



NBCC (INDIA) LIMITED
(A GOVERNMENT OF INDIA ENTERPRISE)
Advt. No. 05/2019

Dated 25.12.2019

NBCC (India) Limited, is a premier Government of India Navratna Public Sector Enterprise under the aegis of Ministry of Housing and Urban Affairs. The Company has registered a substantial Growth in top line during FY 2018-19 as compared to previous year. It has posted a profit of Rs.558.46 Crores, while its total turnover is Rs. 7244 Crores during FY 2018-19. 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, the Company's present area of operations are categorized into three main segments, i.e. **(i) Project Management Consultancy (PMC) including Re-Development, (ii) Real Estate Development & (iii) EPC Contracting.**

For its ambitious expansion plan both in India and overseas, the company requires dynamic and result oriented professionals who are passionate to excel & take the organization to new heights.

S.No	Post / Scale of pay (IDA) / No. of vacancies	Upper Age as on Closing date	ESSENTIAL QUALIFICATION	ESSENTIAL POST QUALIFICATION EXPERIENCE
01	SR EXECUTIVE DIRECTOR (ENGG.) (Civil)/ E-9 / (Rs. 1,50,000 - 3,00,000/-) TOTAL - 02 (UR-02)	57 years	Full time Degree in Civil Engineering or equivalent from Government recognized University / Institute.	Total 24 years experience in the field of PMC / EPC / Real Estate / Infrastructure. Should be presently working on regular basis for a minimum period of 2 years in one step below post (E8) in the scale of pay of Rs. 1,20,000-2,80,000 (IDA) or Level 14 Rs. 1,44,200 - 2,18,200/- (CDA) if working in Government/PSU or otherwise drawing minimum annual CTC of Rs. 47 Lacs, if working in private sector. Master Degree in relevant discipline or business management will be an added advantage. The candidate should have experience in overall execution & monitoring of Multi - disciplinary large value Projects independently (Residential, Commercial, Industrial, Institutional, Highways, Railways and Infrastructure sector etc). Should have thorough knowledge of various tender formats including CPWD, FIDIC conditions etc. Should be well conversant with the preparation of Project budget, cash flow etc. Shall possess ability to lead multidisciplinary team of engineers and should be able to handle Division / Region independently. Shall possess knowledge of PPP projects and preparation of presentations for the management. Should have handled matters which are normally associated with senior positions like Corporate Affairs, Business Development, Arbitration, Claims & Liaison work with Govt. Departments / Ministries. Candidates having proficiency in use of Computer will be preferred.

02	CHIEF GENERAL MANAGER (ENGG)- (Civil) / E-7 / (Rs. 1,00,000-2,60,000/-) TOTAL - 02 (UR-02)	57 Years	Full time Degree in Civil Engineering or equivalent from Government recognized University / Institute.	Total 18 years experience in the field of PMC / EPC / Real Estate / Infrastructure. Should be presently working on regular basis for a minimum period of two years in one step below post (E6) in the scale of pay of Rs. 90,000-2,40,000(IDA)/- or Level 13 - 1,23,100-2,15,900/- (CDA) if working in Government/PSU or otherwise drawing minimum annual CTC of Rs. 30 Lacs, if working in private sector. Master Degree in relevant discipline or business management will be an added advantage. The candidate should have experience in overall execution & monitoring of Multi – disciplinary large value Projects independently (Residential, Commercial, Industrial, Institutional, Highways, Railways and Infrastructure sector etc). Should have thorough knowledge of various tender formats including CPWD, FIDIC conditions etc. Should be well conversant with the preparation of Project budget, cash flow etc. Shall possess ability to lead multidisciplinary team of engineers and should be able to handle Division / Region independently. Shall possess knowledge of PPP projects and preparation of presentations for the management. Should have handled matters which are normally associated with senior positions like Corporate Affairs, Business Development, Arbitration, Claims & Liaison work with Govt. Departments / Ministries. Candidates having proficiency in use of Computer will be preferred.
03	MANAGEMENT TRAINEE (Civil) E-1 / (Rs. 40,000-1,40,000/-) TOTAL - 10 UR- 04 OBC-02 SC-01 ST-02 (including 1 backlog), EWS –01	29 Years	Full time Degree in Civil Engineering or equivalent from Government recognized University/Institute with minimum 60% aggregate marks.	NIL

PROCEDURE FOR APPLYING

The Candidates are required to apply online. The relevant link for online application will be made available from **10:00 hrs on 28.12.2019 under the head “CAREER within Human Resources” on NBCC website i.e. www.nbccindia.com. Final Online submission of application will be open till 17:00 hrs on 28.01.2020.** No other means/mode of application shall be accepted. Before filling application online, candidates should keep ready scanned copy of passport size photograph & signature in jpg/jpeg format (photo size less than 100 KB and signature less than 50 KB), SC/ST/OBC (NCL)/EWS, PWD certificate, if applicable and valid e-mail ID in operation for more than one year. Fill in the online form with all the relevant details. Upload scanned copy of the photograph, signature, caste & disability certificate in .pdf format (size less than 300 KB) (if applicable). Candidates should ensure that the relevant details viz. Name, Date of Birth, Address, etc. entered in NBCC online application form is correct. Detailed procedure regarding payment of fee is explained under “PAYMENT OF APPLICATION FEE”.

PAYMENT OF APPLICATION FEE

- Applicants/Candidates are required to **pay a non-refundable amount of Rs.1000/- for the Post at Sr. no. 01 & 02 and Rs. 500/- for the Post at Sr. No. 3** as the case may be. (Candidates will be levied tax/charge from their transaction bank, as applicable). SC, ST, PWD & Departmental candidates are exempted from payment of application fee.
- Candidates are required to make application fee payment through debit card/credit card/net-banking. The candidates will be automatically redirected to make online payment (wherever fee is applicable), once the form is successfully completed.
- 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 payment of application fee.

SELECTION PROCEDURE

For the Post at S.No 01 & 02 above, i.e., Sr. ED (Engg.) and CGM (Engg.)

The selection criteria can be by way of Personal Interview or by way of Group Discussion followed by Personal Interview. Decision of NBCC will be final in this regard. Group Discussion & Personal Interviews will be held at New Delhi only.

The names of shortlisted candidates will be displayed on www.nbccindia.com under head "**CAREER within Human Resources**". Separate individual e-mails will be sent to the shortlisted candidates. The final selection of the candidates will be based on the performance in the Personal Interview, where after the "Offer of Appointment" shall be issued. Selected candidates will be on probation for one year.

For Post at S.No 03, i.e., MT (Civil)

- Candidates who have appeared for GATE 2019 examination are only eligible to apply for the said post.
- Candidates are required to furnish valid score card of Graduate Aptitude Test in Engineering (GATE) of the Civil discipline.
- On the basis of valid GATE score, candidates will be shortlisted for personal Interview in order of category wise merit list.
- **Please note that only valid GATE 2019 scores will be considered for the recruitment exercise.**
- **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 E1 level on the post of Sr. Project Executive in the IDA pay scale of Rs. 40,000 - 1,40,000/- subject to fulfilling the required performance related / other criterion.
- **REMUNERATION** - During the training / probation period, Management Trainees will be eligible for remuneration consisting of Basic Pay, DA (on IDA pattern), HRA and Perks & Allowances under cafeteria approach. Upon confirmation, besides Basic pay, DA, HRA and 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.
- **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. 1.50 lacs (Rupees One lakh fifty thousand only) in case they resign earlier.

GENERAL INSTRUCTIONS:

1. Candidates applying for more than one post should apply separately for each post.
2. Fee, once paid, will not be refunded under any circumstances. Candidates are therefore requested to verify their eligibility before paying the application fee.
3. 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.

4. 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.
5. Persons with disabilities can also apply for any of the above post in accordance with government of India guidelines in force. Disability of applicants applying against the posts reserved for disabled persons should not be less than 40%.
6. The upper age limit indicated is for general 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 cast / 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 three years of service left before superannuation. 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.
7. 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 after her marriage, the candidate is required to furnish marriage certificate and notarized affidavit in this regard.
8. Relaxation of standard in selection against reserved vacancies, if sufficient number of reserved category persons are not available on the basis of laid down general standards, the general standards could be relaxed suitably to fill up the reserved posts.
9. The cut-off date for determining the age limit & post qualification experience shall be the closing date of submission of online application. 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. Post qualification experience on a post / level shall be counted from the said date onwards.
10. 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.
11. In case of Govt. / PSU employee, applying for the Post of Sr. ED and CGM and holding the same or equivalent grade on regular basis in their last organization, such regular service in the grade from the date of joining in that grade may be taken into account while fixing their seniority.
12. 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.
13. 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.
14. **Shortlisted candidates will be intimated through email only and no other mode of communication will be followed.**
15. **Candidates are required to retain a copy of the online submitted application form for future reference.**
16. Number of vacancy mentioned above may increase or decrease depending upon the requirement of the Company.
17. NBCC reserves the right to cancel this advertisement and/or the selection process for any of the above posts without assigning any reason.
18. 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. **All future correspondence shall be sent via e-mail only.**

19. Any corrigendum/addendum/errata in respect of the above advertisement shall be made available only on our official website **www.nbccindia.com** under the head: **"CAREER within Human Resources"**. No further press advertisement will be given. Hence prospective applicants are advised to visit NBCC website regularly for latest updates.
20. Any canvassing, directly or indirectly, by the applicant will disqualify his/her candidature.
21. Only SC/ST/PWD Candidates called for Group Discussion/Personal Interview will be paid to and fro 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.
22. 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.
23. **All correspondence shall be made through email only and no communication would be sent through courier/post or through any other mode.**

ED (HRM)