VACANCY NOTICE NO. 2025/IRCON/CIVIL-20

Issued on 06.10.2025

IRCON INTERNATIONAL LIMITED

(A Public Sector Undertaking under the Ministry of Railways)

Regd. Office: C-4, District Centre, Saket, New Delhi-110 017 (India)
(CIN – L45203DL1976GOI008171)

GENERAL MANAGERS
ALL RAILWAYS

No. IRCON/HRM/CIVIL/DEPU/99653/3 Pt. XVIII/ **Issued on 06.10.2025**

Organization	:	IRCON INTERNATIONAL LIMITED
Title & No. of posts	:	Executive Director/Civil – **One Post**
Location	:	Corporate Office, New Delhi
Duration	:	3 years from the date of appointment which can be further extended upto 5 years.
Terms of appointment	:	Deputation basis
Scale of pay	:	**For SAG Officer** Rs.144200-218200/- (CDA) (Pay matrix level 14) Parent Cadre Pay + Deputation Allowance + Special charge allowance Rs.2000/- per month.
Perks/Benefits	:	**Perks/ Benefits**: (**Annexure-I**) • Medical Allowance (outdoor) – As per IRCON Rules. • Project Allowance – As per IRCON Rules. • Hard and Soft Furnishing - As per IRCON Rules. • Reimbursement of expenses (Caretaker) – As per IRCON Rules. • Lease/ HRA – As per IRCON Rules. • Transport allowance, Reimbursement for mobile and landline phone etc. Further details on perks & allowances please see the attachment. • Other allowances (if any) – As per IRCON Rules.
Qualification/Experience	:	• SAG IRSE Officer with minimum 4 years' service in SAG with experience in construction, maintenance, Railway tract, bridges, tunnels etc. • Officer must have secured an overall grade of "Outstanding" in not less than any "3 out of 5" preceding Annual Confidential Reports (ACRs) / Annual Performance Appraisal Report (APARs) and of the remaining two ACRs / APARs, the candidate should not have had a grading of less than "Very Good". • The job requirement will include preparation of

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		bids and tenders and execution as well as monitoring of projects at various project sites. • Relevant extensive experience and requisite knowledge in the same field. • The number of years of experience and nature of experience of the officer in the specific area as per requirement will be taken into consideration. • Officer should have good communication skills. • Overall, an officer with a good mix of all of the above shall be preferred for selection.
Age limit	:	SAG level – Not exceeding fifty eight years on the closing date of receipt of application.
Selection Process	:	Candidates will be required to give a power point presentation to the Selection Committee to assess his experience in tendering process, construction maintenance and up keep of Railway tracks, bridges, tunnels and other P-Way structures etc. and his vision and ability to take the Company forward.
Whether the company/ organisation has been exempted from the rule of permanent absorption and if so, the date upto which the exemption is valid	:	The Ministry of Railways has conveyed their approval for continuance of Railway Officers on deputation on exemption from the rule of immediate absorption to IRCON for a period of three years w.e.f. 31.08.2023 vide their letter No.2023/PL/44/08, dated 12.07.2024.
Note	:	Cut off date for eligibility would be reckoned as on closing date of vacancy notice.
Web address	:	www.ircon.org
Closing date	:	05 November 2025

Candidates may apply through proper channel for selection on deputation basis to the above-mentioned vacancies in the prescribed proforma attached herewith. A scanned copy of application in the enclosed format duly filled may also be sent by candidate in advance through e-mail to deputation@ircon.org so as to reach us by 05.11.2025.

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(Sumit Yadav)
Dy. General Manager/HRM

Annexure-I

ALLOWANCES TO DEPUTATIONISTS IN INDIA

1. Allowances payable to deputationists working in IRCON at Indian projects are as under :

S.No.	Allowances		
1.	**Medical Allowance (Outdoor)**	As per IRCON Rules.	10% of basic pay
2.	**Project Allowance**	For E-8 and E-9 level officers working on deputation in IRCON who are in any way associated with project of the Company.	10% of basic pay
3.	**Deputation Allowance**	As per Government Rules.	

2. **Hard and Soft Furnishing**:

Level	Hard/ Soft furnishing rates (including household electronic items)	Time Applicability
E-9 & equivalence officers	Rs. 4,00,000/-	Once in the entire period of employment of an officer with Ircon. (However, in case of attaining higher position by an officer, entitled for difference of applicable amount)
E-8 & equivalence officers	Rs. 3,00,000/-	
E-5 to E-7	Rs. 1,50,000/-	
E-2 to E-4	Rs. 75,000/-	

(The terms and conditions shall be as per IRCON rules).

3. **Reimbursement of expenses for Office Work at residence:**

Level of Officials	Revised Entitlement (in Rs)
E-9	12,000/-
E-8	12,000/-
E-7	5,000/-

4. **Reimbursement of expenses of caretaker:**

Level of Officials	Revised Entitlement (in Rs)
E-9 (Deputationist only)	28,800/-
E-8 (Deputationist only)	28,800/-
E-7 (Deputationist only)	24,700/-

5. **Grant of Transport Allowance:**

In terms of RBE No. 80/2017 dated 03.08.2017 & RBE No. 96/2017 dated 17.08.2017 (Ann-F) Transport Allowance to Railway employees has been revised w.e.f. 01.07.2017 as under :

Employees drawing pay in Pay Level	**Rate of Transport Allowance per month**	
	Employees posted in the Cities as per Annexure	**Employees posted at all Other Places**
9 and above	Rs. 7200 + DA thereon	Rs. 3600 + DA thereon
3 to 8	Rs. 3600 + DA thereon	Rs. 1800 + DA thereon
1 and 2	Rs. 1350 + DA thereon	Rs. 900 + DA thereon

(i) Officers drawing pay in Level 14 and above (CGM and above) in the Pay Matrix, who are entitled to the use of official car in terms of Board's letter No. E(G)95 AL 4-9 dated 06.11.1995 shall be given the option to avail the official car facility or to draw. Transport Allowance at the rates of Rs.15750/- p.m. plus Dearness Allowance thereon.

(ii) Those employees who are drawing pay of Rs. 24200/- & above in Pay Level 1 & 2 of the Pay Matrix, shall be eligible for grant of Transport Allowance @ Rs. 3600 plus D.A. thereon at the cities mentioned in the Annexure to the above cited Board's letter and @ Rs. 1800 plus D.A. thereon at all other places.

6. **Grant of House Rent Allowance:**

House Rent Allowance (HRA) to Railway employees has been revised w.e.f. 01.07.2017 in terms of RBE No.71/2017 dated 19.07.2017 (Ann-B) as under:-

Classification of Cities/Towns	**Rate of House Rent Allowance per month as a percentage of Basis pay only**
X	**30%**
Y	**20%**
Z	**10%**

7. **Medical benefits (Indoor)-** Deputationist can opt for medical facilities under the Railways or medical facilities admissible under IRCON's Medical Rules.

8. **Mobile phone and land line at Office/Residence for offices and projects in India.**

1) **Land line phone at office:**

S.No.	**Facility**					
S.No.	**Designation**	**ISD**	**STD**	**Direct Telepohne**	**EPBAX**	**Plan System**
i	ED/PD/CGM/GM	Yes	Yes	Yes	Yes	Yes
ii	CPM/AGM/PH	No	Yes	Yes	Yes	Yes
iii	JGM	No	Yes	No	Yes	No
iv	DGM to AM	No	Yes	No	Yes	No

Note: (i) Provision of ISD facility, for AGM and below shall require prior approval of CMD.

2) **Land line phone at office:**

National CUG services as approved by IRCON for all officers upto with Airtel are

S.No.	Designation	Plans
1	ED, CGM & GM	National CUG
2	AGM, JGM, DGM	
3	Mgr, DM, AM & AO/AE	
4	SE/JE/PA	

3) Overall monthly ceiling for all telecom charges including CUG mobile/mobile data/ Residential land line and broadband as (eligible) is given in the table below (in Rs.)

S.No.	Over all Monthly Entitlement	
	Designation	**Limit (Inclusive of GST)**
1	Executive Director	5,000
2	Chief General Manager	5,000
3	General Manager	4,000
4	Addl. General Manager	2,500
5	Joint General Manager	2,500
6	Dy. General Manager	1,500
7	Manager	1,500
8	Deputy Manager	1,200
9	Assistant Manager	1,200
10	Executive	1,000
11	AO/AE/SO/SE/JE/PA	500
12	Driver attached with ED & above	300

4) Cost of Mobile Handset :-

S.No.	Designation	Limit (Exclusive of GST)
1	Executive Director	40,000/-
2	Chief General Manager	40,000/-
3	General Manager	30,000/-
4	Addl. General Manager	30,000/-
5	Joint General Manager	30,000/-
6	Dy. General Manager	20,000/-
7	Manager	20,000/-
8	Deputy Manager	10,000/-
9	Assistant Manager	10,000/-
10	Executive	10,000/-
11	AO/AE/SO/SE/JE/PA	8,000/-
12	Driver attached with ED & above	6,000/-

9. **Purchase of Brief case reimbursement**:

Level of Officials	Revised Entitlement (in Rs.)
E-9	12,000/-
E-8	10,000/-

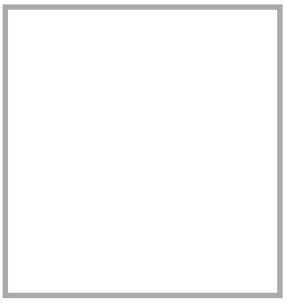
E-7	8,000/-
E-6	7,000/-
E-5	6,000/-
E-4	5,000/-
E-3	4,000/-
E-2	4,000/-
E-1	3,000/-
E-0	3,000/-
Others whenever required	2,500/-
Replacement: After every two years	

10. **Reimbursement of Membership/ subscription fees –** The Deputationists after completion of one year of service shall be entitled for reimbursement of annual membership/ subscription fees for National / International institute and Societies as per policy of IRCON.

11. **Birthday gift/ Diwali gift -** The Deputationists are entitled for Birthday @ Rs.5000/- and Diwali gift @ Rs.5000/-as per policy of IRCON.

12. **Resorts facilities** – The deputationists are entitled to avail the Resorts facilities at Old Anchor Dalmia Resorts Goa and Sterling Holiday Resorts as per policy of IRCON.

Annexure-II



Vacancy Notice No-……..

FOR SUBMISSION OF APPLICATION ON DEPUTATION BASIS

1. **Post Applied for** (in Block Letters): _____
2. **Name in full** (In Block letters) : _____
3. **Father's Name** : _____
4. **Date of Birth** : _____
5. **Community** : _____
   (SC/ ST/OBC)
6. **Religion** : _____ whether belong to Minority: Yes/No (Please tick)
7. **Present Designation and Railway**: _____
8. **Date of entry in Railway** : _____
9. **Date of entry in SAG scale**: _____
10. **Correspondence Address** : _____

    (In Block letters) _____

    _____
11. **Contact Phone & Fax no.** : _____

    E-mail ID :

    _____

12. **Qualifications (Academic & Professional):**

Exam Passed	Year of Passing	Name of the Instt./ University

13. **Experience Details**

Post held	**Scale of Pay**	**Name & address of the Employer**	**P E R I O D**			**Brief detail of work handled (Attach separate sheet if necessary)**
			From date	**To date**	**Total Duration**	

My total work experience is _____ years _____ months and my current pay scale is _____ since _____

14. **Details of Computer/ERP proficiency**: _____

15. Whether debarred from deputation? : _____
If yes, please furnish details

16. Whether cooling off period completed? : _____
If yes, date of return from previous deputation with details, wherever applicable

17. APAR Ratings for last 5 years :-

YEAR	RATING

18. Awards, if any:-

S.No.	Name of Award	Brief Details

19. Punishments, if any in career: -_____

20. **List of Enclosures**:

1.
2.
3.
4.
5.
6.

Signature of the Candidate
(Name of candidate)

Verification

I declare that the information furnished above by me is true to the best of my knowledge and belief and that nothing material has been concealed.

Place : _____

Date : _____

Signature of the Candidate
(Name of candidate)

FORWARDING/ CERTIFICATION BY EMPLOYER

1. Certified that the information / details provided in the above application by the applicant are true and correct as per the facts available on record. He possesses educational qualifications and experience mentioned in vacancy circular. If selected, his relieving shall be subject to exigencies of work.

2. It is also certified:-

(i) That there is no vigilance/ disciplinary case or criminal case pending or contemplated against Shri _____.

(ii) That his integrity is certified.

(iii) That his APAR dossier for the last five years, duly attested by a Competent Officer are enclosed.

(iv) It is certified that no major/minor penalty has been imposed on him during last ten years.

(v) That the cadre controlling authority has no objection to the consideration of the applicant for the post mentioned in this advertisement.

Signature _____

Name _____

Mobile No. _____

Office Seal _____

Place:

Date: