



(A Government of India Undertaking)
(76-C, Sector-18, Institutional Area, Gurugram, Haryana)

Ad No.: WAP/HR/Dep/Advt/2026_01

24/07/2026

WAPCOS is a Central Public Sector Enterprise under the administrative control of the Ministry of Jal Shakti, Government of India.

Applications are invited for the following posts on **Deputation basis**. The requisite eligibility criteria for the posts is as under:

A. Eligibility Criteria				
S.No	Name of Post and Pay Scale	No. of posts	Maximum age limit as on 01/06/2026	Eligibility conditions/_Qualification & Experience
1.	General Manager, (Contracts) Rs.1,00,000-2,60,000/- (Revised IDA) (E-7)	01	56 years	Officials from Central/State Govt. organizations/PSEs/Autonomous Bodies holding analogous posts on regular basis in the parent cadre or department. <u>Essential:</u> • B.Tech./B.E. in Civil/Electrical/Mechanical Engineering from a recognized university. • Post-Graduation in Contract Management/ Procurement Management/ Construction Management/ Law. • Minimum 15 years of total experience out of which minimum 2 years must be in the Pay Scale of Rs. 32,900-58,000 (Rs.80,000-2,20,000 revised) IDA or equivalent* • Experience in the field of overall Contract Management, Procurement Management, Tendering Processes, Contract Execution Monitoring, Claims Management and Compliance Management for large Water, Power and Infrastructure projects. • Experience in handling EPC/ Consultancy contracts and ensuring effective coordination with internal departments, clients, consultants, contractors, Government authorities and stakeholders. <u>Desirable</u> • Certification from FIDIC/ Arbitration/ Procurement Management.
2.	Chief Engineer, L-I (Civil Design – Hydropower) Rs.90,000-2,40,000/- (Revised IDA) (E-6)	01	56 Years	Officials from Central/State Govt. organizations/PSEs/Autonomous Bodies holding analogous posts on regular basis in the parent cadre or department.

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				<u>Essential:</u> • B.Tech./B.E. in Civil Engineering from a recognized university. • Minimum 14 years of total experience out of which minimum 2 years must be in the Pay Scale of Rs. 32,900-58,000 (Rs.80,000-2,20,000 revised) IDA or equivalent* • Experience in the field of Hydropower and Pumped Storage Projects. • Experience in planning and design of Hydro-Electric and Pumped Storage projects covering all project components. • Experience in preparation of PFR, DPR, Tender Documents, Detail Design Engineering, Project management consultancy and Site Supervision. • Adequate proficiency in using the latest relevant software/tools. <u>Desirable</u> • M.E/M. Tech is desirable.
3.	Chief Geologist, L-I Rs.90,000-2,40,000/- (Revised IDA) (E-6)	01	56 years	Officials from Central/State Govt. organizations/PSEs/Autonomous Bodies holding analogous posts on regular basis in the parent cadre or department. <u>Essential:</u> • Graduation from a recognized university. • Master's degree in Geology or Applied Geology from a recognized university. • Minimum 14 years of total experience out of which minimum 2 years must be in the Pay Scale of Rs. 32,900-58,000 (Rs.80,000-2,20,000 revised) IDA or equivalent* • Experience in engineering Geology in the field of Hydropower and Pumped Storage Projects. • Experience in planning and design of Hydro-Electric and Pumped Storage projects covering all Geological and Geo-Technical Aspects. • Experience in preparation of the geological and geo-technical part of PFR, DPR, Tender Documents, Detail Design Engineering, Project

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				Management Consultancy and Site Supervision. • Experience in site investigations, core logging, geological mapping, and rock mass classification (like RMR and Q-systems). • Ability to identify geological risks, interpret borehole logs, write reports and utilize software such as AutoCAD and DIPS. • Adequate proficiency in using the latest relevant software/tools.
4.	Chief Engineer, L-II (Hydro-Mechanical) Rs.80,000-2,20,000/- (Revised IDA) (E-5)	01	56 Years	Officials from Central/State Govt. organizations/PSEs/Autonomous Bodies holding analogous posts on regular basis in the parent cadre or department. <u>Essential:</u> • B.Tech./B.E. in Mechanical Engineering from a recognized university. • Minimum 13 years of total experience out of which minimum 3 years must be in the Pay Scale of Rs. 29,100-54,500 (Rs. 70,000-2,00,000 revised) IDA or equivalent* • Experience in the field of Hydropower and Pumped Storage Projects. • Experience of planning of hydro-mechanical equipment for Hydropower, Pumped Storage/ Water Resources Development projects. • Experience of preparation of technical specifications of different types of Gates, including their operating equipment • Experience of scrutinizing manufacturer's detailed design calculations and construction/ detailed fabrication drawings of embedded parts, gate leaf, hoist, hoist support structure, gantry cranes, etc. <u>Desirable</u> • M.E/M. Tech is desirable.
5.	Chief Engineer, L-II (Electro-Mechanical) Rs.80,000-2,20,000/- (Revised IDA) (E-5)	01	56 Years	Officials from Central/State Govt. organizations/PSEs/Autonomous Bodies holding analogous posts on regular basis in the parent cadre or department. <u>Essential:</u>

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				• B.Tech./B.E. in Electrical Engineering from a recognized university. • Minimum 13 years of total experience out of which minimum 3 years must be in the Pay Scale of Rs. 29,100-54,500 (Rs. 70,000-2,00,000 revised) IDA or equivalent* • Experience in the field of Hydropower and Pumped Storage Projects. • Experience in planning and design of Hydro-Electric and Pumped Storage projects covering all electro-mechanical project components. • Experience in preparation of E&M part of PFR, DPR, Tender Documents, Detail Design Engineering, project management consultancy, and site supervision. • Adequate proficiency in using the latest relevant software/tools. <u>Desirable</u> • M.E/M.Tech is desirable.
6.	Chief Engineer, L-II (Civil Design–Water Resources) Rs.80,000-2,20,000/- (Revised IDA) (E-5)	01	56 Years	Officials from Central/State Govt. organizations/PSEs/Autonomous Bodies holding analogous posts on regular basis in the parent cadre or department. <u>Essential:</u> • B.Tech./B.E. in Civil Engineering from a recognized university. • Minimum 13 years of total experience out of which minimum 3 years must be in the Pay Scale of Rs. 29,100-54,500 (Rs. 70,000-2,00,000 revised) IDA or equivalent* • Experience in the fields of Water Resources planning, Design of Irrigation structures, Hydrology, Design of Hydraulic Structure, Design of Civil Structures etc. <u>Desirable</u> • M.E/M.Tech is desirable.
7.	General Manager, (HR) Rs.1,00,000-2,60,000/- (Revised IDA) (E-7)	01	56 years	Officials from Central/State Govt. organizations/PSEs/Autonomous Bodies holding analogous posts on regular basis in the parent cadre

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S.No	Name of Post and Pay Scale	No. of posts	Maximum age limit as on 01/06/2026	Eligibility conditions/_Qualification & Experience
				or department. <u>Essential:</u> • MBA with specialization in Personnel Management from a recognized university. • Minimum 15 years of total experience out of which minimum 2 years must be in the Pay Scale of Rs. 32,900-58,000 (Rs.80,000-2,20,000 revised) IDA or equivalent* • Experience in the fields of Personnel Management, Recruitment Promotion, Placement, Development, Manpower Forecasting, Industrial Relations, Public Relations, Policy Planning Matters etc. <u>Desirable</u> • Post Graduate Degree, preferably in Social Sciences • 5 years' experience at Supervisory level in Central Govt. Offices dealing with Policy Procedures, Planning, Recruitment, Disciplinary Matters etc. • Good exposure to Govt. rules and regulations.
8.	Chief Manager, L-II (HR) Rs. 80,000-2,20,000/- (Revised IDA) (E-5)	01	56 Years	Officials from Central/State Govt. organizations/PSEs/Autonomous Bodies holding analogous posts on regular basis in the parent cadre or department. <u>Essential:</u> • MBA with specialization in Personnel Management from a recognized university. • Minimum 13 years of total experience out of which minimum 3 years must be in the Pay Scale of Rs. 29,100-54,500 (Rs. 70,000-2,00,000 revised) IDA or equivalent* • Experience in the fields of Personnel Management, Recruitment Promotion, Placement, Development, Manpower Forecasting, Industrial Relations, Public Relations, Policy Planning Matters etc. <u>Desirable</u> • 3 years' experience at Supervisory level dealing with Policy Procedures, Planning, Recruitment, Disciplinary Matters etc.

B. Other Terms & Conditions

1. *Overall experience of the personnel in different organizations instead of minimum experience in a particular cadre/level shall be taken into account for considering eligibility.
2. The maximum age-limit for appointment by deputation shall not be exceeding 56 years, as on 01/06/2026.
3. The period of Deputation will be 3 (Three) years'.
4. The Online Application form can be accessed from the link <https://recruit-jobs.in/wapcos> w.e.f 24/07/2026.
5. Last date for applying online shall be 24/08/2026.
6. After submitting online application, applicant is required to download the application form generated by the system, take a print and attach self-attested copies of supporting documents and send it to the below mentioned address by hand/ post **through proper channel**. The last date for receipt of hard copy of application form and supporting documents shall be **31/08/2026 1700 hrs.**

General Manager (HR)

WAPCOS LIMITED,

76-C, Institutional Area, Sector-18,

Gurugram-122015 (Haryana)

7. The list of supporting documents is as follows:
 - i. Self-attested copies of last 5 years Annual Performance Appraisal Reports (APAR's)
 - ii. No Objection Certificate (NOC) from the parent organization for the deputation.
 - iii. Integrity Certificate.
 - iv. Vigilance Clearance Certificate from parent organization & details of major/minor penalties imposed, if any.
 - v. Self-attested copies of Experience Certificates.
 - vi. Self-attested copies of documents supporting Date of Birth, Qualifications, Proof of Identity and Proof of Category in case of candidate belonging to reserved category.
 - vii. Self-attested copies of last 3 months salary slips.
8. **Hard copy of applications must be submitted through proper channel only failing which the Company has the right to reject the application. Any application received directly will not be considered and will be summarily rejected.**
9. The envelope containing the application and supporting documents should be superscribed with **"Application for the post of [Name of the post] on Deputation Basis"**
10. Company will not be responsible for any postal delay.
11. Before submission of application, the candidate must ensure that he/she fulfills the eligibility criteria and other norms mentioned in the advertisement.
12. Only short listed applicants will be communicated and no interim correspondence will be entertained.
13. Applicant is allowed to apply for only 1 post.
14. Any dispute with regard to recruitment against this advertisement will be subject to jurisdiction of Delhi High Court only.

15. Company reserves the right to modify/alter the conditions or cancel this advertisement and/or the selection process for any of the above posts without assigning any reason.
16. The mere fact that an applicant has submitted his/her application against this advertisement and apparently fulfilling eligibility criteria for the same, shall not bestow on him/her the right to be definitely called for interview or considered further for engagement.
17. The applicant should have a valid Indian Passport at the time of joining.
18. The selected candidates are liable to be posted anywhere in India or abroad as per Company requirements.
19. For further clarification, if any, may please call on +91 73820 06238.