



डेडीकेटेड फ्रेट कोरीडोर कापरिशन ऑफ़ इंडिया लि.

Dedicated Freight Corridor Corporation of India Limited

(भारत सरकार का उपक्रम)

5th Floor, Pragati Maidan Metro Station Building Complex, New Delhi -110001

Advt.No.06/2018

Dedicated Freight Corridor Corporation of India (DFCCIL), is a schedule 'A' Public Sector Undertaking under the administrative control of Government of India (Ministry of Railways). It is the most ambitious and biggest ever project in rail infrastructure sector, set-up to give economy a boost and build high capacity and high speed rail freight corridors along the golden quadrilateral and its diagonals. The first Phase comprises of construction of two dedicated freight corridors spanning the Mumbai-Delhi (Western DFC) and Delhi-Kolkata (Eastern DFC). At present the company has its Corporate Office at New Delhi and Field Units at Mumbai(North & South), Vadodara, Ahmedabad, Ajmer, Jaipur, NOIDA, Ambala, Allahabad(East & West), Meerut, Mughalsarai, Tundla and Kolkata.

The company invites applications from the **regular officers** working in Central and State Govt. departments, Subordinate, Attached Offices and Autonomous bodies under Central Govt. (being audited by C&AG), Central PSUs, Joint Ventures or any other form of organization between Central Govt. and State Govt. with minimum 50% stake held by Central Govt. **on Immediate Absorption basis** against the regular post of **Executive Director (HR)** at its Corporate Office at Delhi as detailed below:

1. Essential eligibility criteria (as on the date of advertisement):

No. of Posts	Name of the Post and Pay Scale (IDA) in DFCCIL	Eligibility Criteria (Pay Scale & Experience)
(1)	(2)	(3)
01	Executive Director (HR) E9 (Rs. 62000-80000) in the pre-revised scale	Essential (a) Working on regular basis in DPE prescribed E8 Grade and IDA pre-revised Pay Scale of Rs. 51300-73000 for a minimum period of 04 years Or Working on regular basis in Level-14 of Pay matrix as per 7CPC (Pre-revised PB-4 (Rs.37400-67000) + GP Rs.10000) for a minimum period of 04 years. (b) Should be handling HR matters in the managerial capacity for a minimum period of 20 years. (c) The Officer should have minimum 05 years balance service on the date of Advertisement. Desirable (d) MBA or PG Diploma in HR.

- (a) The post/pay scale held by the applicants on temporary capacity such as on contract, on ad-hoc, on deputation basis or on MACP financial up-gradation basis, etc shall **not** be taken into account for the purpose of eligibility. Therefore, those applicants who are presently on deputation to other organization must satisfy the eligibility conditions based on their parent cadre post/pay scale and not the

deputation post/pay scale. The service rendered in other organization(s) on deputation basis after regular appointment in the parent organization will be considered for this purpose.

- (b) In case the pay scale held by any applicant is not revised in his/her parent organization, such pre-revised scale must co-relate with the replacement scales mentioned under Col.3 above, for the purpose of determining his/her eligibility.
- (c) **Annual Performance Appraisal Reports (APARs):** The applicants should have earned minimum four (04) preceding years of APARs, if the APARs are due for writing. The APARs should have been earned either in the parent organization or while on deputation to other organization(s) after regular appointment in the parent organization.
- (d) In the absence of APARs for the preceding 04 years the candidate will **not** be allowed to appear in the interview.
- (e) The maximum age of the applicant should not exceed **55 (Fifty Five) years** as on the date of advertisement.

(2) Selection Procedure:

- a) The applicants fulfilling all the eligibility conditions will only be considered for short-listing them for interview. However, in case of large number of applicants found eligible, DFCCIL reserves the right to shortlist only the limited number of candidates based on their relevant and required qualifications/ additional professional qualification/ experiences and other achievements.
- b) Selection of the eligible and short listed candidates shall be based on interview and assessment of APARs for the preceding four years. The weightage will be given to various attributes in the interview as indicated below:

APARs	Experience Profile	Additional Professional Qualifications	Personality, Aptitude, General Awareness, Comm. Skill	Qualifying %
25	40	20	15	60%

- c) As per extant instruction of GOI, reservation rule is not applicable in deputation & absorption. However, the eligible SC/ST applications will be considered for selection along with others.

(3) Perks & Allowances in DFCCIL:

Leased Accommodation at the choice of place, Liberal Medical Facility, Leave Travel Concession, Basket of Allowances with cafeteria approach, Leave, CPF and other fringe benefits.

(4) How to Apply:

- (a) Candidates satisfying the conditions of eligibility may submit their application only in the prescribed format to be downloaded from DFCCIL's website at **www.dfccil.gov.in**.
- (b) The Candidates are advised to strictly follow the Application Format and the same **on A4 size paper** should be filled-up in **ENGLISH** language with **BLUE/BLACK BALL POINT PEN** only. The application should be properly signed.

- (c) The candidates should submit their applications through proper channel requesting their parent organization to forward their application along with NOC, D&AR and Vigilance Clearance and APARs for the preceding 04 years as mentioned above to DFCCIL. For proper appreciation of APAR ratings, the organization should enclose along with the APARs the guidelines for adjudging the ratings.
- (d) Application Form complete with all respect should be sent to: **Group General Manager/HR, Dedicated Freight Corridor Corporation of India Ltd. (DFCCIL), 5th Floor, Pragati Maidan Metro Station Building Complex, New Delhi-110001.**
- (e) Application not submitted in the prescribed format will be summarily rejected. Candidates may keep photo copy of the application sent for future record.
- (f) The envelope containing the application should be superscribed "**Application for the post of Executive Director (HR) 2018**". One envelope should contain only one application.
- (g) **Last date for receipt of application: 60 days** from the date of publication in Employment News.

(5) Other Instructions to the applicants:

- (a) Copies of Certificate/Documents for proof of age educational/professional qualifications/experience should be attached in support of eligibility criteria.
- (b) The pay scale structure of the organization where the applicant is working should also be attached.
- (c) Candidature will be cancelled at any stage of recruitment process or after recruitment/ joining, in case any information provided by the candidate is found to be false or is not found in conformity with the eligibility criteria mentioned in this advertisement.
- (d) Selected candidate will have to execute the Service Bond, applicable as per the norms of DFCCIL, at the time of joining.
- (e) No Journey fare (TA/DA) for appearing in the interview will be reimbursable.
- (f) The date of immediate absorption will be reckoned from the date of joining of the selected candidate in DFCCIL after acceptance of resignation by the competent authority in parent organization.

9. Nature of present employment i.e. Ad-hoc or Temporary or Quasi-Permanent or Permanent:

10. In case the present employment is held on deputation/contract basis, please state-

- a) The date of appointment on deputation/contract basis :
- b) Period of appointment on deputation/contract:
- c) Name of the parent office/organisation to which you belong:

11. Additional details about present employment

Please state whether working under (indicate the name of your employer against the relevant column)

- a) Central Govt.:
- b) State Govt.:
- c) Autonomous Organization:
- d) Government Undertaking:
- e) Universities:
- f) Others:

12. Details of pay particulars:

- a) Are you in CDA or IDA pay scale :
- b) If in CDA, please indicate the pay band and substantive grade pay :
- c) The grade pay held under MACP, if any :
- d) If in IDA, please indicate the pay scale :
- e) Whether in pre revised or revised scale of Pay(CDA/IDA) :
- f) Give the date from which the revision took place- and also indicate the pre-revised/revised scale. :

13. Total emolument per month now drawn(give the break-up) :

14. Additional information, if any, which you would like to mention in support of your suitability for the post. (This among other things may provide information with regard to (i) additional academic qualifications (ii) professional training and (iii) work experience over and above prescribed in the advertisement) (Note: Enclose a separate sheet, if the space is insufficient).

15. Please state the post for which you are applying:

16. Whether belongs to SC/ST:

17. Remarks (The candidates may indicate information with regard to (i) Research publications and reports and special projects (ii) Awards/Scholarship/Official Appreciation (iii) Affiliation with the professional bodies/institutions/societies and (iv) any other information. (Note: Enclose a separate sheet if the space is insufficient)

18. Present Address of Candidate Address (in capital letters) With Black Ball Point Pen only

Name	:	
Father's Name	:	
Address	:	
	:	

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Mobile No:

Tel. NO. with STD Code:

Please affix one recent
passport size
Photograph **without**
attestation

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Signature of Candidate ↑

19. Permanent Address:

Name	:	
Father's Name	:	
Address	:	
	:	

DECLARATION TO BE SIGNED BY THE CANDIDATE

I hereby certify and declare that (i) I have carefully gone through the vacancy circular/advertisement and I am well aware that the Curriculum Vitae duly supported by documents submitted by me will also be assessed by the Selection Committee at the time of selection for the post, (iii) All statements made and information given by me in this application are true, complete and correct to the best of my knowledge and belief. In the event of any information or part of it being found false or incorrect before or after the interview or appointment, action can be taken against me by the DFCC and my candidature / appointment shall automatically stand cancelled/terminated, (iv) I further declare that I fulfill all the conditions of eligibility prescribed for the post applied for. (v) In case my application is not received by DFCC within the stipulated date due to postal delay or otherwise, DFCC will not be responsible for such delay.

20. List of Enclosures:-

Place:

Date:

(Signature of the Applicant)

Countersigned

(Employer with Seal)