

NATIONAL HIGHWAYS AUTHORITY OF INDIA
(Ministry of Road Transport & Highways)

The National Highways Authority of India (NHAI) is responsible for development, maintenance and management of National Highways entrusted to it and for matters connected therewith or incidental thereto.

2. NHAI invites applications for the following positions for filling up on contract basis to work in **Asset Monetization Cell of NHAI, HQ**. Details of posts and terms & conditions as well as period of engagement, eligibility, experience etc. are as under: -

A. Name of the posts –

Sr. No.	Name of the posts	No. of posts*
a.	Head - AMC	One (01)
b.	Financial Expert	One (01)
c.	Technical Team	
1.	ITS (ATMS cum TMS) Engineer	One (01)
d.	Traffic Team	
1	Transport Economist	One (01)

B. Functions of Contractual Personnel- As mentioned in **Annexure A**.

C. Eligibility Criteria :

For Educational Qualification, Eligibility Criteria, Age Limit and Experience Please refer to **Appendix- B**.

D. Roles and Responsibility of Asset Monetization Cell:

This AMC will oversee the monetization of completed and operational Highway Assets of NHAI, ensuring efficient and effective implementation of Asset Monetization Strategies. The roles and responsibilities of the Asset Monetization Cell will include:

- i. Advise to Member (Fin) and Board of NHAI on overall planning and methodology for Asset Monetization.
- ii. Conduct market analysis and feasibility studies to identify potential Assets for Monetization.
- iii. Identify suitable projects for monetization, focusing on those with established toll collection records and potential for revenue generation.
- iv. Formation of Public Infrastructure Investment Trust (InvIT).
- v. Formulation of Strategy document on NHAI's Monetization.
- vi. Engage with Stakeholders, including Investors, Financial Institutions, and Government Bodies to facilitate the monetization process.

- vii. Review and ensure the accuracy and completeness of all documentation related to Asset Monetization projects.
- viii. Ensure compliance with regulatory standards and guidelines issued by SEBI and other relevant Authorities.
- ix. Maintain a central repository of all data related to Asset Monetization in digital format.
- x. Incorporate international best practices and innovative approaches to enhance the efficiency and effectiveness of Asset Monetization.
- xi. Monitor the performance of Monetized Assets and ensure timely reporting to Senior Management.
- xii. To bring Private Personnel/efficiencies in Investment Manager (IM) ft Project Manager (PM).
- xiii. Capacity Building on Asset Monetization within the NHAI.
- xiv. Any other works as assigned by the Management.

E. Period of Engagement, Extension & Termination:

The period of engagement shall be for a period of two years in the first instance, which may be extended/ curtailed based on the requirements of the NHAI and satisfactory performance with the approval of Chairman, NHAI. Further extendible for two more years with mutual consent and approval of the Chairman, NHAI, subject to maximum tenure of five years.

F. Procedure for selection:

All the applications received in response to the positions advertised will be scrutinized and shortlisted by an Selection Committee in accordance with eligibility and other conditions prescribed. The Selection Committee would recommend a panel of eligible candidates for the position for approval of Chairman, NHAI.

G. Remuneration structure:

- i. Payment is to be disbursed on monthly basis based on Fixed Component plus Bundles based Variable Payment.
- ii. Maximum monthly fixed Payment as per the Remuneration mentioned for External Professionals in NHAI, Policy Guidelines No. 1.3.1.22/2020 dated 12.05.2020 and as amended time to time.
- iii. Leaves shall be as per External Professionals in NHAI, Policy Guidelines No. 1.3.1.22/2020 dated 12.05.2020 and as amended time to time.
- iv. Variable Payment Slabs are designed based on Bundles on hand, as per **Annexure-C**.
- v. The facilities pertaining to Office Management & Vehicle, TA/DA, Tour, Travel etc. shall be at par with the entitlement of CGM/ GM/DGM/Manager (as the case may be).

3. The other terms & conditions of engagement will be in accordance to NHAJ Policy Guidelines for engagement of External Professionals & Policy Circular No. 1.7.1.24 dated 29th July 2024 and as amended time to time.

4. Corrigendum or Addendum or Cancellation to this advertisement, if any, shall be published only on the website of NHAJ. Therefore, the candidates are advised to check the website of NHAJ regularly.

NHAJ will have the right to terminate the contract at any time, without assigning any reason.

Procedure to apply

- (i) Applications are to be submitted online only. The procedure to be followed for filling up the online application is given in the online application portal, which can be accessed at <http://www.nhai.gov.in>. Eligible candidates may apply online on the link provided on the website of NHAI by **28th August 2024 (06:00 PM)**
- (ii) It may please be noted that the applications received through post/courier/fax shall not be considered.
- (iii) Applications not submitted properly or incomplete applications in any respect, especially without details of work experience and salary details shall be liable for rejection. The candidates are advised to fill out the application format carefully in accordance with the eligibility criteria and experience mentioned above. It may be noted that any subsequent clarification regarding job profile/experience etc. at a later date will not be entertained under any circumstances. All qualifications should have been acquired from Indian Universities/Institutes, recognized by UGC or AICTE (whichever is applicable) or any other appropriate statutory authority in India.
- (iv) The crucial date for determination of eligibility shall be the last date prescribed for receipt of applications.
- (v) Mere submission of applications shall not give the candidates any right to be called for selection.

Important Terms & Conditions

- (i) The persons engaged shall provide full-time services to NHAI during their period of engagement and they would not be permitted to take up any other assignment during the period of their engagement with the NHAI. The person will be engaged on contract basis under the prevailing guidelines/rules, for a fixed period and no claim, whatsoever, shall be admissible for regularization / absorption in NHAI.
- (ii) TA/DA shall neither be admissible to the personnel at the time of joining the assignment on appointment nor at the time of relieving on its completion (or otherwise).
- (iii) The candidates engaged will be required to attend office or visit field on all working days and also on holidays, if required, on account of exigencies of work.
- (iv) NHAI shall have the right to terminate the contract at any time, without assigning any reason. However, the contract may be terminated by either of the parties any time after serving one month's advance notice or payment/recovery of one month's salary in lieu of notice during the subsistence of the contract.

Other Terms & Conditions

- (i) Canvassing or bringing influence in any form will disqualify the candidature.
- (ii) NHAI reserves the right to raise/relax the eligibility conditions, depending on the response and/or requirement.
- (iii) NHAI reserves the right not to fill up any or all the posts notified at its discretion and vacancies may also be increased/decreased depending upon organizational requirements.
- (iv) NHAI reserves the right to cancel/restrict/enlarge/modify/reopen/alter the recruitment process, if the need so arises, without issuing any further notice or assigning any reason thereof.
- (v) 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 candidates are advised to check the website of NHAI regularly.

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Functions of Contractual personnel

1. **Head - AMC**

Total responsibilities of AMC as detailed at para-2 above.

2. **Financial Expert**

To assist Head - AMC to drive the responsibilities of AMC.

3. **Technical Team & Traffic Team**

- a) Technical Team shall co-ordinate with Technical Due Diligence Team, monitor and assist the Technical Officers in the subject works.
- b) Traffic Team shall co-ordinate with Traffic Due Diligence Team, monitor and assist the Technical Officers in the subject works.

Eligibility criteria for Contractual Personnel

1. Head - AMC

Qualification:

Essential - CA/ICWA/MBA(Finance)

Desirable -

- a. Graduation in Civil Engg/Post Graduation in Engg.
- b. Company Secretary/LLB qualifications
- c. Degree/PG Diploma in Computers

Experience:

Essential -

- a. Atleast 15 years finance experience in Infrastructure sector. Out of this 7 years shall be in Road sector and with minimum of 3 years in Asset Monetization through TOT, InvIT & Securitization.
- b. Level 14 or equivalent officers (Govt.) Experienced officials from MoRTH /NHA/ OR Director/ Head of Finance/Monetization (Private)

Desirable-

- a. Well versed in Government of India procurement Rules/GFR
- b. Handling of Road sector PPP Projects Procurement, Financial closure, Refinancing and Change of share holding
- c. Sound knowledge in ERP systems
- d. Experience in inter disciplinary functions

2. Financial Expert

Qualification:

Essential - CA/ICWA/MBA(Finance)

Desirable - Degree/PG Diploma in Computers/LLB/CS

Experience:

Essential -

- a. At least 12 years finance experience in Infrastructure sector. Out of this 5 years shall be in Road sector and with minimum of 2 years in Asset Monetization.
- b. Level 13 or equivalent officers (Govt.). Experienced officials from MoRTH /NHA/ OR Director/ Head of Finance/Monetization (Private)

Desirable-

- a. Well versed in Government of India procurement Rules/GFR
- b. Handling of Road sector PPP Projects Procurement, Financial closure, Refinancing and Change of share holding

3. Technical & Traffic Teams

a. Technical:

(i) ITS (ATMS cum TMS) Engineer

- Degree in Electrical Engineering or Computer Science, with ITS certification
- Min. 10 years and Min. 7 years in ITS Projects on Road/Highway/Expressway

b. Traffic:

(i) Transport Economist

- Degree/Master's Degree in economics, finance, or related field with specialization in transportation economics
- 10 years and 2 years' experience in Traffic & Transportation sector.

Remuneration Structure

Remuneration Structure					
Fixed Component + Bundle based Variable Payment					
S.No.	Designation	Maximum Monthly Remuneration	Fixed Payment/month*	Variable payment Slabs	Variable payments
1	Head - AMC	6.00 Lakhs	1.60 - 2.00 Lakhs (Advisor Equivalent)	No of TOT/InvIT Bundles on hand+ Securitization	Slab # 1 – No. Variable payment Slab # 2 to 5 – Rs. 1.00 Lakh per Slab
2	Financial Expert	5.00 Lakhs		Slab # 1 - Bundle preparatory works + Securitization	Slab # 1 – No. Variable payment Slab # 2 to 5 – Rs. 0.75 Lakh per Slab
3	ITS (ATMS cum TMS) Engineer	2.35 Lakhs	0.50 – 0.75 Lakhs (Asst. Advisor Equivalent)	Slab # 2 - 1 to 2 Bundles+ Securitization	Slab # 1 – No. Variable payment Slab # 2 to 5 – Rs. 0.40 Lakh per Slab
4	Transport Economist			Slab # 3 - 3 Bundles + Securitization	
				Slab # 4 - 4 Bundles + Securitization	
				Slab # 5 - 5 or more Bundles+ Securitization	
TA/DA will be admissible during site visit as per equivalent					
Fixed Payment as per the Remuneration mentioned for External Professionals in NHAI Policy Guidelines no. 1.3.1.22/2020, Dt. 12.05.2020 and as amended time to time					

DECLARATION

I have carefully gone through the vacancy circular/advertisement and I solemnly declare and undertake that all the information furnished by me is true, correct and complete to the best of my knowledge and belief. I undertake that, if at any stage of the selection or even after selection, any of the information furnished by me is found to be false, incorrect or misleading, then my service/engagement will stand cancelled / terminated without assigning me any reason. I will produce the original documents in support of the information furnished when so ever required by the employer. I also certify that there is no conflict of interest with any concessionaires / stakeholders / staff associated with NHAI.

Date: _____

Signature of the Candidate

Place: _____

Name of the Candidate: _____