



INDIAN HIGHWAYS MANAGEMENT COMPANY LIMITED

(A Company Promoted by NHAI)

Regd. Office: 1st Floor, NHAI Old Building, G-5 & 6, Sector-10, Dwarka- 110 075 (India)



No. IHMCL/HR/Recruit./02/2025/02

Dated: 01.11.2025

RECRUITMENT FOR Various Posts in IHMCL

1. Indian Highways Management Company Limited (IHMCL) is a company jointly promoted by National Highways Authority of India (NHAI) along with its Concessionaires and Financial Institutions, incorporated under the Companies Act, 1956. The company was established to Implement and manage an efficient electronic toll collection system across the national highways and to deploy intelligent transport systems to enhance the management of highways and improve traffic conditions. Indian Highways Management Company Limited (IHMCL) invites applications for recruitment to the following posts: -

S.No.	Designation	Total
1	Vice President (IT)	01 (UR)
2	Vice President (Bank & Fintech Products)	01 (UR)
3	Assistant Vice President (Finance)	01 (UR)
4	Senior Manager (ITS)	01 (UR)
5	Manager (ITS)	02 (UR), 1 (OBC)
6	Manager (Grievance Redressal & Customer Services)	01 (UR)
7	Manager (IT)	01 (UR)
8	Manager (Marketing & Business Development)	01(UR)

**Number of posts may increase or decrease as per requirement of IHMCL.*

A. DETAILS OF ELIGIBILITY CONDITIONS

Sl. No.	Name of the post	No. of post to be filled up	Pay Scales	Method of Recruitment	Age Limit
	1	2	4	5	6
1.	Vice President (IT)	01 (One)	As per experience and Market rate or as per IDA Grade E-7 (Rs. 1,00,000-2,60,000/-)	Search- cum- Selection Process.	Candidates should not be more than 50 Years.

Educational qualification and experience required

6

Essential Educational Qualification: -

Bachelor's Degree in Engineering in Computer Science or Information Technology or Electronics and Communication or Electrical or Internet of Things or Instrumentation or Artificial Intelligence or Masters in Computer Application or combination of any of the above engineering branches from a recognized University/Institute.

Desirable Qualification

a) Postgraduate or Master's Degree in Computer Science or Information Technology or Digital Transformation or Technology Management from a reputed national or international institution.

b) Executive Education or Certification in Digital Transformation or Artificial Intelligence/Machine Learning or Computer Vision or Cybersecurity or Data Security or other Emerging Technologies from recognized national or international institution.

AND

Essential Experience: - Minimum fifteen (15) years of professional experience in software development, or system architecture and integration or cloud infrastructure or networking or cybersecurity or Data Security or related domains preferably within large corporates, public sector undertakings, autonomous organizations, or government bodies.

Preferable Experience

Demonstrated experience in designing and implementing large-scale digital systems or managing cross-functional technology programs or leading innovation across AI or Internet of Things or Cloud or Computer Vision domains.

Sl. No.	Name of the post	No. of post to be filled up	Pay Scales	Method of Recruitment	Age Limit
	1	2	4	5	6
2.	Vice President (Bank & Fintech Products)	01 (One)	As per experience and Market rate or as per IDA Grade E-7 (Rs. 1,00,000-2,60,000/-)	Search- cum- Selection Process.	Candidates should not be more than 50 Years.
Educational qualification and experience required					
6					

Essential Educational Qualification: -

Bachelor's Degree in Engineering or Banking or Financial Services or Finance or Commerce or Economics or Masters in Computer Applications or combination of any of the above Degree's from a recognized University/Institute.

Desirable Qualification

a) Postgraduate or Master's Degree in Information Technology or Financial Technology or Financial Services or Banking or Finance or Commerce or any relevant domains or combination of any of the above Degree's from a recognized National or International Institution.

b) Executive Education or Certification in Digital Payments or Transaction Systems or Transactions Compliance or Regulatory Management Programs from recognized institutions.

AND

Essential Experience: - Minimum fifteen (15) years of professional experience in digital payments or fintech systems or transaction operations or and banking compliance or preferably within banks or payment aggregators or financial institutions or Large Corporates or PSUs or Autonomous Organizations or Government Bodies

Preferable Experience- Preference will be given for experience in Bank fintech system integrations or overseeing transaction processing or reconciliation and settlements or ensuring regulatory compliances or rollout of fintech products

Sl. No.	Name of the post	No. of post to be filled up	Pay Scales	Method of Recruitment	Age Limit
	1	2	3	4	5
3.	Assistant Vice President (Finance)	01 (One)	E-6 Grade Rs.90,000-2,40,000/-	Lateral Induction	Not exceeding 48 years as on closing date of advertisement
Educational qualification and experience required					
6					
Essential Educational Qualification: - (A) Essential:- Chartered Accountants (CA) from the Institute of Chartered Accountants of India (ICAI) or Cost and Management Accountants (CMA) from the Institute of Cost Accountants of India (ICMAI). (B) Desirable: - (a) Professional certifications such as Chartered Financial Analyst (CFA) or Certified Management Accountant (CMA). (b) Master's in Business Administration (MBA) from a recognized University/Institute. And Essential Experience: - Eighteen years' experience in Financial Management, Corporate Finance, Financial Planning and Analysis, or related fields in Large Corporate/ Public Sector Undertakings / Autonomous Organizations and other Government Bodies.					

Sl. No.	Name of the post	No. of post to be filled up	Pay Scales	Method of Recruitment	Age Limit
	1	2	3	4	5
4.	Senior Manager (ITS)	01 (One)	E-5 Grade Rs.80,000-2,20,000/-	Lateral Induction	Not exceeding 45 years as on closing date of advertisement
Educational qualification and experience required					
6					
Essential Educational Qualification: - Bachelor's Degree in Engineering in Information Technology / Computer Science / Electronics and Communications / Electrical / Instrumentation / Data Science and Artificial Intelligence or combination of any of the above engineering branches with minimum 60% marks from a recognized University / Institute. And Essential Experience: - Fifteen years' experience in the field of Computer Science and Information Technology preferably in implementation/ supervision of Toll Management Systems (TMS)/Advanced Traffic Management Systems (ATMS)/ Intelligent Transport System (ITS).					

Sl. No.	Name of the post	No. of post to be filled up	Pay Scales	Method of Recruitment	Age Limit
	1	2	3	4	5
5.	Manager (ITS)	03 (Three) 02 (UR), 1 (OBC)	E-4 Grade Rs.70,000- 2,00,000/-	Lateral Induction	Not exceeding 40 years as on closing date of advertisement
Educational qualification and experience required					
6					
Essential Educational Qualification: - Bachelor's Degree in Engineering in Information Technology / Computer Science / Electronics and Communications / Electrical / Instrumentation / Data Science and Artificial Intelligence or combination of any of the above engineering branches with minimum 60% marks from a recognized University / Institute. And Essential Experience: - Ten years' experience in the field of Computer Science and Information Technology preferably in implementation/ supervision of Toll Management Systems (TMS)/Advanced Traffic Management Systems (ATMS)/ Intelligent Transport System (ITS).					

Sl. No.	Name of the post	No. of post to be filled up	Pay Scales	Method of Recruitment	Age Limit
	1	2	4	5	6
6.	Manager (Grievance Redressal & Customer service)	01 (One)	E-4 Grade Rs.70,000-2,00,000/-	Lateral Induction	Not exceeding 40 years as on closing date of advertisement
Educational qualification and experience required					
6					
(A) Essential Educational Qualification: - Bachelor's Degree in any discipline with minimum 60% marks from a recognized University / Institute. (B) Desirable Educational Qualification: - MBA in Operations/Customer Relationship Management (CRM) from a recognised University/Institute And Essential Experience: - 10 years in customer support service, grievance redressal, Customer relationship management, Complaint Resolution or related fields in Large Corporates/PSUs/Autonomous Bodies/Government/BPOs .					

Sl. No.	Name of the post	No. of post to be filled up	Pay Scales	Method of Recruitment	Age Limit
	1	2	3	4	5
7.	Manager (IT)	01 (One)	E-4 Grade Rs.70,000- 2,00,000/-	Lateral Induction	Not exceeding 40 years as on closing date of advertisement
Educational qualification and experience required					
6					
(A)Essential Educational Qualification: - Bachelor's Degree in Engineering in Information Technology / Computer Science / Electronics and Communications / Electrical /Instrumentation / Data Science and Artificial Intelligence or combination of any of the above engineering branches/ MCA with minimum 60% marks from a recognized University / Institute. And Essential Experience: - Ten years' experience in the field of IT Infrastructure, networks & systems, software development processes, cybersecurity practices & protocols, data management & database systems or related fields in large corporate/ public sector undertakings/Autonomous Organizations/ Government bodies.					

Sl. No.	Name of the post	No. of post to be filled up	Pay Scales	Method of Recruitment	Age Limit
	1	2	3	4	5
8.	Manager (Marketing & Business Development)	01 (One)	E-4 Grade Rs.70,000- 2,00,000/-	Lateral Induction	Not exceeding 40 years as on closing date of advertisement
Educational qualification and experience required					
6					
(A)Essential Educational Qualification: - Bachelor's Degree from a recognized University / Institute with minimum 60% marks. (B) Desirable Educational Qualification: - Master in Business Administration (MBA) from a recognized University/Institute. And Essential Experience: - Ten years' experience in Marketing, business development, sales or related fields in large corporate/ public sector undertakings/Autonomous Organizations/ Government bodies.					

IMPORTANT DATES	
TIME LINES	
Opening Date for Online Registration of Application	01.11.2025 (10:00 AM)
Last Date for submission of Online Application	30.11.2025 (06:00 PM)

2. **IMPORTANT CONDITIONS:**

2.1. The candidates applying the posts should ensure the following:-

- (i) **MINIMUM ESSENTIAL QUALIFICATION & EXPERIENCE:** The Applicant must fulfill the essential qualification & experience for the Post as mentioned above as well as other conditions stipulated in this Advertisement. The Applicant is advised to satisfy themselves before applying that they possess at least the essential qualification / experience as laid down for the post. No inquiry asking for advice as to eligibility will be entertained.

(NOTE: The prescribed essential qualification(s)/experience are the minimum and the mere possession of the same does not entitle candidates to be considered for appointment).

(ii) **PROCEDURE TO APPLY:**

1. **Applicants can apply ONLINE only.** The procedure to be followed for filling up the application is given below:-

- i) The applicant may visit the IHMCL website [[“http://www.ihmcl.co.in”](http://www.ihmcl.co.in)] for accessing the link for applying online. The link may be opened on Google Chrome or Mozilla Firefox.
- ii) Click on the tab Careers → New Openings. Click on the relevant Recruitment advertisement and then click ‘Online application’. Follow the On-screen instructions to complete the application.
- iii) The ONLINE application may be submitted by **30.11.2025 (06:00 PM)**.

2. The applicants are advised to fill the **ONLINE** application form carefully in accordance with the eligibility criteria and experience mentioned for the post(s). Applications received through any other mode/procedure would not be accepted and summarily rejected. Applications incomplete in any respect, shall be summarily rejected without any notice. It may be noted that any subsequent clarification regarding job profile / experience etc. at a later date will not be entertained under any circumstances.

(iii) **GENERAL CONDITIONS FOR THE APPLICANTS:**

1. The posts carry all India service liability. Therefore, those who are willing to serve anywhere in India may only apply.
2. The applicants are advised to fill the ONLINE application form carefully in accordance with the eligibility criteria and experience mentioned above. It may be noted that the entire selection process shall be carried out on the basis of the entries made by the applicant in his / her application form and no request shall be entertained under any circumstances for any alteration / modification / change in the entries made by the applicant in the application form.

Note: The candidates are advised to submit the Online Recruitment Application well in advance without waiting for the closing date.

3. It may be noted that in case of multiple application filled by the applicant, IHMCL shall consider only the last application filled by the applicant and the entries made therein shall be taken into consideration for processing the recruitment for the said post. Accordingly, the earlier application(s) submitted by the applicant shall be rejected. In case of any dispute/ambiguity that may occur in the process of selection, the decision of the IHMCL shall be final. Applicants are

advised to satisfy themselves before applying that they possess the essential qualifications laid down in the advertisement.

4. Any dispute in regard to any matter referred to herein shall be subject to the jurisdiction of Delhi Courts only.
5. The number/category/recruitment mode of posts advertised may increase/decrease/change, and the IHMCL reserves the right not to fill up some or all posts advertised, if the circumstances so warrant.
6. In case of any inadvertent mistake in the process of selection, which may be detected at any stage even after issuing an appointment letter, the IHMCL reserves the right to modify/withdraw/cancel any communication made to the applicant.
7. Applicants must NOT furnish any particulars that are false, tampered or fabricated, or suppress any material / information while submitting the application and self-certified copies/testimonials.
8. SC/ST/Minority Community / Women are encouraged to apply.
9. Crucial date for determination of eligibility shall be the last date prescribed for the receipt of ONLINE applications.
10. Canvassing or bringing influence in any form will disqualify the candidature.
11. The advertisement can be withdrawn at any time at the discretion of the Competent Authority without assigning any reasons therefore.
12. 'Corrigendum' or 'Addendum' or 'Cancellation' to this advertisement, if any, shall be published only on the website of IHMCL and will not be published in the newspapers. Therefore, the Applicants are advised to check the website of IHMCL regularly.
