

Advt. No. 4/09



NATIONAL BUILDINGS CONSTRUCTION CORPORATION LIMITED  
[A Government of India Enterprise]

“COMMITTED TO CUSTOMERS’ DELIGHT”

**Corporate Personnel & Industrial Relations Division**

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NBCC Bhawan,

Lodhi Road,

New Delhi-110 003

**SUB:** Recruitment of Executive Director (Engineering),  
Executive Director (Finance) and Executive Director (HR/P&A)  
on deputation or permanent absorption. Deputation, initially, will  
be for three years.

NBCC, **Schedule `A`** Public Sector Company, having an order book of more  
than Rs.10,000 crore requires professionals in its Senior Management team for  
the positions of Executive Director.

**ENGINEERING:**

1. **ED (Project Planning, Monitoring & Corporate Plan)**
2. **ED (Contracts and Business Development)**
3. **ED (Technical & Engineering)**
4. **ED (Construction Portals)**

Qualification

Candidate should be graduate civil engineer.  
Post Graduation in Management shall be an added  
advantage.

Experience

for eligibility

- a) Minimum 25 years.
- b) Candidate employed in PSUs should be in E-7  
grade.
- c) Those employed in CPWD / Railways & Other  
Central / State Govt. Departments, should be of the  
level of Chief Engineer in the regular scale of  
Rs.37400-67000 (CDA) (S-29) / Rs.43200-66000  
(IDA) (E-7).
- d) Candidates should have varied experience in  
Planning and construction of large institutional  
buildings, townships with all amenities, multi-storied  
buildings, large industrial infrastructures works,  
contract engineering, tendering & business  
development and corporate planning.

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**FINANCIAL MANAGEMENT & ACCOUNTS:**

**5. ED (Finance)**

Qualification	Candidate should be a Chartered Accountant.
Experience for eligibility	Minimum 25 years. The incumbent should have experience at Senior level in Corporate Financial Management and Accounts including Cost, Budgetary Control, Institutional Finance, Working Capital Management, Overseas Project Financing, Foreign Exchange, Project Appraisal, Setting-up Joint Ventures, ERP installation.  Candidates employed in PSUs should be in E-7 grade. Those employed in Central Govt. should be from any organized of the services like IAAS/IRAS/IDAS holding posts in the scale of pay of Rs.37400-67000/- (CDA) (S-29).

**HUMAN RESOURCE MANAGEMENT:**

**6. ED (HRM)**

Qualification	Full time MBA (Specialization in HRM) or comparable qualification from recognized University / Institution;  Post graduation from Premier Management Institute like IIM / XLRI / FMS Delhi/ IIT will be an added advantage.
Experience	Minimum 25 years. Should have worked in industrial environment and exposed to multiple trade unions industrial relation scenario, functional capabilities should be inclusive of thorough knowledge of labour laws and service regulations, application of HRM concepts, tools and practices, such as manpower planning, performance management, career management, succession planning, competency modelling, competency appraisal, negotiation of wage settlement and productivity incentive schemes, formulation of HRM, employee's welfare and industrial relations policies, preparation of

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counter affidavits, written replies to the writ petitions and petitions before the CAT, Labour Courts and representation of employer in the conciliation and quasi-judicial proceedings.

Candidates employed in PSUs should be in E-7 grade. Those employed in Central Govt./ State Govt. candidate should be in Sr. Administrative grade holding post in the scale of pay of Rs.37400-67000/- (CDA) (S-29).

Scale of pay for the post  
Of Executive Director:

E-8 (Rs.51,300-73,000 (IDA)) in the revised pay scale as per the 2<sup>nd</sup> Pay Committee Report with applicable prerequisites and allowances prevalent in the company.

- Prerequisites: 45% of basic pay.
- Performance Related Pay: 70% of basic pay. (Linked to PBT and Individual Performance)
- Group Medical: 3 lac per annum. Insurance
- Contributory Provident Fund

**AGE:**

**Maximum age for all the posts is 50 years as on the date of advertisement.**

**GENERAL:**

Number of posts will be decided on the basis of availability of suitable candidates. No post is reserved for Physically challenged persons but OPH & HH persons can apply.

1. Reservation for SC/ST/OBC (Non Creamy Layer) category will be as per GOI directives.
2. Age Relaxation : Maximum Relaxation in upper age limit will be as under :
  - i) Upto a Maximum of 05 years in the case of SC/ST candidates.
  - ii) Upto a Maximum of 03 years in the case of OBC candidates.
  - iii) Upper age limit for Physically Challenged persons by 5 years (10 years for SCs/STs and 8 years for OBCs).

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iv) In case of Ex-Serviceman, service rendered in the Armed forces plus 03 years.

3. Upper age limit shall not apply in respect of the departmental candidates who have balance service of at least three years.

4. Candidates in Public Sector Undertakings, Govt. Organization and Autonomous Bodies should route their application "Through Proper Channel" or furnish "NO OBJECTION CERTIFICATE" at the time of interview.

5. Candidates called for interview will be paid to and from I AC fare from the nearest railway station of the declared place of residence / work by the shortest route beyond 30 km. subject to production of rail ticket. In case of journey by air, reimbursement will be restricted to the I AC rail fare.

6. Disability of applicants applying against the quota reserved for the physically challenged persons should not be less than 40%.

7. **Relaxation of standard in selection against reserved vacancies.** If sufficient number of reserved categories persons are not available on the basis of general standard laid down to fill the vacancies reserved for them, the candidates belonging to these categories may be selected under relaxed standard to fill up the vacancies reserved for them provided they are not found unfit for such posts.

8. Incomplete /unsigned / late applications will be summarily rejected.

9. Application should be submitted in the prescribed proforma / same format downloadable from this advertisement and send in an envelope.

10. The envelope should be superscribed with the advertisement no. and post applied for. Applications may be sent to the General Manager (Pers & IR), NBCC Limited, NBCC Bhawan, Lodhi Road, New Delhi – 110 003 in the prescribed format only latest by **15.12.2009** .

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**APPLICATION FORM FOR EMPLOYMENT IN NBCC**

(Advt. 04/2009)

Affix your recent  
passport size  
photograph here

POST APPLIED FOR :

1. NAME (IN CAPITALS)

2. FATHER'S /HUSBAND'S  
NAME

3. GENDER

4. DATE OF BIRTH

5. AGE (AS ON 23.11.2009)

6. Indicate the category you belong to :

GEN / SC/ST/OBC [ Non-Creamy Layer] / EX. SERVICEMAN(strike off in applicable)

If belongs to SC/ST/OBC/, State sub-caste.....

7. PHYSICALLY HANDICAPPED : YES / NO. If YES, state the nature of disability .....



