

No. NHSRCL/Vacancy Notice- 05/2023

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 **General Manager (Human Resource)** on **Absorption basis**.

Organisation	NHSRCL
Title of post - No of vacancies	General Manager (Human Resource) – 01 Post
Place of Posting	New Delhi.
Pay Scale	GM (E8) – (1,20,000 – 2,80,000)
Maximum age	50 years as on last date of receipt of applications.
Eligibility criteria	For the post of General Manager (HR) when operated in E8 A. MBA (HR) / MSW / Masters in Human Resource Management or equivalent from recognized university. B. Minimum 22 years Post Qualification working experience (out of which minimum 17 years of executive experience) and C. Working in analogous grade (E-8) IDA OR Working in Rs. 1,00,000 – 2,60,000 (IDA E-7) equivalent to Rs. 43,200 – 66,000 (Pre-Revised) for at least 2 years. D. Degree in law is preferable.
Mode of Selection	1. Shortlisted candidates would be required to make a brief presentation on the jobs handled by them and their experience in the areas detailed in the job description of the post followed by Interview. 2. Medical examination in Executive/Non-Technical category.
Job Description	The officer is expected to perform the following functions: - (i) <u>Recruitment and Selection</u> : Involves preparing job descriptions, attracting people with right qualifications and skills, with right mind set and attitude. (ii) <u>Manpower Planning</u> : Assessing the present and future manpower requirements in the organization, succession planning and career planning.

	<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> <p>(ix) <u>Formulation of various HR policies & procedures</u> : The officer is expected to formulate various HR policies & procedures.</p>
How to apply	<p>The candidates applying for the above post should submit their application to General Manager/HR as per enclosed application form.</p> <p>The envelope containing the application should be superscribed "Application for the post of GM (Human Resource)" The application should be addressed to General Manager (HR), National High Speed Rail Corporation Limited, Asia Bhawan, Road-205, Sector-9 Dwarka, New Delhi-110077. Last date of Application for reaching the addressee is <u>17.08.2023</u>.</p> <ul style="list-style-type: none"> • Applications may be sent by e-mail also on the designated e-mail id i.e. careers@nhsrcl.in latest by <u>18:00 hrs</u> on <u>17.08.2023</u>. • Applications by e-mail have to be sent to "careers@nhsrcl.in" with the subject as "Application for the post of". • Applications may be digitally signed by the applicant's personal digital signatures or may also be wet signed. Only scanned copies of application with digitally signed/self-attested supporting documents (in a single PDF file format) will be considered. • Applications received (through email) with multiple attachment(s) will not be considered and will be rejected.
Closing date	17.08.2023

General Conditions:

1. Experience and other eligibility criteria shall be reckoned as last date of receipt of application.
2. NHSRCL will not be responsible for any postal delay/ wrong delivery/ non-delivery of communication by the candidate at any stage of the recruitment process.
3. Application shall be submitted as per the prescribed format 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 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. 5,00,000/-** along with cost of training 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.) On Absorption Basis	CTC per annum (In INR Approx.) On Contractual Basis
1	E-1	Rs.40,000-1,40,000	Rs. 15.00 Lakhs	Rs. 13.00 Lakhs
2	E-2	Rs.50,000-1,60,000	Rs. 19.00 Lakhs	Rs. 16.00 Lakhs
3	E-3	Rs.60,000-1,80,000	Rs. 23.00 Lakhs	Rs. 20.00 Lakhs
4	E-4	Rs.70,000-2,00,000	Rs. 25.00 Lakhs	Rs. 22.00 Lakhs
5	E-5	Rs.80,000-2,20,000	Rs. 30.00 Lakhs	Rs. 26.00 Lakhs
6	E-6	Rs.90,000-2,40,000	Rs. 34.00 Lakhs	Rs. 29.00 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	-