



**डेडीकेटेड फ्रेट कोरीडोर कार्पोरेशन ऑफ़ इंडिया लि.**  
**Dedicated Freight Corridor Corporation of India Limited**  
(भारत सरकार का उपक्रम)

**5<sup>th</sup> Floor, Pragati Maidan Metro Station Building Complex, New Delhi -110001**

**Advt.No.7 of 2014**

**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, Surat, Vadodara, Ahmedabad, Ajmer, Jaipur, NOIDA, Ambala, Allahabad(East), Allahabad(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)	<b>Essential</b> (a) Working on regular basis in DPE prescribed E8 grade and IDA Pay Scale of (Rs. 51300-73000) for a minimum period of 04 years Or Working on regular basis in 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. <b>Desirable</b> (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 %
<b>25</b>	<b>40</b>	<b>20</b>	<b>15</b>	<b>60%</b>

- 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), 5<sup>th</sup> 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) 2014”**. One envelope should contain only one application.
- (g) **Last date for receipt of application: 60 days** from the date of publication in Employment News dated 01.11.2014.

**(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) No Journey fare (TA/DA) for appearing in the interview will be reimbursable.
- (e) 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.

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