

Advt. No.NPCC/Regular/Finance/HR/Dec./2025

NPCC Limited, a Mini Ratna Category-I, Premier Schedule 'B' CPSU is a subsidiary of WAPCOS Limited. The Company is engaged in Engineering, Construction, Planning, Operation and Project management consultancy. NPCC Limited is in urgent need of dynamic and result oriented Officers on regular basis, for its offices located all over India, as detailed below:-

Vacancies (Current/Backlog)

S. N.	Post/ Scale of pay (Rs.) / No. of tentative vacancies	Upper Age limit as on 30.11.2025	Essential Qualification as on 30.11.2025	Essential Post Qualification Experience as on 30.11.2025
1.	Joint General Manager (Finance) E-5 (80000-220000) (IDA) Total-1No. Breakup: UR-1	48 years	CA/CMA/ MBA(Fin.)	<p>Candidate must have 16 years post qualification experience :</p> <ul style="list-style-type: none"> i) if working in regular cadre or on contractual basis in pay scale, in NPCC/other Government/Semi Government Organizations/Public Sector Undertakings/ Autonomous Bodies/ Govt. institutions, then out of 16 years, candidate should have minimum two years' experience in next below pay scale of Rs. 70000-200000 (IDA) OR PB Level 12(CDA) OR equivalent, OR ii) if working on contractual basis on consolidated remuneration, in NPCC/other Government/ Semi Government Organizations/Public Sector Undertakings/ Autonomous Bodies/ Govt. Institutions OR in non-government / private sector, then out of 16 years, candidate should be drawing CTC equivalent to next below pay scale, i.e. pay scale of Dy. Gen. Manager: Rs. 20.16 lacs per annum for at least two years, on the cut-off date specified in advertisement, i.e. 30.11.2025. Form 16, duly signed by authorized officer shall be required from candidates claiming such CTC, if applicable. The prospective candidate will be responsible for Institutional Finance, Budgetary Planning & Control, Central Treasury Management, Resources Generation, Control of Accounts, Balance Sheet, Investment Planning & Management, Auditing Management, Financial Analysis and Reporting, Taxation, Finance & Costing of Projects, MIS etc. Knowledge of GST and Ind AS is desirable.

2.	<p>Manager (Finance)</p> <p>E-2 (50000-160000) (IDA)</p> <p>Total-4 tentative vacancies <u>Breakup:</u> OBC(NCL) -2, SC-1, ST-1</p>	35 years	CA/CMA/ MBA(Fin.)	<p>Candidate must have 08 years post qualification experience :</p> <p>i) if working in regular cadre or on contractual basis in pay scale, in NPCC/other Government/Semi-Government Organizations/Public Sector Undertakings/Autonomous Bodies/Govt. institutions, then out of 08 years, candidate should have minimum two years' experience in next below pay scale of Rs. 40000-140000 (IDA) OR PB Level 9(CDA) OR equivalent, OR</p> <p>ii) if working on contractual basis on consolidated remuneration, in NPCC/other Government/ Semi-Government Organizations/Public Sector Undertakings/ Autonomous Bodies/ Govt. Institutions OR in non-government / private sector, then out of 08 years, candidate should be drawing CTC equivalent to next below pay scale, i.e. pay scale of Dy. Manager: Rs.11.52 lacs per annum for at least two years, on the cut-off date specified in advertisement, i.e. 30.11.2025. Form 16, duly signed by authorized officer shall be required from candidates claiming such CTC, if applicable.</p> <p>The prospective candidate will be responsible in Institutional Finance, Budgetary Planning & Control, Central Treasury Management, Resources Generation, control of Accounts, Investment Planning & Management, Auditing Management, Financial Analysis and Reporting, Taxation, Finance & Costing of Projects, MIS etc., Income tax and all other Taxation matters, coordination with statutory/ Govt. Auditors.</p> <p>Knowledge of GST and Ind AS is desirable.</p>
3.	<p>Manager (HR)</p> <p>E-1 (50000-160000) (IDA)</p> <p>Total – 5 tentative vacancies <u>Breakup:</u> OBC(NCL) -3, SC-1,ST-1 [Vacancy reserved for PwBD-1]</p>	35 years	<p>MBA/ Post Graduate Degree/ Post Graduate Diploma</p> <p>with specialization in HR/Personnel Management</p>	<p>Candidate must have 08 years post qualification experience:</p> <p>i) if working in regular cadre or on contractual basis in pay scale, in NPCC/other Government/Semi-Government Organizations/Public Sector Undertakings/Autonomous Bodies/Govt. institutions, then out of 08 years, candidate should have minimum two years' experience in next below pay scale of Rs. 40000-140000 (IDA) OR PB Level 9(CDA) OR equivalent, OR</p> <p>ii) if working on contractual basis on</p>

				<p>consolidated remuneration, in NPCC/other Government/ Semi-Government Organizations/Public Sector Undertakings/ Autonomous Bodies/ Govt. Institutions OR in non-government / private sector, then out of 08 years, candidate should be drawing CTC equivalent to next below pay scale, i.e. pay scale of Dy. Manager : Rs. 11.52 lacs per annum for at least two years, on the cut-off date specified in advertisement, i.e. 30.11.2025. Form 16, duly signed by authorized officer shall be required from candidates claiming such CTC, if applicable.</p> <p>The prospective candidate will be responsible for providing practical, consistent, and proactive support, direction and advice to other division managers on HR procedure, policy, hiring, recruitment, training, compensation, promotion, will be also responsible for IR matters, Welfare, Labour Laws and relating legal issues.</p>
4.	<p>Dy. Manager (Finance)</p> <p>E-1 (40000-140000) (IDA)</p> <p>Total – 11 tentative vacancies</p> <p><u>Breakup:</u></p> <p>UR-4, OBC(NCL) - 3,</p> <p>SC-2, ST-1, EWS-1</p> <p>[Vacancy reserved for PwBD-1]</p>	30 years	CA/CMA/ MBA (Fin.)	<p>Candidate must have 03 years post qualification experience:</p> <p>i) if working in regular cadre or on contractual basis in pay scale, in NPCC/other Government/Semi-Government Organizations/Public Sector Undertakings/Autonomous Bodies/Govt. institutions, then out of 03 years, candidate should have minimum two years' experience in next below pay scale of Rs. 30000-120000 (IDA) OR PB Level 6(CDA) OR equivalent,</p> <p>OR</p> <p>ii) if working on contractual basis on consolidated remuneration, in NPCC/other Government/ Semi-Government Organizations/Public Sector Undertakings/ Autonomous Bodies/ Govt. Institutions OR in non-government / private sector, then out of 03 years, candidate should be drawing CTC equivalent to next below pay scale, i.e. pay scale of Asstt. Manager : Rs. 8.64 lacs per annum for at least two years, on the cut-off date specified in advertisement, i.e. 30.11.2025. Form 16, duly signed by authorized officer shall be required from candidates claiming such CTC, if applicable.</p> <p>The prospective candidate will be responsible in Institutional Finance, Budgetary Planning & Control, Central</p>

				Treasury Management, Resources Generation, control of Accounts, Investment Planning & Management, Auditing Management, Financial Analysis and Reporting, Taxation, Finance & Costing of Projects, MIS etc. Knowledge of GST and Ind AS is desirable.
--	--	--	--	--

APPLICATION FEE

Name of Posts	General & OBC Candidates	SC/ST/PwBD/ EWS/Ex-Servicemen	Application fee to be paid online and Bank Details are as under
For all posts	Rs. 1000/- for each application	Nil	Current Account No.: 2033201052945 IFSC Code: CNRB0002784 Bank Name: Canara Bank, Gurgaon Millennium Plaza, Gurgaon, Haryana-122009 Beneficiary Name: National Projects Construction Corporation Limited

Candidates shall submit the application fee, as applicable (as above), with each application submitted. The application fee, as applicable, is to be paid online in the bank account as provided above for each post and is non-refundable. No other mode of payment will be accepted. Decision of NPCC will be final in this regard.

PROCEDURE FOR APPLYING

1. The interested candidates are required to go through the full text of the advertisement and ensure themselves to fulfill all the conditions given, before applying for the post in the prescribed **Application Form (attached)**.
2. **Documents to be submitted along with the Application Form:**
Candidates are required to send the following self attested documents along with the Application Form:
 - (a) Matriculation / Secondary Certificate/Birth Certificate as proof of date of birth.
 - (b) Complete set of marksheets / degree certificate in support of qualification and / or specialization, as applicable.
 - (c) Proof of post qualification experience indicating date of joining, date of relieving, pay scales/CTC, etc. for each position held, as required for the post. The experience details along with related documents should be placed in a chronological order starting from first to last company.
 - (d) Pay-in-slip of latest month.
 - (e) Latest Form-16 of last two financial years (if applicable).
 - (f) Caste certificate in format prescribed by the Government of India (if applicable).
 - (g) Disability certificate in format, issued by Competent Authority(if applicable).
 - (h) Income & Asset Certificate for reservation under EWS as per format (if applicable).
 - (i) Aadhar Card and any other documents in support of application.
 - (j) Proof of payment (Online) of application fee containing the UTR / Transaction number of aforesaid payment, if applicable.
3. Incomplete Application Form AND/OR incomplete/insufficient documents may lead to rejection for further process. Candidates should ensure that the requisite documents are readily available with them, at the time of sending of application.
4. In case NPCC asks for any other document(s) for further verification at any stage, then the same is required to be sent by post/ mail, as desired by NPCC Management.
5. Applications should reach **by any postal service of the Government of India** to the office of **General Manager (HR), NPCC Limited, Corporate Office, Plot No. 148, Sector-44, Gurugram -122003. (Haryana)**, on or before 30 days from the date of publication of advertisement in Employment News. No other means or mode of application shall be accepted. No Applications shall be accepted by hand/email. The envelope should be superscribed with "**NPCC/Regular/Finance/HR/Dec./2025**-Post applied for _____".

6. Candidates are advised in their own interest to apply well before the last date of receipt of application to avoid the reaching of application after the last date. NPCC will not be responsible for non receipt / late receipt of any communication/application due to any reason.
7. Applications received after the due date will not be entertained. Those received after the last date of receipt of applications shall not be considered and treated as rejected & the application fee will not be refunded.

SELECTION PROCEDURE

The selection procedure will be decided by NPCC depending upon the response received against the above posts. The selection criteria can be by way of Personal Interview or by any other appropriate way. Decision of NPCC will be final in this regard. The final selection of the candidate will be based on the performance in the interview, or by any other appropriate way, whereafter the "Offer of Appointment" shall be issued. Selected candidate will be on probation for one year.

GENERAL CONDITIONS

1. Only Indian Nationals shall be eligible to apply.
2. All qualifications should be in full-time/part-time and regular/distance mode from any University / Institution recognized by UGC/AICTE or any Indian/foreign University/Institution which has been granted equivalence/recognition by AIU. The essential qualification (except CA and CMA) should be of minimum two-years duration. NPCC at its discretion shall decide the equivalence of qualification. The decision of NPCC Management shall be final and binding in this regard. In case, no specialization has been mentioned in the prescribed qualification of the Certificate issued by the University/Institute, then the candidate should furnish a Certificate issued by that University/Institute clearly specifying the specialization required for the post for which the applicant is applying, as per the advt. In case the applicant has more than one specialization, in the essential qualification, then one of the specializations should meet the specialization required in the advt., for which the applicant is applying. Document should be submitted in this regard. The decision of NPCC Management shall be final and binding in this regard.
3. Wherever CGPA/OGPA or grading system in a degree is awarded; equivalent percentage of marks should be indicated in the application form as per norms adopted by the University/Institute.
4. Applicants may submit supporting documents in case of experience in organizations where pay scales are different and not comparable/do not have parity with CDA/ IDA pay scales. The decision of NPCC Management shall be final and binding in this regard. Experience gained after the date of declaration of the result /date of issue of final year (or final semester) mark sheet /provisional certificate/degree of essential qualification, whichever is earliest, will only be considered towards counting experience, up to the cutoff date.
5. Post-qualification experience should be in relevant field.
6. Reservation of vacancies in respect of Economically weaker sections, Scheduled Castes, Scheduled Tribes, Other Backward Classes including minority (non-creamy layer), Ex-Servicemen, Persons with Benchmark Disabilities (degree of disability 40% or above) shall be as per Govt. guidelines. However, candidate must furnish Caste/ Category Certificate in the prescribed format issued by the Authority as per Govt guidelines (in case of SC/ ST/ OBC-NCL/ EWS/PwBD, etc.) Validity of such certificate shall be the responsibility of the candidate.
7. Upper age limit is relaxed by 5 years for SC/ST, 3 years for OBC (Non-Creamy Layer), and PwBD & Ex-Servicemen as per Govt. of India rules. Reservation against sub-quota for minority community in the post reserved for OBC(NCL) will also be applicable as per Govt. guidelines. For internal candidates, age is no bar.
8. Candidates applying under EWS category should submit their Income and Asset Certificate as per Govt. of India Guidelines, which is valid for the financial year 2025-26. Persons with Benchmark Disabilities are required to furnish prescribed Medical Certificate in relation to their disability as per the Govt of India Guidelines.
9. The crucial cutoff date for ascertaining all the eligibility criteria including age limit, post qualification experience, CTC/Pay Scale, etc., shall be 30.11.2025.
10. Candidates are advised to give specific, correct and full information. All original certificates/documents in support of information furnished in the application form are to be produced at the time of interview, for verification, failing which the candidates may

be disqualified for appearing in Interview. Candidature of the candidate is liable to be rejected at any stage of recruitment process or after recruitment, if any information provided by the candidate is found to be false / fabricated / is not found in conformity with eligibility criteria mentioned in the advertisement/ has suppressed any material fact(s) relevant to be considered for eligibility.

11. Fee, once paid, will not be refunded under any circumstances, nor would this fee be held in reserve for future selection. Candidates are therefore requested to ensure their eligibility before paying the application fee.
12. Candidates working in Government/Semi-Government /State Government Organizations/Public Sector Undertakings / Autonomous Bodies should apply through proper channel or furnish "NO OBJECTION CERTIFICATE" at the time of interview. However, in the event of difficulty in getting NOC from their parent department, they have to produce proper relieving order from their organization, in the event of their selection, at the time of reporting for joining but they will not be allowed any service transfer benefits/pay protection, in case of their selection in NPCC.
13. Only those candidates who are shortlisted to be called for interview will be paid to and fro rail fare from the nearest railway station of the declared place of residence by the shortest route beyond 30 km. subject to production of rail ticket as per the following norms: 2nd AC Sleeper for E-5 level, 3rd AC Sleeper for E-2 &E-1 level.
14. Selected candidate will be required to serve in any part of India/abroad as per the discretion/requirement of NPCC.
15. The mere fact that a candidate has submitted application against the advertisement and apparently fulfilling the criteria as prescribed in the advertisement would not bestow on him/her the right to be definitely called for interview / considered further for selection process.
16. Fringe Benefits: DA, HRA, Perks, CPF, Gratuity, Leave Encashment etc. will be admissible as per NPCC Rules.
17. No. of vacancies mentioned above, may increase or decrease depending upon the requirement of the company.
18. NPCC reserves the right to cancel this advertisement and/or the selection process for any of the above posts without assigning any reason.
19. Appointment to the post in the Corporation will be subject to the selected candidate being found medically fit by an approved Government hospital/medical board.
20. Candidates are required to possess a valid email-ID. NPCC will not be responsible for bouncing back of any email sent to the candidate at any stage of the recruitment process. They are advised to keep their email-ID active at least for one year. No change in email-ID will be allowed once entered. All future correspondences shall be sent via e-mail. Company will not be held responsible, in case of non delivery or late delivery of email due to any reasons whatsoever.
21. Any corrigendum/addendum/errata in respect of the above advertisement shall be made available only on our official website www.npcc.gov.in. No further press advertisement will be given. Hence prospective applicants are advised to visit NPCC website regularly for the above purpose.
22. Any canvassing, directly or indirectly, by the applicant will disqualify his/her candidature.
23. 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.
24. In case of any ambiguity / dispute arising on account of interpretation other than English, the English version will prevail.
25. Applications which are incomplete in any respect or not submitted with the required documents, as mentioned above, can be rejected and the fee will be forfeited.
26. No correspondence or personal enquiries shall be entertained by NPCC.
27. Please do not send any original documents/certificates along with the Application Form.

19. Highest qualification in Hindi: _____

20. Post Qualification Experience:

Post Held	Name of Organization	Pay Scale / Salary Drawn / CTC	Period of Service		Regular Basis/ Contract Basis / Any other
			From DD/MM/YY	To DD/MM/YY	

21. Total Post Qualification Relevant Experience (as on 30/11/2025): Years: ___ Months: ___ Days ___

22. Correspondence Address:

23. Permanent Address:

PIN: _____	Mob/ Phone No.: _____

24. PAN No.: _____ 25. Aadhar Card No.: _____

26. Guardian/Emergency Contact No.: _____ 27. Valid E-Mail ID: _____

28. Passport No.: _____ Valid up to _____

29. Any close relative (of applicant) working in NPCC Limited. Yes/ No. If Yes, details:

30. Application Fee details, if applicable:

UTR/Transaction No. _____ Amount _____ Date of Payment _____

Payment made in Account No. _____ Bank Name & Branch _____

Note: CV may be attached separately giving details of experience and / or any other information that candidate may like to furnish.

DECLARATION:

I hereby certify that the above information furnished is true & correct to the best of my knowledge and belief. I have not suppressed any material fact or factual information. In case, I have given wrong information and / or suppressed any factual information, then my services are liable to be terminated without giving any notice or reasons thereof. I am not aware of any circumstances, which might impair my fitness for employment under Government.

Date:

Place:

Signature of Applicant