

(Draft)

NATIONAL HIGHWAYS AUTHORITY OF INDIA
(Ministry of Road Transport & Highways)

The National Highways Authority of India (NHAI) is responsible for development, maintenance and management of National Highways entrusted to it and for matters connected therewith or incidental thereto.

2. NHAI invites applications for the following positions for filling up on contract basis to work in DPR Cell of NHAI. Details of posts and terms & conditions as well as period of engagement, eligibility, experience etc. are as under :-

A. Name of the posts -

Sr. No.	Name of the posts	No. of posts*	Deployment
a.	Principal DPR Expert	Four (04)	NHAI HQ, New Delhi
b.	Domain Experts –		NHAI HQ, New Delhi
	Senior Highway Expert	Four (04)	
	Road Safety Expert	Four (04)	
	Traffic Expert	Five (05)	
	Environment / Forest Specialist	Five (05)	
	Land Acquisition Expert	Four (04)	

** Number of posts may increase or decrease.*

B. Eligibility criteria –

(i)	Educational qualification	
a.	Principal DPR Expert	Please refer to Annexure-I
b.	Domain Expert	Please refer domain-wise, as mentioned in Annexure-II
(ii)	Age limit :	
a.	Principal DPR Expert	Maximum Age Limit - 65 years (Which can be relaxed by the Chairman.)
b.	Domain Expert	

C. Job description –

a.	Principal DPR Expert	Please refer to Annexure-I
b.	Domain Expert	Please refer domain-wise, as mentioned in Annexure-II

D. Duration –

a.	Principal DPR Expert	3 years (Extendable upto 2 years subject to performance and requirement)
b.	Domain Expert	

E. Method of Recruitment –

a.	Principal DPR Expert	Contract basis through open advertisement and selection by the Committee through interview.
b.	Domain Expert	

F. Remuneration (per month) –

a.	Principal DPR Expert	Please refer to Annexure-III
b.	Domain Expert	Please refer domain-wise, as mentioned in Annexure-III

3. The other terms & conditions of engagement will be in accordance to NHAI Policy Guidelines for engagement of External Professionals and as amended time to time.

4. Corrigendum or Addendum or Cancellation to this advertisement, if any, shall be published only on the website of NHAI. Therefore, the candidates are advised to check the website of NHAI regularly.

NHAI will have the right to terminate the contract at any time, without assigning any reason.

Procedure to apply

- (i) Applications are to be submitted online only. The procedure to be followed for filling up the online application is given in the online application portal, which can be accessed at <http://www.nhai.gov.in>. Eligible candidates may apply online on the link provided on the website of NHAI **by 30.04.2025 (06:00 PM)**
- (ii) It may please be noted that the applications received through post/courier/fax shall not be considered.
- (iii) Applications not submitted properly or incomplete applications in any respect, especially without details of work experience and salary details shall be liable for rejection. The candidates are advised to fill out the application format carefully in accordance with the eligibility criteria and experience mentioned above. It may be noted that any subsequent clarification regarding job profile/experience etc. at a later date will not be entertained under any circumstances. All qualifications should have been acquired from Indian Universities/Institutes, recognized by UGC or AICTE (whichever is applicable) or any other institute of repute as may be deemed acceptable by selection committee.
- (iv) The crucial date for determination of eligibility shall be the last date prescribed for receipt of applications.
- (v) Mere submission of applications shall not give the candidates any right to be called for selection.

Important Terms & Conditions

- (i) The persons engaged shall provide full-time services to NHAI during their period of engagement and they would not be permitted to take up any other assignment during the period of their engagement with the NHAI. The person will be engaged on contract basis under the prevailing guidelines/rules, for a fixed period and no claim, whatsoever, shall be admissible for regularization / absorption in NHAI.
- (ii) TA/DA shall neither be admissible to the personnel at the time of joining the assignment on appointment nor at the time of relieving on its completion (or otherwise).
- (iii) The candidates engaged will be required to attend office or visit field on all working days and also on holidays, if required, on account of exigencies of work.
- (iv) Travelling Allowance / Daily Allowance (TA / DA) will be admissible during site visits as per equivalent of NHAI Officer as per terms and conditions of engagement.
- (v) Regarding the procedures & formalities extant guidelines / norms / relevant Policy Circulars of NHAI will be referred.
- (vi) NHAI shall have the right to terminate the contract at any time, without assigning any reason. However, the contract may be terminated by either of the parties any time after serving one month's advance notice or payment/recovery of one month's salary in lieu of notice during the subsistence of the contract.

Other Terms & Conditions

- (i) Canvassing or bringing influence in any form will disqualify the candidature.
- (ii) NHAI reserves the right to raise/relax the eligibility conditions, depending on the response and/or requirement.
- (iii) NHAI reserves the right not to fill up any or all the posts notified at its discretion and vacancies may also be increased/decreased depending upon organizational requirements.
- (iv) NHAI reserves the right to cancel/restrict/enlarge/modify/reopen/alter the recruitment process, if the need so arises, without issuing any further notice or assigning any reason thereof.
- (v) Corrigendum or Addendum or Cancellation to this advertisement, if any, shall be published only on the website of NHAI and will not be published in the newspapers. Therefore, the candidates are advised to check the website of NHAI regularly.

Roles and Responsibilities of Principal DPR Experts

Sr. No.	Designation	Role	Qualification/ Eligibility	Selection/ Deployment
1	<p>Principal DPR Expert</p> <ul style="list-style-type: none"> Accountable throughout the lifecycle of DPR. Reporting to CGM, DPR. 	<ul style="list-style-type: none"> Review details of existing site conditions. Check all relevant project aspects, (functional, technical, value engineering, quality and safety aspects). Review and finalization of alignment. Conduct Site visits along with DPR/Design Consultants to review their proposals. Review utility, felling of trees and land acquisition plan. Ensure adequate testing on ground. Identify potential material sources based on techno economic principles. Ensure adequacy of project facilities, wayside amenities, toll plaza lanes and their locations. 	<p>I) Educational Qualification</p> <p>a) Essential</p> <p>(i) Graduate in Civil Engineering or equivalent from recognized University/ Institute</p> <p>b) Desirable</p> <p>(i) Post Graduate Or Ph.D. in any Civil Engineering subject or equivalent Or in Construction Management from recognized University/Institute</p> <p>II) Professional Experience</p> <p>a) Essential Experience</p> <p>(i) Level 13/14 or equivalent officers (Govt.). Experienced officials from MoRTH /NHAI/ NHIDCL/ PWD and similar Govt. organizations.</p> <p align="center">OR</p> <p>Director/ Head of DPR Preparation & implementation unit or equivalent (Private Consultancy Firm)</p> <p>(ii) Minimum 15 years' overall experience in infrastructure projects.</p> <p>(iii) Minimum 10 years of experience in NH/SH/Expressways projects of 4/6 lanes, out of which atleast 05 years shall be related to DPR Works.</p>	<ul style="list-style-type: none"> Selection will be done by selection Committee. Engagement will be on Contractual Basis at NHAI HQ. Duration – 3 years (Extendable upto 02 years subject to performance and requirement)

		<ul style="list-style-type: none"> • Coordinate the presentation of the deliverables to CGM, DPR Cell and CGM(Tech) of concerned Technical Division according to project milestones. • Facilitate approval of final DPR., LACs, PATSC, SFC etc. Presenting the project in HIMS Software. • Participate in pre-kick off during Development Period and kick-off meetings after project commencement. • Regular interaction with RO & PD & Technical Division at HQ. for inputs/ inspection and resolution. • Share International Best Practices and Technology Advancements 	<p>b) Desirable Experience</p> <p>(i) Experience in preparation of DPRs of major highway projects i.e. 2/4/6 laning of NH/SH/Expressways.</p> <p>(ii) Experience in preparation of DPRs of major highway projects with Hill Roads / Tunnels.</p>	
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Note :

- (i) Documents in support of Educational Qualification and Professional Experience to be enclosed.
- (ii) Project wise details like Duration, Cost, Length, Lanes, Location etc. for all items included in Essential & Desirable Experience must be clearly mentioned.

Roles and Responsibilities of Domain Experts

Sr. No.	Designation	Role	Qualification/Eligibility	Selection/ Deployment
1	Senior Highway Expert	Review and monitoring of Highway projects design, planning and project preparation. DPR/Feasibility of the projects.	<p>I) Educational Qualification</p> <p>a) Essential</p> <p>(i) Graduate in Civil Engineering or equivalent from recognized University/ Institute</p> <p>(ii) Post Graduate in Construction Management/ Highway Engineering from recognized University/Institute</p> <p>b) Desirable</p> <p>(i) Ph.D.in Construction Management/ Highway Engineering from recognized University/Institute</p> <p>II) Professional Experience</p> <p>a) Essential Experience</p> <p>(i) Minimum 15 years' overall experience in NH/SH/Expressways projects.</p> <p>(ii) Minimum 10 years' experience in preparation of DPRs of major highway projects i.e. 2/4/6 laning of NH/SH/Expressways.</p>	<ul style="list-style-type: none">• Selection will be done by selection Committee.• Engagement will be on Contractual Basis at NHAI HQ.• Duration – 3 years (Extendable upto 02 years subject to performance and requirement)

Sr. No.	Designation	Role	Qualification/Eligibility	Selection/Deployment
			<p>b) Desirable Experience</p> <p>(i) Implementation/Preparation of DPRs of highway projects with Hill Roads / Tunnels</p> <p>(ii) Pavement Design of Highway Projects i.e. 2/4/6 laning of NH/SH/Expressways</p> <p>(iii) Pavement Design of Highway Projects with Hill Roads / Tunnels</p> <p>(iv) Experience in using latest relevant technology/software/tools</p>	
2	Road Safety Expert	Review of Safety aspects in the projects including the adequacy of signage and their placements as per IRC Code.	<p>I) Educational Qualification</p> <p>a) Essential</p> <p>(i) Graduate in Civil Engineering or equivalent from recognized University/ Institute</p> <p>(ii) Post-Graduation in Traffic/ Transportation/ Safety Engineering or equivalent from recognized University/Institute. Post-Graduation in Transportation planning will also be considered provided it is obtained after Graduation in Civil Engineering.</p> <p>(iii) Minimum 15 days Road Safety Audit Course from IAHE or any other institute specifically approved by MoRTH or any other reputed institute</p>	<ul style="list-style-type: none"> • Selection will be done by selection Committee. • Engagement will be on Contractual Basis at NHAHQ. • Duration – 3 years (Extendable upto 02 years subject to performance and requirement)

Sr. No.	Designation	Role	Qualification/Eligibility	Selection/Deployment
			<p>b) Desirable</p> <p>(i) Ph.D. in Traffic/Transportation/ Safety Engineering or equivalent from recognized University/Institute.</p> <p>II) Professional Experience</p> <p>a) Essential Experience</p> <p>(i) Minimum 15 years' overall experience in NH/SH/Expressways projects.</p> <p>(ii) Minimum 10 years' experience as Road Safety Expert or Road Safety Auditor in Highway Projects (2/4/6 laning of NH/SH/Expressways).</p> <p>b) Desirable Experience</p> <p>(i) Experience as Road Safety Expert in Highway Projects in Hill roads / Tunnels</p> <p>(ii) Experience in using latest relevant technology/software/tools</p>	
3	Traffic Expert	Review of traffic survey and necessary traffic projections.	<p>I) Educational Qualification</p> <p>a) Essential</p> <p>(i) Graduate in Civil Engineering or equivalent from recognized University/ Institute</p> <p>(ii) Post-Graduation in Traffic Engineering /Transportation Engineering /Transportation Planning from recognized University/Institute. Post-</p>	<ul style="list-style-type: none"> • Selection will be done by selection Committee. • Engagement will be on Contractual Basis at NHAI HQ. • Duration – 3 years (Extendable upto 02 years subject to

Sr. No.	Designation	Role	Qualification/Eligibility	Selection/Deployment
			<p>Graduation in Transportation planning will be considered provided it is obtained after Graduation in Civil Engineering.</p> <p>b) Desirable</p> <p>(i) Ph.D. in Traffic Engineering /Transportation Engineering /Transportation Planning from recognized University/Institute.</p> <p>II) Professional Experience</p> <p>a) Essential Experience</p> <p>(i) Minimum 15 years' overall experience in NH/SH/Expressways projects</p> <p>(ii) Minimum 10 years' experience as Traffic Expert/ Traffic Engineer in Highway Projects (2/4/6 laning of NH/SH/Expressways).</p> <p>b) Desirable Experience</p> <p>(i) Experience in planning/design of Major junctions/Grade Separated Structures in Highway Projects.</p> <p>(ii) Experience in using latest relevant technology/software/tools</p>	<p>performance and requirement)</p>

Sr. No.	Designation	Role	Qualification/Eligibility	Selection/Deployment
4	Environment / Forest Specialist	Review and monitoring of environmental/forest/wildlife clearance and adherence to the stipulated norms. Advise on sustainability/eco-friendly practices/measures in the project.	<p>I) Educational Qualification</p> <p>a) Essential</p> <p>(i) Graduate in Civil Engineering or equivalent or Environmental Engineering / Graduate in any Science Discipline from recognized University/Institute</p> <p>(ii) Post-Graduation in Environmental Engineering/ Environmental Sciences or equivalent from recognized University/Institute.</p> <p>b) Desirable</p> <p>(i) Ph.D. in Environmental Engineering/ Environmental Sciences or equivalent from recognized University/Institute</p> <p>II) Professional Experience</p> <p>a) Essential Experience</p> <p>(i) Minimum 15 years' overall experience in projects of 2/4/6 laning of NH/SH/Expressways /Other Linear Infrastructure Projects</p> <p>(ii) Minimum 10 years' experience as Environmental Specialist in dealing with Environment Impact Assessment/ Environment Mitigation Plan / Environmental Clearances as per norms formulated by Government of India for Highway Projects (2/4/6 laning of NH/SH/Expressways or Other Linear Infrastructure Projects).</p>	<ul style="list-style-type: none"> • Selection will be done by selection Committee. • Engagement will be on Contractual Basis at NHAHQ. • Duration – 3 years (Extendable upto 02 years subject to performance and requirement)

Sr. No.	Designation	Role	Qualification/Eligibility	Selection/Deployment
			<p>b) Desirable Experience</p> <p>(i) Experience in NABET accredited firms/consultancy</p> <p>(ii) Monitoring Implementation of Environmental Management Plan</p> <p>(iii) Experience as Forest/Wildlife Specialist in Highway Projects (2/4/6 laning of NH/SH/Expressways or Hill Roads / Tunnels)</p> <p>(iv) Experience in using latest relevant technology/software/tools</p>	
5	Land Acquisition Expert	Review and monitoring of land acquisition activities in the projects.	<p>I) Educational Qualification</p> <p>a) Essential</p> <p>(i) Graduation in any Discipline from recognized University/Institute</p> <p>b) Desirable</p> <p>(i) Ph.D. in Law from recognized University/Institute</p> <p>(ii) Post-Graduation in Law from recognized University/Institute</p> <p>II) Professional Experience</p> <p>a) Essential Experience</p> <p>(i) Minimum 15 years' overall experience in projects of 2/4/6 laning of NH/SH/Expressways/Other Linear Infrastructure Projects</p> <p>(ii) Minimum 05 years' field experience in Land Acquisition works</p>	<ul style="list-style-type: none"> • Selection will be done by selection Committee. • Engagement will be on Contractual Basis at NHAI HQ. • Duration – 3 years (Extendable upto 02 years subject to performance and requirement)

Sr. No.	Designation	Role	Qualification/Eligibility	Selection/Deployment
			<p>b) Desirable Experience</p> <p>(i) Experience in Land Acquisition Arbitration/Court Matters of Highway Projects (2/4/6 laning of NH/SH/Expressways)</p> <p>(ii) Retired Revenue officer at the level of ADM/SDM/Tehsildar.</p> <p>(iii) Experience in Mutation of Land, Digitization of Revenue maps etc.</p> <p>(iv) Experience in using latest relevant technology/software/tools</p>	

Note :

- (i) Documents in support of Educational Qualification and Professional Experience to be enclosed.
- (ii) Project wise details like Duration, Cost, Length, Lanes, Location etc. for all items included in Essential & Desirable Experience must be clearly mentioned.

Remuneration Structure

Sr. No.	Designation	Monthly Remuneration (Rs.)	Remarks
(1)	(2)	(3)	(4)
1	Principal DPR Expert	Rs. 5,00,000/-	<p>1. The monthly remuneration shall be decided by the Selection Committee based on the qualification and experience of the candidate, subject to minimum as specified in column (3).</p> <p>2. Annual increment @ 5% of the previous year's remuneration shall be granted w.e.f 1st January or 1st July every year, on continuing the services subject to minimum of 06 months service without any break.</p> <p>3. In case of Retired Central Government Employees, the Pay and other Terms and Conditions of engagement shall be in line with Office Memorandum F. No. 3-25/2020-E.IIIA dated 09.12.2020 of Ministry of Finance, Department of Expenditure, except that, instead of Transport Allowance, provision of an official vehicle may be considered by the Competent Authority.</p>
2	Senior Highway Expert	Rs. 3,50,000/-	
3	Road Safety Expert	Rs. 3,50,000/-	
4	Traffic Expert	Rs. 3,50,000/-	
5	Environment / Forest Specialist	Rs. 3,50,000/-	
6	Land Acquisition Expert	Rs. 3,50,000/-	