



विशाल चौहान, आईएएस
सदस्य (प्रशासन)
VISHAL CHAUHAN, IAS
Member (Administration)



भारतीय राष्ट्रीय राजमार्ग प्राधिकरण
सड़क परिवहन और राजमार्ग मंत्रालय
National Highways Authority of India
MINISTRY OF ROAD TRANSPORT & HIGHWAYS

DO No. 11012/34/2026-HR-III (E-321515)

28th July, 2026

Dear Dr Rajesh Ravindran

I take this opportunity to bring to your kind notice that NHAI is undertaking the mammoth task of developing National Highways across the length and breadth of the country. Deputation of officers of your Department to NHAI will not only enhance their experience, but NHAI will also be benefited by their experience, which will be mutually beneficial to both the organizations.

2. In this regard, NHAI has advertised **one post of Deputy General Manager (Environment)** in Level-12 of the 7th CPC Pay Matrix, to be filled on deputation basis. Officers of the Indian Forest Service (IFS) are also eligible to apply for these posts. The advertisement is also available on the website of NHAI (<https://nhai.gov.in/#/vacancies/current>). The last date for receipt of online applications for aforesaid post is **19.08.2026**.

3. I shall be grateful if the advertisement (copy enclosed) is circulated amongst eligible officers of your Department, so that eligible officers may apply. It is also requested to kindly grant NOC to such officers.

With regards

Yours sincerely,

Encl.: As above

(Vishal Chauhan)

To,

Shri Rajesh Ravindran, IFS
PCCF & HoFF,
Kerala Forest Department,
O/o the PCCF & Head of Forest Force, I floor,
Vanalakshmi, Forest Headquarters, Vazhuthacaud,
Thycaud P O, Thiruvananthapuram, Kerala-695014.
pccf.for@kerala.gov.in

IMPORTANT DATES

TIME LINES	
Opening Date for Online Registration of Application	20.07.2026 (10:00 AM) (Monday)
Last Date for submission of Online Application	19.08.2026 (06:00 PM) (Wednesday)
Last Date for submission of Printout of Online application along with requisite documents from Parent Department (in case of deputation only).	18.09.2026 (Friday) Note: NHAJ 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 post 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 apply for the post with respect to the advertisement shall not be allowed to withdraw his/her candidature subsequently. The applicant selected by NHAJ 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 NHAJ 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. The candidates should have more than 02 years of remaining service, as on the closing date of receipt of applications, before superannuation in the parent department.
4. SC/ST/OBC (NCL)/ EWS/ Minority Community / Women/ Persons with Benchmark Disabilities, are encouraged to apply.
5. Persons with Benchmark Disabilities (PwBD) can apply to the respective posts even if the post is not reserved for them but has been identified as Suitable. However, such Applicants will be considered for selection to such post by general standard of merit. Persons suffering from not less than 40% of relevant disability shall alone be eligible for the benefit of reservation and other relaxations as permissible under the rules. Thus, Physically Handicapped (PH) persons can avail benefit of reservation and other concessions and relaxations as permissible under the rules only when degree of physical disability is 40% or more and the posts are suitable for PwBD candidates.
- 6. Crucial date for determination of eligibility shall be the last date prescribed for the receipt of ONLINE applications.
7. **Applicants working in PSUs/ Public Sector Banks** may refer to **NHAJ Circulars regarding** equivalency of Pay Structure (between CDA vs IDA and CDA vs Public Sector Banks) attached with the advertisement.
8. Canvassing or bringing influence in any form will disqualify the candidature.
9. The advertisement can be withdrawn at any time at the discretion of the Competent Authority without assigning any reasons therefor.
10. In case of any dispute / ambiguity / confusion that may occur in the process of selection, the decision of the Appointing Authority in NHAJ for the post concerned shall be final.

11. In case adequate response is not received against this specialized post, if the Chairman, NHAI is of the opinion that it is necessary or expedient to do so, he may for the reasons to be recorded in writing, relax the essential experience required for the post.
12. 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.
13. The departmental officers in the feeder grade who are in the direct line of promotion shall not be eligible for consideration for appointment on deputation. Similarly, the deputationists shall not be eligible for consideration for appointment on promotion.
14. 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.
15. Any legal dispute with regard to the selection/ recruitment process will be subject to jurisdiction of the courts in Delhi only.
16. 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.
17. 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.

Procedure to apply

18. **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.

viii) The ONLINE application may be submitted by **19.08.2026 (6.00 PM)**.

► ix) 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.

19. 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 mode/procedure would not be accepted and summarily rejected. Applications incomplete in any respect, especially without details of pay scales 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.

20. 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.

21. Applicants applying for more than one post should submit separate application for each post, failing which, the application will be considered only for the first post indicated in the application.

► 22. 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 18.09.2026**:

**DGM (HR/ADMN)-I B
NATIONAL HIGHWAYS AUTHORITY OF INDIA
PLOT NO. G5-&6, SECTOR-10,
DWARKA, NEW DELHI-110075**

23. '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.



भारतीय राष्ट्रीय राजमार्ग प्राधिकरण

(सड़क परिवहन और राजमार्ग मंत्रालय, भारत सरकार)

National Highways Authority of India

(Ministry of Road Transport and Highways, Government of India)

जी-5 एवं 6, सेक्टर-10, द्वारका, नई दिल्ली - 110 075 • G-5 & 6, Sector-10, Dwarka, New Delhi-110075

दूरभाष/Phone : 91-11-25074100 / 25074200



NHA/Policy Guidelines/ Administration/2022

Policy Circular No. 1.3.1.25/2022 dated 17th June, 2022

{Decision taken on E-Office File No. NHA/11012/183/2012-HR-I (Computer No: 134057)}

Sub.: Guidelines for screening of applications - equivalence of CDA vis-à-vis IDA Pay Scales- reg.

With a view to have uniformity in screening of the applications being received in response to advertisements for various posts in NHA, Policy Guidelines prescribing equivalence of CDA vis-à-vis IDA pay scales has been issued vide Policy Circular No.11041/217/2007-Admn. dated 11.06.2013.

2. On receipt of representations from some PSU officers pointing out that they are unable to apply/join NHA on deputation due to restrictive nature of equivalency prescribed in NHA's Policy Circular dated 11/6/2013 compared to the equivalency followed by the other Govt. Departments, the issue has been examined and a Committee was constituted to review the existing guidelines dated 11.06.2013 in the light of equivalency adopted by the other Govt. Departments and submit its recommendations.

3. The said committee deliberated upon the issues while taking into consideration mainly the equivalence of pay between CDA and IDA Pay scales adopted by the six Public Sector Enterprises/Undertakings/Autonomous Bodies namely, RLDA, AAI, BSNL, IRCTC, IRCON & FSSAI and recommended revised equivalency.

4. The recommendations of the Committee have been approved by the Competent Authority and accordingly, in supersession to the earlier guidelines dated 11.06.2013, the following revised guidelines regarding equivalence of CDA vis-à-vis IDA pay scales are henceforth prescribed to be adopted in NHA :-

Rank in NHA	Rank in Central Govt.	Equivalent grade in IDA Pay Scales
CGM Level-14 (144200-218200) (revised) (PB-4 + GP Rs. 10,000 (pre-revised)	Jt. Secretary/CE Level-14 (144200-218200) (revised)/ (PB-4 + GP Rs. 10,000 (pre-revised)	(E-8 Grade) Rs. 120000-280000 (Revised) Rs. 51,300-73,000 (pre-revised)
GM Level-13 (123100-215900) revised)/ (PB-4 + GP Rs. 8700 (pre-revised)	Director/SE Level-13 (123100-215900) (revised)/ (PB-4 + GP Rs. 8700 (pre-revised)	(E-7 Grade) Rs. 100000-260000 (Revised) Rs. 43,200-66,000 (pre-revised)

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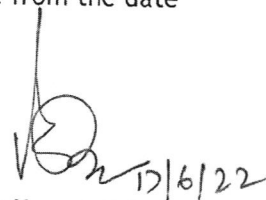
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Rank in NHAI	Rank in Central Govt.	Equivalent grade in IDA Pay Scales
DGM Level-12 (78800-209200) (revised)/ (PB-3 + GP Rs. 7600 (pre-revised))	Dy. Secretary/EE (NFSG) Level-12 (78800-209200) (revised)/ (PB-3 + GP Rs. 7600 (pre-revised))	(E-6 Grade) Rs. 90000-240000 (Revised) Rs. 36,600-62,000 (pre-revised) (E-5 Grade with 03 years' experience in the grade) Rs. 80000-220000 (Revised) Rs. 32,900-58,000 (pre-revised)
Manager Level-11 (67700-208700) (revised)/ (PB-3 + GP Rs. 6600 (pre-revised))	Under Secretary/EE Level-11 (67700-208700) (revised)/ (PB-3 + GP Rs. 6600 (pre-revised))	(E-4 Grade) Rs. 70000-200000 (Revised) Rs. 29,100-54,500 (pre-revised)
Dy. Manager / Equivalent posts in Pay Level-10 (56100-177500) (revised) (Entry level pay scale of Group-A) (PB-3 + GP Rs. 5400 (pre-revised))	Junior Time Scale/AEE Level-10 (56100-177500) (revised)/ (PB-3 + GP Rs. 5400 (pre-revised))	(E-3 Grade) Rs. 60000-180000 (Revised) Rs. 24,900-50,500 (pre-revised)
Assistant Manager / Equivalent posts in Pay Level-8 (47600-151100) (revised) (PB-2 + GP Rs. 4800 (pre-revised))	Section Officer Level-8 (47600-151100) (revised)/ (PB-2 + GP Rs. 4800 (pre-revised))	(E-2 Grade) Rs. 50000-160000 (Revised) Rs. 20,600-46,500 (pre-revised)
Posts carrying pay Level-7 (44900-142400) (revised) (PB-2 + GP Rs. 4600 (pre-revised))	Asstt. Engineer Level-7 (44900-142400) (revised)/ (PB-2 + GP Rs. 4600 (pre-revised))	(E-1 Grade) Rs. 40000-140000 (revised) Rs. 16400-40500 (pre-revised)

5. The revised equivalence as indicated vide Para-4 above will be effective from the date of issue of this Policy Circular.

6. This issues with the approval of Competent Authority.



(Sanjay Kumar Patel)
General Manager (Coord.)

To:

All Officers of NHAI HQ/ ROs/ PIUs/ CMUs/ Site Offices

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भारतीय राष्ट्रीय राजमार्ग प्राधिकरण

(सड़क परिवहन और राजमार्ग मंत्रालय)

National Highways Authority of India

(Ministry of Road Transport and Highways)

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फैक्स / Fax : 91-11-25093507 / 25093514

NHAI/Policy Guidelines/Administration/2019

Policy Circular No. 1.3.1.20/2019 Dated 22nd November, 2019

[Decision taken on the File No. NHAI/11012/183/2012-HR.I(Vol.I)]

Sub: Guidelines for screening of applications - equivalence of CDA vis-à-vis PSU Bank Pay Scales/Levels.

The Regulation 12(2) of the NHAI (Recruitment, Seniority and Promotion) Regulations, 1996 (as amended) provides for constituting Screening Committee to screen the applications with respect to the eligibility criteria prescribed for the posts and to recommend the eligible candidates for consideration of the Selection Committee.

2. It was observed that in response to the advertisements for appointment to posts on deputation in NHAI, especially the posts in the Finance Cadre of NHAI, applications from the employees of PSU Banks were received quite often. However, in the absence of guidelines/instructions on equivalence between CDA Pay Scales/Levels and PSU Bank Pay Scales/Levels, the Screening Committees found it difficult to take a decision as to the eligibility of such candidates.

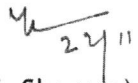
3. To bring uniformity in screening of applications by different Screening Committees, it was felt necessary to work out equivalency of pay between CDA Pay Scales/Levels and PSU Bank Pay Scales/Levels, on the analogy of guidelines regarding equivalence of CDA vis-à-vis IDA pay scales circulated vide NHAI's Policy Circular No.11041/217/2007-Admn. dated 11.06.2013.

4. A Pay Equivalence Committee was therefore constituted for this purpose. The said committee deliberated upon the issues and took into consideration mainly the equivalence of pay between CDA and PSU Banks, formulated/adopted by Department of Financial Service (Ministry of Finance), which the department applied in most of their advertisement(s) for filling up of various categories of posts in Debt Recovery Tribunals (DRTs). Accordingly, the Pay Equivalence Committee recommended the following equivalence between CDA Pay Scales/Levels and PSU Bank Scales/Levels, which were approved by the Competent Authority for screening of applications by the Screening Committee.

Posts in NHAI	Posts in Public Sector Banks
<u>C.G.M.</u> [Level-14 (Revised)/ PB-4 (Rs.37,400-67,000) + GP. Rs.10,000 (pre-revised)/ Rs.18,400-22400 (pre-revised)]	<u>General Manager/ Scale-VII</u> Rs.76520-85000/ Rs.46,800-52,000 (pre-revised)
<u>G.M.</u> [Level-13 (Revised) /PB-4 (Rs.37,400-67,000) + GP. Rs.8700 (pre-revised)/Rs.14,300-18300 (pre-revised)]	<u>Deputy General Manager /Scale-VI</u> Rs.68680-76520 / Rs.42,000-46,800 (pre-revised)

<u>D.G.M.</u> [Level-12(Revised)/ PB-3 (Rs.15,600-39,100) + GP. Rs.7600 (pre-revised)/Rs.12000-16500 (pre-revised)]	<u>Assistant General Manager/ Scale-V</u> Rs.59170-66070/ Rs.36,200-40,400 (pre-revised)
<u>Manager</u> [Level-11 (Revised)/ PB-3 (Rs.15,600-39,100) + GP. Rs.6600 (pre-revised)/Rs.10000-15200 (pre-revised)]	<u>Chief Manager/ Scale-IV</u> Rs.50030-59170/ Rs.30,600-36,200 (pre-revised)
<u>Dy. Manager /Accounts Officer</u> (Entry level pay scale of Group A) [Level-10 (Revised)/ PB-3 (Rs.15,600-39,100) + GP. Rs.5400 (pre-revised)/Rs.8000-13500 (pre-revised)]	<u>Manager / Scale -III</u> Rs.42020-51490/ Rs.25,700-31,500 (pre-revised)
<u>AM (Vig./Admn.)/Jr. Accounts Officer</u> [Level-8 (Revised)/ PB-2 (Rs.9300-34,800) + GP. Rs.4800 (pre-revised)/Rs.6500-10500 (pre-revised)]	<u>Deputy Manager / Scale-II</u> Rs.31705-45950/ Rs.19,400-28,100 (pre-revised)
<u>AM (Tech.)</u> [Level-7 (Revised)/ PB-2 (Rs.9300-34,800) + GP. Rs.4600 (pre-revised)/Rs.6500-10500 (pre-revised)]	<u>Assistant Manager / Scale-I</u> Rs.23700-42020/ Rs.14,500-25,700 (pre-revised)

5. This issue with the approval of Competent Authority.


 (V.K. Sharma)
 CGM (Coord.)

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