

No. NHSRCL/Vacancy Notice- 17/2023

National High Speed Rail Corporation Limited (NHSRCL), is a joint sector company of Govt. of India and Participating State Governments formed for implementation of High Speed Train Corridor Project in India.

It is one of the most ambitious project in rail infrastructure sector, to give economy a boost and to build first ever high-speed rail corridor of India, between Mumbai-Ahmedabad. The corporation is planning to position itself as one of the best employers by adopting modern HR practices and is designing an employee's friendly HR policy. To work with NHSRCL will not only give exposure to its employees in terms of best in class technology but will also provide other benefits.

The company invites application from the regular/contractual officers/managers working in **Central Public Sector Undertakings/SPVs/Metro Railways** for the post **DGM (Human Resource)** on **Absorption** basis.

Organisation	NHSRCL
Title of post - No of vacancies	DGM (Human Resource) – 01 Post
Place of Posting	New Delhi.
Scale	DGM (E5) – (80,000-2,20,000)
Maximum age	45 years as on 30.11.2023.
Education Qualification	Essential: - 1. MBA (HR) / MSW / Masters in Human Resource Management or equivalent from recognized university. Desirable: - 1. Degree in Law. 2. Conversant with software tools and techniques such as MS Office/e-office/Oracle EBS/SAP etc. 3. Qualified in Japanese Language Proficiency Test (JLPT) Level – 5 or Level-4 or Level-3.
Eligibility criteria	For the post of DGM (Human Resource) when operated in E-5 A. Minimum 11 years Post Qualification working experience (out of which minimum 07 years of executive experience) and B. Working in analogous grade (E-5) IDA OR Working in Rs. 70,000 – 2,00,000 (IDA E-4) equivalent to Rs. 29,100 – 54,500 (Pre-Revised) for at least 2 years. C. Should have at least 07 years' experience in the areas detailed in the job description.
Fee	1. UR, EWS & OBC candidates are required to pay a Non-refundable fee of ₹400/- (exclusive of transaction processing charges if any). Scheduled Castes, Scheduled Tribes, Women candidates are exempted from payment of this application fee.

	<p>2. Recruitment Fee including transaction processing charges once paid will not be refunded under any circumstances. Candidates are therefore requested to verify their eligibility, the closing date for submission of online application before paying the application fee plus transaction processing charges.</p> <p>3. If a candidate wants to apply for more than one post, he/she will have to pay separately for each post.</p>
Mode of Selection	<p>A. Written Examination. B. Interview C. Medical Examination.</p> <p>Management may include/dispense with any of the selection methodology as deemed fit.</p>
Job Description	<p>The officer is expected to perform the following functions: -</p> <p>(i) <u>Recruitment and Selection</u>: Involves preparing job descriptions, attracting people with right qualifications and skills, with right mind set and attitude.</p> <p>(ii) <u>Manpower Planning</u>: Assessing the present and future manpower requirements in the organization, succession planning and career planning.</p> <p>(iii) <u>Human Resource Administration</u>: Implementing HR policies of company, adopting innovative HR practices to motivate the employees in order to attain the organizational objective.</p> <p>(iv) <u>Compensation and Benefits</u>: Determining salary structures, employee perquisites etc, covers health, security, safety, terminal benefits, and employee welfare facilities.</p> <p>(v) <u>Industrial Relations</u>: Promoting healthy relationship between management and employees, addressing employees' concerns, taking care of legal issues in the labour courts/labour commissioners.</p> <p>(vi) <u>Training and Development</u>: Arranging orientation programs and providing technical skills and behavioral training to employees for effective performance.</p> <p>(vii) <u>Performance Appraisal</u>: Reviewing performance appraisal system of the employees from time to time using the assessment information for the purpose of training, promotions, and incentives etc.</p> <p>(viii) <u>Human Resource Management Systems</u>: Experience in implementation of various software applications and other technologies that support and automate HR processes throughout the employee lifecycle.</p>
How to apply	Please refer "Guidelines to Apply"

General Conditions:

1. Experience and other eligibility criteria shall be reckoned as on **30.11.2023.**

2. Separate applications will have to be submitted against each vacancy notice, if an applicant intends to apply for more than one position.
3. Application shall be submitted as per the prescribed mode only. Incomplete application or application without supporting documents will be rejected and no correspondence in this regard will be entertained.
4. Experience of Teaching/Faculty/Freelancer will not be considered as part of required years of experience.
5. Mere conformity to the job requirements or submission of application will not entitle a candidate to be called for further selection process. Instead, depending upon the quantum of response of applications, the Management may, if found necessary, prescribe a competitive written test/ personal interview or both or raise/relax the Eligibility Criteria to restrict/allow the number of candidates to be called for further selection process.
6. Management reserves the right to call or not to call any / all of the candidates who have responded against this advertisement or to cancel/postpone the entire process itself due to various administrative reasons.
7. No correspondence will be entertained with the candidates not short listed for further selection process or for any enquiry.
8. Candidates are advised to check their email (including spam) and official website of NHSRCL from time to time for any information/updates on the recruitment process.
9. Eligible candidates shortlisted based on the initial scrutiny will be called for further selection process. Suitable communications in this regard will be sent to the candidates individually.
10. Out-station candidates called for interview will be paid TA as per company rules.
11. The decision of Management regarding selection will be final.
12. The appointment of selected candidates will be subject to their medical fitness for such appointment based on Medical Examination as per the Directives of the Company.

The medical standard for different categories are outlined below: -

- a) **Executive/Technical:** (Civil, Electrical, S&T, IT, Architecture, Property Development etc) Physically fit in all respects, Visual Standards – Distant Vision: 6/9-6/9 or 6/6-6/12 with or without glasses/contact lens. Near Vision:JI-JII with or without glasses. Color Vision, Binocular Vision, Field of Vision & Night Vision should be normal. Lasik Surgery not allowed.
- b) **Executive/Non-Technical:** (Accounts, Legal, Finance, Personnel etc.) Physically fit in all respects. Visual Standards – Distant Vision: 6/9-6/12 with or without glasses. Near Vision: JI-JII with or without glasses.

(In respect of technical services, the total amount of myopia (including cylinder) should not exceed – 4 Diopters and the total amount of Hypermetropia should not exceed +4 Diopter).

Note: The above medical standards (criteria) are indicative and not exhaustive, and apply to candidates in general. For detailed information, refer Indian Railway Medical Manual (IRMM). Candidates may note that for vision correction, Lasik surgery or any form of racial keratotomy is not permitted at all.

13. Applicants appointed on Absorption/Regular basis will be on probation for a period of one year.
14. Selected candidates during the period of his/her employment will be required to serve at any location/office of NHSRCL.
15. The candidates selected for the above post will have to execute a surety bond for an amount of **Rs. 4,00,000/-** plus GST along with cost of training plus GST if any to serve the corporation for a minimum period of **three years** (exclusive of the period in which one remained on LWP or EOL) and also a prior notice of 90 days, will be required before seeking resignation from the corporation.
16. The details of various grades, Pay scales & CTC are as under:

Sl. No	Grade	Pay Scale	CTC per annum (In INR Approx.)
1	E-1	Rs.40,000-1,40,000	Rs. 15.00 Lakhs
2	E-2	Rs.50,000-1,60,000	Rs. 19.00 Lakhs
3	E-3	Rs.60,000-1,80,000	Rs. 23.00 Lakhs
4	E-4	Rs.70,000-2,00,000	Rs. 25.00 Lakhs
5	E-5	Rs.80,000-2,20,000	Rs. 30.00 Lakhs
6	E-6	Rs.90,000-2,40,000	Rs. 34.00 Lakhs
7	E-7	Rs.1,00,000-2,60,000	Rs. 37.00 Lakhs
8	E-8	Rs.1,20,000-2,80,000	Rs. 44.00 Lakhs
9	E-9	Rs. 1,50,000-3,00,000	Rs. 53.00 Lakhs