii) EPC Contracting & (iv) Smart City Projects. For its ambitious expansion plan both in India and overseas, the company requires dynamic and result oriented professionals on regular basis who are passionate to excel & take the organization to new heights.

S. No	Post/ Scale of Pay (IDA)/ No. of vacancy (s)	Upper Age as on Closing date	Essential Qualification	Essential Post Qualification Experience
01	GENERAL MANAGER (STRUCTURAL DESIGN-CIVIL) IDA Pay scale - Rs. 90,000- 2,40,000/-, E-6 No. of Post - 01 UR - 01	49 Years	Full time Degree in Civil Engineering or equivalent from Government recognized University /Institute with 60% aggregate marks.	Total 15 years experience in the field of PMC / EPC / Real Estate / Infrastructure. Should be presently working on regular basis for a minimum period of 02 years in one step below post (E-5) in the scale of pay of Rs. 80,000-2,20,000/- (IDA) or Level 13 - Rs. 1,23,100-2,15,900/- (CDA) if working in Government/PSU or otherwise drawing minimum annual CTC of Rs. 29 Lacs for the last 2 years, if working in private sector Company/Banks. The candidate should have experience in preparing reports, designs and drawings, making calculations about loads and stresses, selecting appropriate construction materials, providing technical advice, obtaining planning and/or building regulations approval, latest earthquake provisions specially in high rise buildings, liaising with relevant professional staff such as architects, monitoring and inspecting work undertaken by contractors, administering contracts, managing projects, inspecting properties to check conditions/foundations. He / She will oversee the design of the structure. Knowledge of STAAD PRO, ETABS, SAFE software etc. Knowledge of AUTOCAD/REVIT/BIM for drawing preparations. Candidates having knowledge and proficiency in use of Computer will be preferred.

<p>02</p>	<p>GENERAL MANAGER (ELECTRICAL & MECHANICAL DESIGN)</p> <p>IDA Pay scale – Rs. 90,000-2,40,000/-, E-6</p> <p>No. of Post - 01 UR – 01</p>	<p>49 Years</p>	<p>Full time Degree in Electrical/ Mechanical Engineering or equivalent from Government recognized University / Institute with 60% aggregate marks.</p>	<p>Total 15 years experience. Should be presently working on regular basis for a minimum period of 02 years in one step below post (E-5) in the scale of pay of Rs. 80,000-2,20,000/- (IDA) or Level 13 - Rs. 1,23,100-2,15,900/- (CDA) if working in Government/PSU or otherwise drawing minimum annual CTC of Rs. 29 Lacs for the last 2 years, if working in private sector Company/Banks.</p> <p>Should have experience in Detailed Designing & Engineering of Electrical & Services Infrastructure pertaining to Residential/ Hospitals/Commercial/ Office Complexes that includes preparations of tender documents with detailed design & engineering activities, Technical specifications , Particular Technical Specifications for SITC and O&M Of ESS (33KV/11KV or above) includes selection of the electrical components of Sub-Station (Like Transformer, DG Set, HT/ LT Panel or switchgear/ HT/ LT Cable laying/Relay and Protections etc.), calculations of electrical infrastructure, single Line Diagrams, schematic layout drawings, cable schedules, and designing of services like WTP, STP, ETP, Fire Fighting System, Fire Alarm System, PA System, LV System, HVAC, BMS/Automation System, Lightning Protection System, Earthing system, Parking system, Lifts/ Elevators etc. Having expertise in making Estimation of bill of quantity of all MEP components and basic cost estimation based on central/state PWD rates including market rates analysis. Candidates should have knowledge of electrical design software/AutoCAD/BIM and also having sound understanding of CPWD/NBC/IS Codes/GRIHA/IGBC/BEE guidelines.</p> <p>Also Experience of Preparation of Quality Assurance Plan (QAP) / Field Quality plan (FQP) for various construction materials required for Electrical Infrastructure, Factory inspection and dispatch of equipment/items as per QAP. Measurements and certification of works carried-out at site. Preparation of construction schedule and controlling the cost & time of execution of Electrical work for Residential/ Hospitals/Commercial/ Office Complexes. Experience of Post construction activities inclusive of DLP, operation and maintenance of the system. Candidates should also have experience in dealing of contract agreements with contractor & client.</p>
------------------	--	-----------------	---	--

03	GENERAL MANAGER (ARCHITECTURE & PLANNING) IDA Pay scale – Rs. 90,000-2,40,000/-, E-6 No. of Post - 01 UR – 01	49 Years	Full time Degree in Architecture from Government recognized Institute/ University.	<p>Total 15 years experience. Should be presently working on regular basis for a minimum period of 02 years in one step below post (E-5) in the scale of pay of Rs. 80,000-2,20,000/- (IDA) or Level 13 - Rs. 1,23,100-2,15,900/- (CDA) if working in Government/PSU or otherwise drawing minimum annual CTC of Rs. 29 Lacs for the last 2 years, if working in private sector Company/Banks.</p> <p>Candidate should have experience in planning & designing and detailing of schemes pertaining to township / housing / commercial complexes / institutional / industrial etc. including interior designing.</p> <p>Desirable experience: Knowledge of AUTOCAD and 3D software for generation of walkthrough/walk around animation presentations etc.</p> <p>Candidates having knowledge and proficiency in use of Computer will be preferred.</p>
04	ADDL. GENERAL MANAGER (ARCHITECTURE & PLANNING) IDA Pay scale – Rs. 80,000-2,20,000/-, E-5 No. of Post - 01 UR – 01	45 Years	Full time Degree in Architecture from Government recognized Institute/ University.	<p>Total 12 years experience. Should be presently working on regular basis for a minimum period of 02 years in one step below post (E-4) in the scale of pay of Rs. 70,000-2,00,000/- (IDA) or Level 12 Rs. 78,800 – 2,09,200/- (CDA) if working in Government/PSU or otherwise drawing minimum annual CTC of Rs. 25 Lacs for the last 2 years, if working in private sector Company/Banks.</p> <p>Candidate should have experience in planning & designing and detailing of schemes pertaining to township / housing / commercial complexes / institutional / industrial etc. including interior designing.</p> <p>Desirable experience: Knowledge of AUTOCAD and 3D software for generation of walkthrough / walk around animation presentations etc.</p> <p>Candidates having knowledge and proficiency in use of Computer will be preferred.</p>

<p>05</p>	<p>ADDL. GENERAL MANAGER (INVESTOR RELATIONS)</p> <p>IDA Pay scale – Rs. 80,000-2,20,000/-, E-5</p> <p>No. of Post - 01 UR-01</p>	<p>45 Years</p>	<p>CA/ICWA or Full time MBA (Finance)/ PGDM (Finance) from recognized University/ Institute.</p>	<p>Total 12 years experience in related field of Investor relations preferably CPSEs and government organizations. Should be presently working on regular basis for a minimum period of 02 years in one step below post (E-4) in the scale of pay of Rs. 70,000-2,00,000/- (IDA) or Level 12 Rs. 78,800-2,09,200/- (CDA) if working in Government/PSU or otherwise drawing minimum annual CTC of Rs. 25 Lacs for the last 2 years, if working in private sector Company/Banks.</p> <p>Should have experience of organizing conference call, earning calls, organizing Global and Domestic Road show for Senior Management and should be updated from all day to day used operating systems and softwares. Should have good relationship with infrastructure analyst both sell and buy side analyst with good set of potential investors. Event Management, Presentation & excel skills, Excellent Written and verbal communication skills, relationship building skills in the Investment Community.</p>
<p>06</p>	<p>DY. GENERAL MANAGER (STRUCTURAL DESIGN-CIVIL)</p> <p>IDA Pay scale – Rs. 70,000-2,00,000/-, E-4</p> <p>No. of Post - 01 UR – 01</p>	<p>41 Years</p>	<p>Full time Degree in Civil Engineering or equivalent from Government recognized University /Institute with 60% aggregate marks.</p>	<p>Total 09 years experience in the field of PMC / EPC / Real Estate / Infrastructure. Should be presently working on regular basis for a minimum period of 02 years in one step below post (E-3) in the scale of pay of Rs. 60,000-1,80,000/- (IDA) or Level 11 Rs 67,700-2,08,700/- (CDA) if working in Government/PSU or otherwise drawing minimum annual CTC of Rs. 21 Lacs for the last 2 years, if working in private sector Company/Banks.</p> <p>The candidate should have experience in preparing reports, designs and drawings, making calculations about loads and stresses, selecting appropriate construction materials, providing technical advice, obtaining planning and/or building regulations approval, latest earthquake provisions specially in high rise buildings, liaising with relevant professional staff such as architects, monitoring and inspecting work undertaken by contractors, administering contracts, managing projects, inspecting properties to check conditions/foundations. He / She will oversee the design of the structure.</p> <p>Knowledge of STAAD PRO, ETABS, SAFE software etc. Knowledge of AUTOCAD/REVIT/BIM for drawing preparations.</p> <p>Candidates having knowledge and proficiency in use of Computer will be preferred.</p>

<p>07</p>	<p>MANAGER (ARCHITECTURE & PLANNING)</p> <p>IDA Pay scale – Rs. 60,000- 1,80,000/-, E-3</p> <p>No. of Post - 02 UR – 02</p>	<p>37 Years</p>	<p>Full time Degree in Architecture from Government recognized Institute/ University with 60% aggregate marks.</p>	<p>Total 06 years experience in planning & designing and detailing of schemes pertaining to township / housing / commercial complexes / institutional / industrial etc. including interior designing.</p> <p>Desirable experience: Knowledge of AUTOCAD and 3D software for generation of walkthrough / walk around animation presentations etc.</p> <p>Candidates having knowledge and proficiency in use of Computer will be preferred.</p>
<p>08</p>	<p>PROJECT MANAGER (STRUCTURAL DESIGN-CIVIL)</p> <p>IDA Pay scale – Rs. 60,000- 1,80,000/-, E-3</p> <p>No. of Post - 02 UR – 02</p>	<p>37 Years</p>	<p>Full time Degree in Civil Engineering or equivalent from Government recognized University / Institute with 60% aggregate marks.</p>	<p>Total 06 years experience in carrying out General building design process, design of civil works related to environmental structures such as water treatment or sewerage treatment plant. Should also have experience of carrying out computer aided designs and analysis of various types of structures.</p> <p>Liaisoning with relevant professional staff such as architects, monitoring and inspecting work undertaken by contractors, administering contracts, managing projects, inspecting properties to check conditions/foundations.</p> <p>Knowledge of STAAD PRO, ETABS, SAFE software etc. Knowledge of AUTOCAD/REVIT/BIM for drawing preparations.</p> <p>Candidates having knowledge and proficiency in use of Computer will be preferred.</p>

<p>09</p>	<p>PROJECT MANAGER (ELECTRICAL & MECHANICAL DESIGN)</p> <p>IDA Pay scale – Rs. 60,000-1,80,000/-, E-3</p> <p>No. of Post -01 UR – 01</p>	<p>37 Years</p>	<p>Full time Degree in Electrical/ Mechanical Engineering or equivalent from Government recognized University / Institute with 60% aggregate marks.</p>	<p>Total 06 years experience. Should have experience in Detailed Designing & Engineering of Electrical & Services Infrastructure pertaining to Residential/ Hospitals/Commercial/ Office Complexes that includes preparations of tender documents with detailed design & engineering activities, Technical specifications , Particular Technical Specifications for SITC and O&M Of ESS (33KV/11KV or above) includes selection of the electrical components of Sub-Station (Like Transformer, DG Set, HT/ LT Panel or switchgear/ HT/ LT Cable laying/Relay and Protections etc.), calculations of electrical infrastructure, single Line Diagrams, schematic layout drawings, cable schedules, and designing of services like WTP, STP, ETP, Fire Fighting System, Fire Alarm System, PA System, LV System, HVAC, BMS/Automation System, Lightning Protection System, Earthing system, Parking system, Lifts/ Elevators etc. Having expertise in making Estimation of bill of quantity of all MEP components and basic cost estimation based on central/state PWD rates including market rates analysis.</p> <p>Candidates should have knowledge of electrical design software/AutoCAD/BIM and also having sound understanding of CPWD/NBC/IS Codes/GRIHA/IGBC/BEE guidelines.</p>
<p>10</p>	<p>DY. MANAGER (HRM)</p> <p>IDA Pay scale – Rs. 50,000-1,60,000/-, E-2</p> <p>No. of Post -04 UR – 03 SC-01</p>	<p>33 Years</p>	<p>Full time MBA / MSW / two years Post Graduate Degree/ Post Graduate Diploma in management from Government recognized University / Institute with Specialization in HRM / PM/ IR as major subject with 60% aggregate marks.</p>	<p>Candidates having 3 years experience and working in PSU/Govt./Large Private Sector in Mid level capacity in HRM are eligible to apply. Functional capabilities should be inclusive of thorough knowledge of labour laws and service regulations, Disciplinary matters, application of HRM concepts, tools and practices, such as manpower planning, Performance Management, career planning, succession planning, competency modeling, competency appraisal etc. Exposure in industrial relations having multiple trade unions scenario is desirable. Experience in latest HR Practices and Policies, dealing with retention and attrition aspects.</p> <p>Candidates having knowledge and proficiency in use of Computer will be preferred.</p> <p>Desirable Qualification: Degree in Law.</p>

<p>11</p>	<p>DY. MANAGER (QUANTITY SURVEYOR-CIVIL)</p> <p>IDA Pay scale – Rs. 50,000- 1,60,000/- , E-2</p> <p>No. of Post - 01 UR – 01</p>	<p>33 Years</p>	<p>Full time Degree in Civil Engineering or equivalent from Government recognized University / Institute with 60% aggregate marks</p> <p>OR</p> <p>Full time PG Degree/ Diploma from Institution of Surveyors in Building & Quantity Surveying from Government recognized University with 60% aggregate marks</p>	<p>Candidates having 3 years experience and working in PSU / Govt. / large Private Sector organizations are eligible to apply.</p> <p>Liaison with the clients to identify their need and requirement, Estimate the quantities, costs and time scales for material and labour, prepare tenders and contract documents as per the SOPs, identify and weigh up commercial risks and communicate it, valuing completed work, monitoring the budget, Conducting, ensuring the projects must legal and quality standards, following building regulations, health and safety, valuing completed work and arranging for payments.</p>
<p>12</p>	<p>DY. MANAGER (QUANTITY SURVEYOR- ELECTRICAL)</p> <p>IDA Pay scale – Rs. 50,000- 1,60,000/- , E-2</p> <p>No. of Post - 01 UR – 01</p>	<p>33 Years</p>	<p>Full time Degree in Electrical Engineering or equivalent from Government recognized University / Institute with 60% aggregate marks</p> <p>OR</p> <p>Full time PG Degree/ Diploma from Institution of Surveyors in Building & Quantity Surveying from Government recognized University with 60% aggregate marks</p>	<p>Candidates having 3 years experience and working in PSU / Govt. / large Private Sector organizations are eligible to apply.</p> <p>Liaison with the clients to identify their need and requirement of Electrical equipments, On Site measurement of Electrical Services, Estimate the quantities, costs and time scales for material and labour, prepare tenders and contract documents as per the SOPs, identify and weigh up commercial risks and communicate it, valuing completed work, monitoring the budget, Conducting, ensuring the projects must legal and quality standards, following building regulations, health and safety, valuing completed work and arranging for payments.</p>

<p>13</p>	<p>DY. PROJECT MANAGER (STRUCTURAL DESIGN-CIVIL)</p> <p>IDA Pay scale – Rs. 50,000-1,60,000/-, E-2</p> <p>No. of Post - 01 UR – 01</p>	<p>33 Years</p>	<p>Full time Degree in Civil Engineering or equivalent from Government recognized University /Institute with 60% aggregate marks.</p>	<p>Total 03 years experience in the field of PMC / EPC / Real Estate / Infrastructure.</p> <p>The candidate should have experience in preparing reports, designs and drawings, making calculations about loads and stresses, selecting appropriate construction materials, providing technical advice, obtaining planning and/or building regulations approval, latest earthquake provisions specially in high rise buildings, liaising with relevant professional staff such as architects, monitoring and inspecting work undertaken by contractors, administering contracts, managing projects, inspecting properties to check conditions/foundations. He / She will oversee the design of the structure.</p> <p>Knowledge of STAAD PRO, ETABS, SAFE software etc. Knowledge of AUTOCAD/REVIT/BIM for drawing preparations.</p> <p>Candidates having knowledge and proficiency in use of Computer will be preferred.</p>
<p>14</p>	<p>DY. PROJECT MANAGER (ELECTRICAL & MECHANICAL DESIGN)</p> <p>IDA Pay scale – Rs. 50,000-1,60,000/-, E-2</p> <p>No. of Post - 01 UR – 01</p>	<p>33 Years</p>	<p>Full time Degree in Electrical/ Mechanical Engineering or equivalent from Government recognized University / Institute with 60% aggregate marks.</p>	<p>Total 03 years experience. Should have experience in Detailed Designing & Engineering of Electrical & Services Infrastructure pertaining to Residential/ Hospitals/Commercial/ Office Complexes that includes preparations of tender documents with detailed design & engineering activities, Technical specifications , Particular Technical Specifications for SITC and O&M Of ESS (33 KV/11 KV or above) includes selection of the electrical components of Sub-Station (Like Transformer, DG Set, HT/ LT Panel or switchgear/ HT/ LT Cable laying/Relay and Protections etc.), calculations of electrical infrastructure, single Line Diagrams, schematic layout drawings, cable schedules, and designing of services like WTP, STP, ETP, Fire Fighting System, Fire Alarm System, PA System, LV System, HVAC, BMS/Automation System, Lightning Protection System, Earthing system, Parking system, Lifts/ Elevators etc. Having expertise in making Estimation of bill of quantity of all MEP components and basic cost estimation based on central/state PWD rates including market rates analysis.</p> <p>Candidates should have knowledge of electrical design software/AutoCAD/BIM and also having sound understanding of CPWD/NBC/IS Codes/GRIHA/IGBC/BEE guidelines.</p>

<p>15</p>	<p>SR. PROJECT EXECUTIVE (CIVIL)</p> <p>IDA Pay scale –</p> <p>Rs. 40,000 - 1,40,000/-, E-1</p> <p>TOTAL-20</p> <p>UR-08 EWS-02 SC-03 ST-02 OBC (NCL)-05</p> <p>(Including 01 post of PwBD-Multiple Disabilities)</p> <p>The following category of disability has been identified for PwBD candidates.</p> <p>a) Locomotor Disability (OA, OL) including Leprosy cured, Acid Attack Victims and, Dwarfism, b) Deaf, Hard of Hearing, c) Multiple Disability – from amongst (a) & (b) above.</p>	<p>30 Years</p>	<p>Full time Degree in Civil Engineering or equivalent from Government recognized University/ Institute with 60% aggregate marks.</p>	<p>02 years experience in the field of PMC / EPC / Real Estate / Infrastructure. 01 year relaxation in experience will be provided to that candidate who has done M.Tech course.</p> <p>The candidate should have relevant experience in construction related activities i.e. execution / supervision of construction works involving earthwork, piling, road works, underground piping, building works, RCC works, like deep foundations, foundation of structures for heavy equipment, structural steel works for industrial buildings, technological structure and large value civil engineering projects etc. Candidate should have handled contract, closing of projects. Knowledge of ISO requirements for Quality Management System and HSE requirements at project sites will be an added advantage. Alternatively candidate should have experience in design, Coordination with various agencies involved like client, consultants, contractors, Estimation, Tendering, Rate analysis and Contract Management of construction Projects etc. Knowledge of CPWD conditions of contract and Specifications will be an added advantage.</p> <p>Candidates having proficiency in use of Computer will be preferred.</p>
------------------	---	-----------------	---	---

16	SR. PROJECT EXECUTIVE (ELECTRICAL) IDA Pay scale – Rs. 40,000 - 1,40,000/-, E-1 TOTAL-10 UR-05 EWS-01 SC-01 OBC (NCL)-03 (Including 01 post of PwBD - HH)	30 Years	Full time Degree in Electrical Engineering or equivalent from Government recognized University/ Institute with 60% aggregate marks.	02 years experience. 01 year relaxation in experience will be provided to that candidate who has done M.Tech Course. Should have experience in Design, Engineering, Erection & Commissioning of HT/LT Switchgears, Transformers, Motors, PLC based panels, Lighting, Automatic Power factor correction equipments, Cable Engineering, Electrical System Engineering. The design activities include preparation of design documentation/ Calculations, schematic layout drawings, cable schedules and cable layouts, including ventilation system/lighting equipments, Tel Network, CCTV, HVAC, PA, Fire ALARM System, BMS/ Automation System etc. Experience of preparation of technical specifications, Estimation of bill of quantity of buildings / industrial structures and basic cost estimation based on central / state PWD rates including market rates analysis. Calling of tenders, its Technical review / vendor document's review and experience of dealing of contract clauses. Preparation of Quality Assurance Plan (QAP) / Field Quality plan (FQP) for various construction materials required for Electrical, inspection / witnessing of tests and dispatch of items as per QAP at manufacturer's works. Measurements and certification of works carried-out at site. Preparation of construction schedule and controlling the cost / time of execution of Electrical work. Experience of Post construction inclusive of DLP and operation and maintenance of the system. Candidates having knowledge and proficiency in use of Computer will be preferred.
-----------	--	-------------	---	--

<p>17</p>	<p>MANAGEMENT TRAINEE (LAW)</p> <p>IDA Pay scale Rs. 40,000-1,40,000/- , E-1</p> <p>No. of Post – 04</p> <p>UR-03 OBC (NCL) -01</p> <p>(Including 01 post of PwBD - VH)</p>	<p>29 Years</p>	<p>Full time Bachelor degree in Law (LLB) with minimum 50% marks from Government recognized Institute /University.</p> <p>OR</p> <p>05 years integrated LLB degree with minimum 50% marks from Government recognized Institute /University. <u>Desirable:</u> Master degree in Law (LLM)</p>	<p>NIL</p>
<p>18</p>	<p>JUNIOR ENGINEER (CIVIL)</p> <p>IDA PAY SCALE - Rs. 27,270/- (Open Ended), S-3</p> <p>No. of Post - 30</p> <p>UR-14 EWS-02 OBC (NCL)-10 SC-03 ST-01</p> <p>(Including 04-ExSM & 01 post of PwBD-HH)</p>	<p>28 Years</p>	<p>Three years full time Diploma in Civil Engineering from Govt. recognized Institute/ University with 60% aggregate marks</p>	<p>NIL</p>
<p>19</p>	<p>JUNIOR ENGINEER (ELECTRICAL)</p> <p>IDA PAY SCALE Rs. 27,270/- (Open Ended), S-3</p> <p>No. of Post TOTAL - 10 UR-04, EWS-01, OBC (NCL)-02, SC-01 ST-02</p> <p>(Including 01 ExSM & 01 post of PwBD-HH)</p>	<p>28 Years</p>	<p>Three years full time Diploma in Electrical Engineering from Govt. recognized Institute/ University with 60% aggregate marks</p>	<p>NIL</p>

2. PROCEDURE FOR APPLYING-

Candidates are required to read the **GENERAL INSTRUCTIONS** before filling up the online application form.

For posts at S.No. 01-06

The relevant link for online application will be made available from 10:00 hrs on 28.02.2024 under the head "CAREER within Human Resources" on NBCC website i.e. www.nbccindia.in. Final Online submission of application will be open till 17:00 hrs on 27.03.2024. No other means/mode of application shall be accepted.

Opening Date for Online Registration	28.02.2024 from 1000 hrs
Closing Date of Online Registration	27.03.2024 upto 1700 hrs

For posts at S.No. 07-19

The relevant link for online application will be made available on NBCC website i.e. www.nbccindia.in shortly.

Before filling application online, candidates should keep ready scanned copy of –

- Passport size Photograph (Size 40 KB to 100 KB) & Signature in jpg/jpeg format (Size 20 KB to 50 KB).
- Latest OBC (NCL)/EWS/SC/ST/ PWD/ESM certificate, as applicable. (Size 100 KB to 300 KB).
- Matriculation/ Secondary certificate as a proof of date of birth.
- All necessary Pass Certificates and Mark Sheets of Essential Educational Qualifications which makes you eligible for the post and other qualifications, if any.
- All Post Qualification Experience Certificates (including from present employer) indicating clearly the date of joining and relieving of the posts (e.g. Experience Certificate, Last 3 months Pay Slip, Form-16, Relieving Order etc).

Candidates must keep their e-mail ID in operation at least for one year. Candidates are required to give correct email address. In case of non delivery or late delivery of email due to any reasons whatsoever, Company will not be held responsible. Candidates are required to fill in the online form with all the relevant details. Upload scanned copy of the photograph; signature, SC/ST/OBC (NCL)/EWS/PWD certificate (if applicable), all the Essential educational & Essential Post qualification experience documents, (as applicable) as mentioned above. Candidates should ensure that the relevant details viz. Name, Date of Birth, Address, etc. entered in NBCC online application form is correct. Incomplete application will be summarily rejected. Any request to add additional information in application form after the application has been submitted shall not be entertained in any condition.

3. PAYMENT OF APPLICATION FEE

1. Candidates are required to pay a non-refundable fee amount as mentioned under. Candidates will be levied tax/charge from their transaction bank (as applicable). Post wise details regarding fee payment is as under -

S.No.	Name of the Post	Application Fee (In Rs.)
1	GENERAL MANAGER (STRUCTURAL DESIGN-CIVIL)	1000/-
2	GENERAL MANAGER (ELECTRICAL & MECHANICAL DESIGN)	1000/-
3	GENERAL MANAGER (ARCH. & PLANNING)	1000/-
4	ADDL. GENERAL MANAGER (ARCH. & PLANNING)	1000/-
5	ADDL. GENERAL MANAGER (INVESTOR RELATIONS)	1000/-

6	DY. GENERAL MANAGER (STRUCTURAL DESIGN-CIVIL)	1000/-
7	MANAGER (ARCH. & PLANNING)	1000/-
8	PROJECT MANAGER (STRUCTURAL DESIGN-CIVIL)	1000/-
9	PROJECT MANAGER (ELECTRICAL & MECHANICAL DESIGN)	1000/-
10	DY. MANAGER (HRM)	1000/-
11	DY. MANAGER (QUANTITY SURVEYOR - CIVIL)	1000/-
12	DY. MANAGER (QUANTITY SURVEYOR - ELECTRICAL)	1000/-
13	DY. PROJECT MANAGER (STRUCTURAL DESIGN-CIVIL)	1000/-
14	DY. PROJECT MANAGER (ELECTRICAL & MECHANICAL DESIGN)	1000/-
15	SR. PROJECT EXECUTIVE (CIVIL)	1000/-
16	SR. PROJECT EXECUTIVE (ELECTRICAL)	1000/-
17	MANAGEMENT TRAINEE (LAW)	500/-
18	JUNIOR ENGINEER (CIVIL)	1000/-
19	JUNIOR ENGINEER (ELECTRICAL)	1000/-

2. SC, ST, PWD & Departmental candidates are exempted from payment of application fee.
3. Candidates are required to make application fee payment through debit card/credit card/net-banking. The candidates will automatically be redirected to make online payment (wherever fee is applicable), once the form is successfully completed.
4. No other mode of payment will be accepted. Application fee once paid will not be refunded under any circumstances. Candidates are therefore requested to verify their eligibility before making payment of application fee.

4. SELECTION PROCEDURE

The selection criteria for posts will be as under -

S.No.	Level of the Post	Selection Process
1	E-6/E-5/E-4	Personal Interview
2	E-3/E-2/E-1	Computer Based Test (CBT) & Personal Interview
3	S-3	Computer Based Test (CBT)

The Selection criteria may change on the basis of response received. Decision of NBCC will be final in this regard.

Internal Candidates of NBCC (India) Limited currently working or have worked in the past on contractual establishment appearing for Written Test/Computer Based Test/Skill Test for the posts to be filled on Direct Recruitment will be awarded 03 marks for every completed year of service in NBCC subject to maximum benefit of 03 years of service i.e. maximum 09 marks, subject to fulfillment of other eligibility criteria and terms & conditions as applicable and mentioned in the advertisement. The cutoff date of counting the service will be the last date of receiving applications as mentioned in the advertisement.

5. FOR POST AT S.NO. 17 - MANAGEMENT TRAINEE (LAW)

i. **PLACEMENT** - Selected & appointed candidates will undergo comprehensive on the job training during the probation period of one year. Upon successful completion of training, they will be confirmed at E-1 level on the post of Assistant Manager (Law) in the IDA pay scale of Rs. 40,000 - 1,40,000/- subject to fulfilling the required performance related / other criterion.

ii. **REMUNERATION** - During the training / probation period, Management Trainees will be eligible for remuneration consisting of Basic Pay, DA (on IDA pattern), HRA, Perks & Allowances under cafeteria approach. Upon confirmation, besides Basic Pay, DA, HRA, Perks & Allowances, the employees will also be entitled for Performance Related Pay (PRP). In addition

to this CPF, Medical facility for self and dependents, Gratuity, Leave encashment is paid as per the rules of the Company.

iii. SURETY BOND - A Surety Bond will be obtained from the candidates upon their appointment as Management Trainee to ensure that they serve the Company for at least 3 years or pay liquidated damages amounting to Rs. 3,00,000/- (Rupees Three lakh only) in case they resign earlier.

6. REMUNERATION FOR POSTS OTHER THAN MANAGEMENT TRAINEES

Selected Candidates will be entitled for remuneration consisting of Basic Pay, DA (on IDA pattern), HRA, Perks & Allowances under Cafeteria Approach, Performance Related Pay (PRP)/PLI (as applicable). In addition to this CPF, Medical facility for self and dependents, Gratuity, Leave encashment is paid as per the rules of the Company.

7. GENERAL INSTRUCTIONS

1. Only Indian Nationals are eligible to apply.
2. Candidate should read the complete advertisement carefully & ensure that he /she fulfills the eligibility criteria for the post advertised in all respects.
3. All the Essential Qualification must be full time and be recognized from AICTE/UGC/State Technical Board/Any other appropriate body.
4. If a candidate is claiming a particular qualification as equivalent qualification as per the requirement of advertisement, then he/she is required to produce order/ letter in this regard issued by the Competent Authority indicating the Authority (with number and date) under which it has been so treated, otherwise the candidature/Online Application is liable to be rejected.
5. Candidates are advised to give specific, correct, full information. All original certificates/documents in support of information furnished in the application form are to be produced at the time of verification of documents, failing which the candidate will be disqualified. Candidature is liable to be rejected at any stage of recruitment process or after recruitment or joining, if any information provided by the candidate is found to be false or is not found in conformity with eligibility criteria mentioned in the advertisement.
6. Incomplete application will be summarily rejected. Any request to add additional information in application form after the application has been submitted shall not be entertained in any condition.
7. Persons with benchmark disabilities can also apply for the above posts in accordance with government of India guidelines in force. Disability of candidates should not be less than 40%.
8. The upper age limit, unless specifically mentioned, is for unreserved category candidates. Age relaxation for SC/ST/OBC (NCL)/Persons with Disabilities (PWD) will be as per Government guidelines in this regard. SC/ST/OBC (NCL)/PWD candidates are required to upload scanned copy of their caste/disability certificate (as applicable) along with the application form. Age Relaxation for Ex-Serviceman will be service rendered in the Armed forces plus 03 years. Internal candidates (NBCC India Ltd) will be given age relaxation of five years provided they have at least two years of service left before superannuation for posts to be filled on Direct Recruitment subject to fulfillment of other eligibility criteria, terms and conditions. Internal candidates working on contractual establishment will be entitled for age relaxation of 5 years for posts to be filled on Direct Recruitment subject to fulfillment of other eligibility criteria and terms and conditions. Candidates from reserved category such as SC/ST/OBC (NCL) can also apply against the unreserved posts. However, age relaxation will not be allowed to such category candidates against unreserved posts.

9. In case of variation in name / surname / name spelling mentioned in the application with that in the respective certificates pertaining to education / professional qualification / caste / etc., the applicant shall be required to submit a certificate from SDM or equivalent to this effect along with the respective documents at the time of verification of documents, failing which the candidature shall be liable to be cancelled. In case of change of surname of female candidate after her marriage, she is required to furnish marriage certificate and notarized affidavit in this regard.
10. Relaxation of standard in selection against reserved vacancies if sufficient number of reserved category persons is not available on the basis of laid down general standards, the general standards could be relaxed suitably to fill up the reserved posts.
11. The cut-off date for determining the age limit shall be the closing date of submission of online applications. The date of declaration of result / issuance of mark sheet shall be deemed to be the date of acquiring the qualification and there shall be no relaxation on this account.
12. The crucial date for determining the post qualification experience shall be the closing date of submission of online applications.
13. Candidates working in Government, Semi-Government Organization/Public Sector Undertakings and Autonomous Bodies should apply through proper channel or furnish "NO OBJECTION CERTIFICATE" at the time of Interview. However, in the event of difficulty in forwarding the application through proper channel/getting NOC from their parent department, they may submit an undertaking at the time of Interview that they will produce proper relieving order from their organization, in case selected; otherwise they will not be allowed to join.
14. Selected candidates will be required to serve in any part of India or abroad including its subsidiaries & JV companies as per the discretion/requirement of the Company.
15. Wherever CGPA/OGPA or grading system in a degree / diploma is awarded; equivalent percentage of marks should be indicated in the application form as per norms adopted by the University/Institute. The candidate will have to produce a copy of these norms with respect to his/her university/institute at the time of verification of documents.
16. Candidates are required to retain a copy of the online submitted application form for future reference.
17. Number of vacancies mentioned above may increase or decrease depending upon the requirement of the Company.
18. NBCC reserves the right to cancel this advertisement and/or the selection process at any stage for any of the above posts without assigning any reason.
19. Candidates are advised to keep their e-mail ID given in the Application form active for at least one year. No change in e-mail ID will be allowed.
20. Any corrigendum/addendum/errata in respect of the above advertisement shall be made available only on our official website www.nbccindia.in under the head: "**CAREER within Human Resources**". No further press advertisement will be published. Hence prospective candidates are advised to visit NBCC website regularly for latest updates.
21. Any canvassing, directly or indirectly, by the candidate will disqualify his/her candidature.
22. The SC/ST/PWD candidates called for Personal Interview will be paid to and from 3rd AC rail fare or bus fare from the nearest railway station / Bus Stand of the declared place of residence by the shortest route beyond 30 km, on production of proof of journey undertaken and onward journey.

23. 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. In case of any ambiguity / dispute arising on account of interpretation other than English, the English version will prevail.
24. All correspondence shall be made through email only and no communication would be sent through courier/post or through any other mode.

CGM (HRM)