

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

National Highways Authority of India (NHAI) invites applications for recruitment to the following posts: -

| Sr. No. | Name of the posts | No. of advertised posts* | Mode of Recruitment |
|---------|---------------------|--------------------------|---------------------|
| 1. | Manager (Technical) | 30 (Thirty) | Deputation |

* No. of posts may increase or decrease.

DETAILS OF ELIGIBILITY CONDITIONS

| S. No. | Name of Post | Number of Post | Classification | Level in the Pay Matrix | Method of Recruitment | Age Limit |
|--|---------------------|----------------|----------------|--|-----------------------|---------------------------------------|
| | 1 | 2 | 3 | 4 | 5 | 6 |
| 1. | Manager (Technical) | 30 (Thirty) | Group - A | Level 11 in the Pay Matrix (Rs. 67700-208700) | Deputation | For Deputation: Not exceeding 56years |
| Educational qualification and experience required | | | | In case of recruitment by deputation, the grades from which deputation to be made. | | |
| 7 | | | | 8 | | |
| <p>(i) <u>Essential Educational Qualification:</u> Bachelor's Degree in Civil Engineering from a recognized University or Institute.</p> <p style="text-align: center;">AND</p> <p>(ii) <u>Essential Experience :</u> Three years experience in implementation of Infrastructure Sector Projects related to Highways or Roads or Bridges.</p> <p><u>Desirable Experience:-</u> The officers possessing experience in handling Public Private Partnership (PPP) Projects shall be given preference.</p> | | | | <p>1) By deputation: from officers under the Central Government or State Governments or Union Territories or Universities or Recognised Research Institutions affiliated to Government of India or Public Sector Undertakings or Semi Government or Statutory or Autonomous organisations and other Government Bodies :-</p> <p>(i) holding analogous post on regular basis in the Level 11 of Pay Matrix (Rs.67700 to 208700) or equivalent in the parent cadre or department. OR</p> <p>(ii) with five years regular service in the grade rendered after appointment thereto on regular basis in the Level 10 of Pay Matrix (Rs.56100-177500) or equivalent. OR</p> <p>(iii) with eight years regular service in the grade</p> | | |

rendered after appointment thereto on regular basis in the Level 8 of Pay Matrix (Rs.47600 to 151100) or equivalent.

AND

Possessing the essential educational qualifications and essential experience stipulated in Column 7.

2) By deputation from officers of the State Public Works Departments:

(i) Holding Bachelor's Degree in Civil Engineering from a recognized University / Institute.

AND

(ii) officer should have worked atleast for 05 years at the Level of Assistant Engineer or Assistant Executive Engineer or Sub-Divisional Engineer and above on regular basis.

AND

(iii) out of (ii) above, the officer should have at least 02 years experience in implementation of infrastructure sector projects related to Highways or Roads or Bridges.

Desirable Experience:-

The officers possessing experience in handling Public Private Partnership (PPP) Projects shall be given preference.

3) By deputation: from officers of Central Engineering Service (Roads), Ministry of Road Transport and Highways:

(i) Holding Bachelor's Degree in Civil Engineering from a recognized University / Institute.

AND

(ii) officers holding the post of Assistant Executive Engineer in Level-10 of Pay Matrix (Rs.56100-177500) for a period of 04 years on regular basis.

Desirable Experience:-

The officers possessing experience in handling Public Private Partnership (PPP) Projects shall be given preference.

Period of Deputation:

The period of deputation including the period of deputation in another ex-cadre post held immediately preceding this appointment in the same or some other Organisation or department shall ordinarily be 01 to 05 years. The period of

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| | <p>deputation upto 05 years may be decided with the approval of Chairman. The period of deputation may further be extended for 06th year with the approval of Secretary, Ministry of Road Transport and Highways and for the 07th year with the approval of Hon'ble Minister for Road Transport and Highways, subject to satisfactory performance.</p> <p>Provided that the period of deputation for officers of Central Engineering Service (Roads) of Ministry of Road Transport and Highways shall be maximum 10 years upto 31.12.2026. Thereafter, the deputation tenure for officers of Central Engineering Service (Roads) of Ministry of Road Transport and Highways shall be maximum 07 years.</p> <p>The maximum age-limit for appointment by deputation shall not be exceeding fifty-six years. The candidates should have more than two years of remaining service, as on the closing date of receipt of applications, before superannuation in the parent department.</p> |
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IMPORTANT DATES

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|--|--|
| Opening Date for Online Registration of Application | 22.12.2025 (10.00 AM) |
| Last Date for submission of Online application | 21.01.2026 (6.00 PM) |
| Last date for receipt of the Print-out of Online application (duly signed by the applicant) from the parent department of the applicant along with 'Verification Certificate', duly issued by the cadre controlling authority in the parent department of the applicant and verifying thereby the entries in the application of the applicant with regard to educational / professional qualification/s and service details (holding of post, nature of post, pay particulars, and nature of duties performed, experience, etc.) | 20.02.2026 (6.00 PM) Note: NHAI at its discretion may extend the date of accepting the Through Proper Channel copy of the application along with requisite documents from Parent Departments by 02 days prior to the Meeting of Selection Committee/ Interview. |

Important Instructions:

The candidates applying the posts should note the following: -

1. The posts carry all India service liability. Therefore, those who are willing to serve anywhere in India may only apply.

2. The applicant who applies for the post with respect to the advertisement shall not be allowed to withdraw his/her candidature subsequently. The applicant selected by NHAI should not decline the offer of appointment. In case he / she declines the offer of appointment, his/her candidature shall not be considered for any further appointment by NHAI for a period of two years from the date of cancellation of offer of appointment.
3. In case of selection on deputation basis, applicants who are more than 56 years of age as on the last date for receipt of applications need not apply. Those applicants who are due to retire from their parent cadre within two years, as on the closing date for receipt of applications also need not apply.
4. Candidates belonging to SC/ ST/ OBC (NCL) / EWS / Minority Community / Women/ Persons with Benchmark Disabilities (PwBD), are encouraged to apply.
5. The crucial date for determination of eligibility for posts to be filled through deputation basis shall be the last date, including extended date, if any, prescribed for the receipt of online applications.
6. **Applicants working in PSUs/ Public Sector Banks** may refer to **NHAI Circulars regarding** equivalency of Pay Structure (between CDA vs IDA and CDA vs Public Sector Banks) attached with the advertisement.
7. Canvassing or bringing influence in any form will disqualify the candidature.
8. The advertisement can be withdrawn at any time at the discretion of the Competent Authority without assigning any reasons therefor.
9. In case of any dispute / ambiguity / confusion that may occur in the process of selection, the decision of the Appointing Authority in NHAI for the post concerned shall be final.
10. The age of superannuation for officers/employees appointed on deputation in NHAI shall be 60 years, as applicable to regular officers/employees of NHAI; or as is applicable to them in their parent organization, whichever is less.
11. In case of any inadvertent mistake in the process of selection, which may be detected at any stage even after issuing an offer of appointment, the NHAI reserves the right to modify/ withdraw/ cancel any communication made to the applicant.
12. Any legal dispute with regard to the selection/ recruitment process will be subject to jurisdiction of the courts in Delhi only.
13. No correspondence or query will be entertained from the candidates regarding the eligibility, status of application, postal delays, conduct and result of tests, selection process, etc.
14. NHAI may at its discretion adopt the objective criteria to screen the applications and call the screened candidates for written test and/or interview, etc. NHAI also reserves the right to select the lesser number of candidates than the number of posts advertised, as per fitness of candidates assessed by the Selection Committee.
15. The departmental officers of NHAI in the feeder category who are in the direct line of promotion as per RRs of the respective post will not be eligible for consideration for appointment on deputation. Similarly, deputationists shall not be eligible for consideration for appointment by promotion.

Procedure to apply

16. **Applicants can apply ONLINE only.** The procedure to be followed for filling up the application is given below:-

- i) The applicant may visit the NHAI website [[“http://www.nhai.gov.in”](http://www.nhai.gov.in)] for accessing the link for applying online. The link may be opened on Google Chrome or Mozilla Firefox.
- ii) Click on the tab About Us → Vacancies → Current. Click on the relevant Recruitment advertisement and then click ‘Online application’.
- iii) Once you click on “APPLY” system will redirect you to NHAI portal.
- iv) Create the registration with below information
 1. User ID (User id can be anything)
 2. Create the password
 3. Name
 4. Phone number
 5. Email id
 6. Aadhar card number (Optional)
- v) Once you entered all the above details, login to the system with the user id and password that you received on your registered e-mail.
- vi) After login:
 1. Post you would like to apply
 2. Fill Application form
- vii) Fill the complete application
 1. All the fields in the form are mandatory fields.
 2. After entering your date of birth and retirement age, press enter button. Once you press enter button, system will auto calculate and populate the same in the next row.
 3. Fill in the form and attach all the scanned copy of colour passport size photograph, digital signature, essential educational / professional qualification(s), promotion/appointment order(s), only in ‘jpg / ‘jpeg’ or ‘png’ or ‘gif’ ‘pdf’ image types not exceeding 1 MB, may be uploaded.
 4. In the fields where you need to add your educational and experience, add the detail in given box and after adding all the data, click on add the same to list. Once you add the same to list, you could see the detail on below table.
 5. After filling the application form, to verify it by click on ‘**preview**’ button to check all the information filled by you are correct or not.
 6. In case if you wish to change any data in given form, then change the same.
 7. Once everything is correct, Use ‘**Final Submit**’ to save all information.
 8. Once you click on ‘submit your application button’, system will take you to the next screen, where you can see the ‘reference number’ and you would also be having an option to download the form.
- xii) The ONLINE application may be submitted by **21.01.2026 (6.00 PM)**.
- xiii) After submission of the ONLINE Application Form, ‘PDF’ format thereof containing details entered by the Applicant shall be generated. The applicant should take out print of the ONLINE Application Form and get the same forwarded by his/her parent department along with the prescribed ‘Verification Certificate’ and certified copy of APARs/ACRs. The Department/Organization concerned while forwarding the application should:
 - (a) Enclose **attested** copies of Annual Confidential Reports / Annual Performance Appraisal Report / gist of APARs/ACRs/ certificate with regard to work & conduct of the officer for the last five (05) years along with a vigilance clearance certifying that no penalty is imposed against the officer for last ten years, integrity certificate and no penalty certificate.
 - (b) Certify that the particulars given by the Applicant in his / her ONLINE application regarding the details of educational/professional qualification(s), relevant experience and pay particulars, etc. have been verified from the service records and are true, correct and complete.

17. The applicants are advised to fill the **ONLINE** application form carefully in accordance with the eligibility criteria and experience mentioned for the post(s). Applications received through any other method/procedure would not be accepted and summarily rejected. Applications incomplete in any respect, especially without details of pay scales, experience, etc. shall be summarily rejected without any notice. It

may be noted that any subsequent clarification regarding job profile/ experience etc. at a later date will not be entertained under any circumstances.

18. The applicants are advised to submit the Online Recruitment Application well in advance without waiting for the closing date and also ensure that the Print-Out of the ONLINE Application Form along with requisite documents, is forwarded through their Parent Departments within the stipulated time.

19. Applicants applying for more than one post should submit separate application for each post.

20. In case any discrepancy or variation in the translated version of this advertisement in Hindi in that case, the text provided in the English version shall be treated as final.

►21. Duly filled-in print-out of the ONLINE application, forwarded by parent department of the applicant along with the prescribed 'Verification Certificate' and photocopy of APARs/ACRs for the last five (05) years, should reach NHAI at the following address, **on or before 20.02.2026 [6.00 PM]**:-

**DGM (HR/ADMN.-IIIA)
NATIONAL HIGHWAYS AUTHORITY OF INDIA
PLOT NO. G-5 & 6, SECTOR-10,
DWARKA, NEW DELHI-110075**

22. '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 Applicants are advised to check the website of NHAI regularly.

23. In case of any technical issue while filling up the online application form, the applicant may contact to IT Development Team at Tel. No. 011-25074100/25074200 Extn. No. 1028/ email: itdevelopment@nhai.org.
