

Advt. No. - 01/2026

NBCC (India) Limited is a Schedule "A" premier Government of India Navratna Public Sector Enterprise under the aegis of Ministry of Housing and Urban Affairs. The consolidated profit of the Company and its subsidiaries is Rs. 755.01 Crores while its total consolidated income is Rs. 12,038.57 Crores during FY 2024-25. 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 & Execution of the Projects, the Company's present area of operations are categorized into four main segments, i.e. (i) Project Management Consultancy (PMC) including Re-Development, (ii) Real Estate Development (iii) EPC Contracting & (iv) Smart City Projects. For its ambitious expansion plan both in India and overseas, the company requires dynamic and result oriented professionals on regular basis who are passionate to excel & take the organization to new heights.

S. No	Post/ Scale of Pay (IDA)/ No. of vacancy (s)	Upper Age as on Closing date	Essential Qualification	Essential Post Qualification Experience
01	GENERAL MANAGER (ENGG.) IDA Pay scale – Rs. 90,000-2,40,000/-, E-6 No. of Post – 01 – (ST-01) Backlog	54 Years	Full time Degree in Civil Engineering or equivalent from Government recognized University / Institute.	Total 15 years' experience in the field of PMC / EPC / Real Estate / Infrastructure. Should be presently working on regular basis for a minimum period of 02 years in one step below post (E-5) in the scale of pay of Rs. 80,000-2,20,000/- (IDA) or Level 13 - 1,23,100-2,15,900/- (CDA) if working in Government/ PSU or otherwise drawing minimum annual CTC of Rs. 33 Lacs, if working in Banks / private sector company. Candidate should have experience in execution of large value civil projects in the areas such as residential buildings, commercial buildings, industrial civil works and institutional buildings etc. The incumbent should have good understanding of Government/CPSE tendering process, contract management, Dispute Redressal Mechanism, project financing and liaison works with Govt. departments/Ministries Desirable qualification: Knowledge of various tender formats including CPWD, FIDIC conditions, PPP projects and its execution along with execution experience in infrastructure projects.

02	MANAGER (ARCHITECTURE & PLANNING) IDA Pay scale – Rs. 60,000- 1,80,000/-, E-3 No. of Post - 02 (UR – 02)	37 Years	Full time Degree in Architecture from Government recognized Institute/ University with 60% aggregate marks.	Total 06 years experience in planning & designing and detailing of schemes pertaining to township / housing / commercial complexes / institutional / industrial etc. including interior designing. Desirable experience: Knowledge of AUTOCAD and 3D software for generation of walkthrough / walk around animation presentations etc. Candidates having knowledge and proficiency in use of Computer will be preferred.
03	DEPUTY MANAGER (COMPANY SECRETARY) IDA Pay scale – Rs. 50,000- 1,60,000/-, E-2 No. of Post - 01 (UR – 01)	33 Years	Qualified Company Secretary	03 years experience. Candidate should have excellent communication and drafting skills. Adequate experience required in legal compliance as per Companies Act,1956 and SEBI regulations/e-filing of documents with exposure to public issue/dividend related matters, handling of Investor's grievances and coordination with other regulatory agencies, stock Exchanges, ROC etc. Candidates having knowledge and proficiency in use of Computer will be preferred.
04	ASSISTANT MANAGER (CORPORATE COMMUNICATION) IDA Pay scale – Rs. 40,000- 1,40,000/-, E-1 No. of Post - 02 (UR – 01, OBC(NCL)-01)	30 Years	Post Graduate Degree/Diploma in Mass Communication/ Journalism/ Advertising & Public Relations of two years from Government recognized Institute/ University with 60% aggregate marks	02 years experience in Corporate Imaging in Public domain, In- house communication, Designing and production of Newsletters / other publications, Media Management. In-depth knowledge of print and electronic mass media as well as advertising. Candidate should have excellent command in English – both written and spoken. Candidates having knowledge and proficiency in use of Computer will be preferred.

05	ASSISTANT MANAGER (RAJBHASHA) IDA Pay scale – Rs. 40,000- 1,40,000/-, E-1 No. of Post - 01 (UR – 01)	30 Years	a) Master's Degree of a recognized University in Hindi with English as a subject at a degree level OR Master's Degree of a recognized University in English with Hindi as a subject at a degree level. b) Diploma in Translation (minimum one year Diploma) from government recognized University/ Institute.	2 years experience in translation from English to Hindi and vice versa, preferably of technical or scientific nature in Government/ Semi-Government/ PSU/ Autonomous bodies. Desirable: Knowledge of government's official language policy and its implementation.
06	ASSISTANT MANAGER (HRM) IDA Pay scale – Rs. 40,000- 1,40,000/-, E-1 No. of Post - 04 (UR – 02, OBC(NCL)-01, SC-01)	30 Years	Full time MBA / MSW / two years Post Graduate Degree/ Post Graduate Diploma in management from Government recognized University / Institute with Specialization in HRM / PM/ IR as major subject with 60% aggregate marks.	Candidates having 2 years experience and working in PSU/Govt./Large Private Sector in HRM discipline are eligible to apply. Functional capabilities should be inclusive of thorough knowledge of labour laws and service regulations, Disciplinary matters, application of HRM concepts, tools and practices, such as manpower planning, Performance Management, career planning, succession planning, competency modeling, competency appraisal etc. Exposure in industrial relations having multiple trade unions scenario is desirable. Experience in latest HR Practices and Policies, dealing with retention and attrition aspects. Candidates having knowledge and proficiency in use of Computer will be preferred. Desirable Qualification: Degree in Law and Knowledge of DOPT and DPE guidelines.

07	SR. PROJECT EXECUTIVE (CIVIL) IDA Pay scale – Rs. 40,000 - 1,40,000/-, E-1 No. of Post - 10 (UR-04, SC-04, OBC(NCL)-01, EWS-01) including 01 post reserved for PWD under Hard of Hearing category	30 Years	Full time Degree in Civil Engineering or equivalent from Government recognized University/ Institute with 60% aggregate marks.	02 years experience in the field of PMC / EPC / Real Estate / Infrastructure. 01 year relaxation in experience will be provided to that candidate who has done M.Tech course. The candidate should have relevant experience in construction related activities i.e. execution / supervision of construction works involving earthwork, piling, road works, underground piping, building works, RCC works, like deep foundations, foundation of structures for heavy equipment, structural steel works for industrial buildings, technological structure and large value civil engineering projects etc. Candidate should have handled contract, closing of projects. Knowledge of ISO requirements for Quality Management System and HSE requirements at project sites will be an added advantage. Alternatively candidate should have experience in design, Coordination with various agencies involved like client, consultants, contractors, Estimation, Tendering, Rate analysis and Contract Management of construction Projects etc. Knowledge of CPWD conditions of contract and Specifications will be an added advantage. Candidates having proficiency in use of Computer will be preferred.
08	ASSISTANT MANAGER (PHE) IDA Pay scale – Rs. 40,000- 1,40,000/-, E-1 No. of Post - 01 (UR – 01)	30 Years	Full time Degree in Civil Engineering with 60 % aggregate marks and Master Degree in Public Health Engineering / Environmental Engineering from Government recognized Institute / University .	02 years experience in the field of process / hydraulic designing, planning, preparing specifications and engineering drawings, project reporting, business development etc. for Water / Sewage / Industrial Effluent Treatment Plants, Pumping Stations, Reservoirs, Water / Sewerage Conveyance Systems, Drainage etc . Candidates having knowledge and proficiency in use of Computer will be preferred.
09	GRADUATE ASSISTANT (IT/CS/ NETWORKING/ SYSTEMS ADMINISTRATION) IDA Pay scale – Rs. 30,000- 1,20,000/-, E-0 No. of Posts - 02 (UR – 02)	28 Years	Full time degree in any discipline along with minimum one year certificate/ diploma course in hardware/networking/system administration/ software development/ programming	Minimum 05 years of experience in relevant field

10	JUNIOR ENGINEER (CIVIL) IDA Pay scale – Rs. 27,270- (Open Ended), S-3 No. of Post - 20 (UR – 08, SC-02, ST-01, OBC(NCL)-07, EWS-02) including 02 posts of ESM	28 Years	Three years full time Diploma in Civil Engineering from Govt. recognized Institute/ University with 60% aggregate marks	NIL
11	JUNIOR ENGINEER (ELECTRICAL) IDA Pay scale – Rs. 27,270- (Open Ended), S-3 No. of Post – 10 (UR – 04, SC-02, ST-02, OBC(NCL)-01, EWS-01 including 01 post of ESM and 01 post reserved for PWD under Multiple Disability category amongst a) Locomotor Disability (OA,OL, including Leprosy cured,Acid attack victims and dwarfism and b) Deaf and Hard of Hearing) c) Multiple Disability- from amongst (a) & (b) above	28 Years	Three years full time Diploma in Electrical Engineering from Govt. recognized Institute/ University with 60% aggregate marks	NIL
12	JUNIOR ENGINEER (MECHANICAL) IDA Pay scale – Rs. 27,270- (Open Ended), S-3 No. of Post - 05 (UR – 03, SC-01, OBC(NCL)-01)	28 Years	Three years full time Diploma in Mechanical Engineering from Govt. recognized Institute/ University with 60% aggregate marks	NIL

2. PROCEDURE FOR APPLYING-

Candidates are required to read the **GENERAL INSTRUCTIONS** before filling up the online application form.

The relevant link for online application will be made available from 10:00 hrs on 06.03.2026 under the head "CAREER within Human Resources" on NBCC website i.e. www.nbccindia.in. Final Online submission of application will be open till 17:00 hrs on 05.04.2026.

No other means/mode of application shall be accepted.

Opening Date for Online Registration	06.03.2026 from 1000 hrs
Closing Date of Online Registration	05.04.2026 upto 1700 hrs

Before filling application online, candidates should keep ready scanned copy of –

- i. Passport size Photograph (Size 40 KB to 100 KB) & Signature in jpg/jpeg format (Size 20 KB to 50 KB).
- ii. Latest OBC (NCL)/EWS/SC/ST/ PWD/ESM certificate, as applicable. (Size 100 KB to 300 KB).
- iii. Matriculation/ Secondary certificate as a proof of date of birth.
- iv. All necessary Pass Certificates and Mark Sheets of Essential Educational Qualifications which makes you eligible for the post and other qualifications, if any.
- v. All Post Qualification Experience Certificates (including from present employer) indicating clearly the date of joining and relieving of the posts (e.g. Experience Certificate, Last 3 months Pay Slip, Form-16, Relieving Order etc).
- vi. Summary of grading of ACR (Annual Confidential Report/ Annual Performance Report) with supporting documents, or any document indicating the performance of the candidate issued by the concerned Department/ Institution is to be made available by candidate applying through Govt/CPSE for last 05 years or period worked in Govt/CPSE during the last five years.
- vii. No Objection Certificate issued by the employer to the candidate for the applied post OR proof of information by the candidate to the employer about applying for the post.
- viii. NBCC shall not at any stage, calculate CTC of any candidate on the basis of documents submitted by candidates. It shall be the responsibility of the applicant to provide CTC document proof as per advt. duly attested by the candidate in support of his candidature.
- ix. Candidates applying through Pvt. Sector Companies including banks/Public Sector banks/ NBFCs, PSU JVS, Govt Bodies/ any Institution of Central Govt. or State Govt. or Autonomous Bodies/ State Govt offices/PSEs or any JV public pvt. where equivalency through IDA or CDA pattern is not available, it shall be the responsibility of the applicant to submit the proof CTC as per advt. requirement. NBCC India Ltd at any stage would not derive, calculate or assess CTC of the applicant. It shall be the sole responsibility of the applicant to provide documentary proof in support of CTC by the employer.
- x. Non-Submission of proof of CTC and supporting document by candidates would lead to rejection of candidature of the applicant.
- xi. Applicants are advised to submit scanned copies in support of their candidature.
- xii. 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.

Candidates must keep their e-mail ID and contact number in operation at least for one year. Candidates are required to give correct email address. In case of non delivery or late delivery of email due to any reasons whatsoever, Company will not be held responsible. Candidates are required to fill in the online form with all the relevant details. Upload scanned copy of the photograph; signature, SC/ST/OBC (NCL)/EWS/PWD certificate (if applicable), all the Essential educational & Essential Post qualification experience documents, (as applicable), summary of grading in APR with supporting Documents, NOC by or Information to the employer as mentioned above. Candidates should ensure that the relevant details viz. Name, Date of Birth, Address, etc. entered in NBCC online application form is correct. 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.

3. PAYMENT OF APPLICATION FEE

1. Candidates are required to pay a non-refundable fee amount as mentioned under. Candidates will be levied tax/charge from their bank transactions (as applicable). The application fee for all the posts shall be Rs. 1000/-
2. SC, ST, PWD & Departmental candidates are exempted from payment of application fee.
3. Candidates are required to make application fee payment through debit card/credit card/net-banking. The candidates will automatically be 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 making payment of application fee.

4. SELECTION PROCEDURE

The selection criteria for posts will be as under -

S.No.	Level of the Post	Selection Process
1	E-6	Personal Interview
2	E-3/E-2/E-1	Computer Based Test (CBT) and Personal Interview
3	E-0	Skill Test followed by Personal Interview
4	S-3	Computer Based Test (CBT)

The Selection criteria may change on the basis of response received. Decision of NBCC shall be final in this regard.

Internal Candidates of NBCC (India) Limited currently working or have worked in the past on contractual establishment appearing for Written Test/Computer Based Test and Skill Test for the posts from Sl. No 2 to 12, will be awarded 03 marks for every completed year of service in NBCC subject to maximum benefit of 03 years of service i.e. maximum 09 marks, subject to fulfillment of other eligibility criteria and terms & conditions as applicable and mentioned in the advertisement. The cutoff date of counting the service will be the last date of receiving applications as mentioned in the advertisement.

5. REMUNERATION

Selected Candidates will be entitled for remuneration consisting of Basic Pay, DA (on IDA pattern), HRA, Perks & Allowances under Cafeteria Approach, Performance Related Pay (PRP)/PLI (as applicable). In addition to this CPF, Medical facility for self and dependents, Gratuity, Leave encashment is paid as per the rules of the Company.

6. GENERAL INSTRUCTIONS

1. Only Indian Nationals are eligible to apply.
2. Candidate should read the complete advertisement carefully & ensure that he /she fulfills the eligibility criteria for the post advertised in all respects.
3. All the Essential Qualification must be full time and be recognized from AICTE/UGC/State Technical Board/Any other appropriate body.
4. If a candidate is claiming a particular qualification as equivalent qualification as per the requirement of advertisement, then he/she is required to produce order/ letter in this regard issued by the Competent Authority indicating the Authority (with number and date) under which it has been so treated, otherwise the candidature/Online Application is liable to be rejected.

5. 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.
6. Reservation guidelines as notified by Government of India from time to time shall be applicable for all the posts. Candidates claiming reservation are required to comply with the guidelines and produce relevant certificates and documents as and when required.
7. 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.
8. Persons with benchmark disabilities can also apply for the above posts in accordance with government of India guidelines in force. Disability of candidates should not be less than 40%.
9. The upper age limit, unless specifically mentioned, is for unreserved 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 caste/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) born on regular establishment will be given age relaxation of five years provided they have at least two years of service left before superannuation for posts to be filled on Direct Recruitment subject to fulfillment of other eligibility criteria, terms and conditions. Internal candidates working on contractual establishment will be entitled for age relaxation of 5 years for posts to be filled on Direct Recruitment from S.No. 1 to 12 subject to fulfillment of other eligibility criteria and terms and conditions. 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.
10. Further, for post at S.No.09, age relaxation upto 40 years shall be extended to internal candidates/employees working/worked on contract basis in NBCC(India) Limited for atleast 5 years out of which they have worked for a minimum period of 2 years on continuous basis in NBCC(India) Limited.
11. 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 candidate after her marriage, she is required to furnish marriage certificate and notarized affidavit in this regard.
12. Relaxation of standard in selection against reserved vacancies if sufficient number of reserved category person is not available on the basis of laid down general standards, the general standards could be relaxed suitably to fill up the reserved posts.
13. The cut-off date for determining the age limit shall be the closing date of submission of online applications. 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.
14. The crucial date for determining the post qualification experience shall be the closing date of submission of online applications.

15. 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.
16. As on last date of submission of online applications, candidates having less than two years of terminal services left before the age of superannuation as per Government of India guidelines shall be considered ineligible for all the posts mentioned in the advertisement.
17. 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.
18. 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.
19. Candidates are required to retain a copy of the online submitted application form for future reference.
20. Number of vacancies mentioned above may increase or decrease depending upon the requirement of the Company.
21. NBCC reserves the right to cancel this advertisement (wholly or partly) and/or the selection process at any stage for any of the above posts without assigning any reason.
22. Candidates are advised to keep their e-mail ID and contact number given in the Application form active for atleast one year. No change in e-mail ID will be allowed.
23. Any corrigendum/addendum/errata in respect of the above advertisement shall be made available only on our official website www.nbccindia.in under the head: **"CAREER within Human Resources"**. No further press advertisement will be published. Hence prospective candidates are advised to visit NBCC website regularly for latest updates.
24. Any canvassing, directly or indirectly, by the candidate will disqualify his/her candidature.
25. The SC/ST/PWD candidates called for 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.
26. 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.
27. All correspondence shall be made through email only and no communication would be sent through courier/post or through any other mode.

CGM (HRM)