



Advt. No. DMRC/PERS/22/HR/2026(234), Dated: 21/09/2026

**Requirement of Head Operations,
for DMRC, For the Operations & Maintenance work of Mumbai Metro Line-3, Mumbai,
On Deputation / Post Retirement Contractual Engagement / Contractual Engagement basis**

The Delhi Metro Rail Corporation (DMRC) Ltd., a Joint Venture company with equal equity participation from the Govt. of India and the Govt. of the National Capital Territory of Delhi, has been entrusted with the responsibility of implementation of the rail-based Mass Rapid Transit System, for Delhi. The Delhi Metro Rail Corporation, the Lifeline of Delhi, prides itself on its ability to nurture its employees through its unique work culture. DMRC is empowered by about 14,000 employees, with MRTS activities spread over Delhi-NCR, and other cities in India and abroad. The average passenger journey per day in Delhi/NCR is about 64 Lakhs. In addition to the above, DMRC is involved in providing consultancy services to several cities, within India and abroad.

To meet with the immediate requirement of DMRC and its allied projects, applications are invited from experienced, dynamic and motivated Officers, from amongst those working in/ retired from any Govt. Organizations/ Railways/ PSUs/ Metro organizations and having relevant experience, for filling up of 01 (one) position of Head Operations (HOD level position) in the Operations Department in DMRC, for the Operations & Maintenance work of Mumbai Metro Line-3 (MML-3) on Deputation / Post Retirement Contractual Engagement/Contractual Engagement basis:

Name of the Position	Head Operations
Post Code	01/HO/MML3
No of Vacancies*	01 (One)
Date of reckoning eligibility criteria	01.09.2026
Application Start Date	21.09.2026
Application End Date	11.10.2026

*Vacancies are provisional and subject to increase/decrease

1. TERMS AND CONDITIONS FOR SELECTION ON DEPUTATION BASIS

Pay and emoluments	The selected candidate shall continue to draw parent department pay and an Incentive @ 25% of the Basic Pay (which would be inclusive of the deputation allowance, as applicable). No separate deputation allowance shall be payable
Terms of appointment	The normal tenure of Deputation shall be five (05) years, which may be extended further to seven (07) Years, in special cases, or, till the date of superannuation, whichever is earlier.
Age (as on 01/09/2026)	Maximum of 58 years
Educational Qualification	Not applicable
Pay Scale / Pay Eligibility Criteria	1) The Officers working in the CDA Pay scale at Level 14 (Rs. 144200–218200), on regular basis, as per 7th CPC, including service put in on deputation, in the above pay scale, OR 2) The Officers working in the IDA pay scale of Rs. 120000 – 280000/-, on regular basis, including service put in on deputation, in the above pay scale,
Selection Process	The selection methodology for candidates applying on Deputation basis shall comprise of Personal Interview. The selection process would judge different facets of knowledge, skills, comprehension, aptitude and physical fitness. Candidates would have to qualify/pass the Screening Process and the Medical Examination (as applicable), before being adjudged as suitable for selection. Candidates, who fail in the prescribed medical test, will not be given any alternative employment and the decision of the Corporation shall be final on this issue.
Medical Examination	Not Applicable

2. TERMS AND CONDITIONS FOR SELECTION ON POST RETIREMENT CONTRACTUAL ENGAGEMENT BASIS

Pay and emoluments	Working in / Retired from CDA pay scale# (as per 7th CPC)	Working in/ Retired from IDA pay scale	Consolidated Fee**
	Level 14 (Rs. 144200–218200) or, higher grade, as per 7th CPC.	IDA pay scale of Rs. 120000-280000/-, or above	Rs. 200800/-
	Level 13A (Rs. 131100–216600) or, higher grade, as per 7th CPC.	IDA pay scale of Rs. 100000-260000/-, or above	Rs. 172200/-
	Level 13 (Rs. 123100–215900) or, higher grade, as per 7th CPC.	IDA pay scale of Rs. 90000-240000/-, or above	Rs. 154200/-
	The selected candidate on PRCE basis shall be eligible for a consolidated remuneration as mentioned above and other benefits, as per the company policy. #Candidates must be working in/retired from the functional grade, on regular basis. MACP benefits, etc., would not be considered. **The consolidated fees for those who retire from a higher grade shall be restricted to the fees prescribed in the advertisement for the post in which they are engaged in DMRC. The emoluments are in terms of the extant rules of DMRC. The remuneration shall be based on their last substantive grade, subject to a maximum amount, as indicated above.		
Terms of appointment	The initial engagement on Post Retirement Contractual Engagement basis shall be for a period of one year . The term of contract may be extended further, subject to the requirement of the Corporation, on the basis of satisfactory performance.		
Age (as on 01/09/2026)	Maximum of 65 years		
Educational Qualification	Not applicable		
Pay Scale/Pay Eligibility Criteria	Officers working in/ retired from the CDA Pay scale at Level 13 (Rs. 123100–215900) or Level 13A (Rs. 131100–216600) or Level 14 (Rs. 144200–218200), as per 7th CPC, or above, including services put in on deputation in the above pay scale. OR Officers working in / retired from the IDA pay scale of Rs. 90000-240000/-, or Rs. 100000-260000/- or Rs. 120000—280000/-, or above, including services put in on deputation in the above pay scale. The candidates who are in regular service in Govt. Organizations/Railways/PSUs/Metro organizations at present, shall also be considered eligible for engagement on post-retirement contractual engagement basis provided they opt for retirement from the service through VRS, or, otherwise, before joining DMRC.		
Selection Process	The selection methodology for candidates applying on Post Retirement Contractual Engagement basis shall comprise of two stage process i.e., Personal Interview and Medical Fitness Examination. The selection process would judge different facets of knowledge, skills, comprehension, aptitude and physical fitness. Candidates would have to qualify/pass the Screening Process and the Medical Examination (as applicable), before being adjudged as suitable for selection. Candidates, who fail in the prescribed medical test, will not be given any alternative employment and the decision of the Corporation shall be final on this issue.		
Medical Examination	The Medical Examination shall be in Executive/Technical category. The details of Medical Examination are available on the DMRC website.		

3. TERMS AND CONDITIONS FOR SELECTION ON CONTRACTUAL ENGAGEMENT BASIS

Pay and emoluments	Level*	Average annual CTC required, in the last three years (as on 01.09.2026) ₹	Consolidated Salary (in ₹)
	JGM	Fourteen (14) Lakh	1,68,640/-
	AGM	Fifteen (15) Lakh	1,83,840/-
	GM	Nineteen (19) Lakh	2,24,250/-
	*JGM-Joint General Manager, AGM-Additional General Manager, GM- General Manager		
	a. The selected candidates shall be engaged on contractual basis, and shall have no claim of regularization in the future. The above remuneration shall be inclusive of all other benefits such as Accommodation, Transport, Medical, LTA, Canteen, etc., and statutory compliances. No other financial benefits/ allowances shall be admissible. b. For Medical Coverage, the medical health insurance policy shall be taken by the contractual employees themselves covering COVID-19 and other diseases. c. Minimum PF as prescribed under the EPF & MP Act 1952 shall be deducted @12% on Rs. 15000/- (currently), i.e., Rs. 1800/- per month (subject to number of working days) from the salary and the equivalent contribution shall be made by DMRC. Gratuity shall be paid as per the Gratuity Act, taking 65% of the consolidated remuneration as the basic pay and treating the component of DA, as 'NIL'. d. No enhancement shall be considered in the consolidated salary during the initial engagement period of 03 years.		

Terms of appointment	The initial engagement on Contractual Engagement basis shall be for a period of 03 (three) years. The term of contract may be extended further, subject to the requirement of the Corporation, on the basis of satisfactory performance.	
Age (as on 01/09/2026)	If selected in Level	Maximum Age
	JGM	50 Years
	AGM	52 Years
	GM	57 Years
	<i>The engagement on contractual basis shall end on attaining the age of 60 years.</i>	
Educational Qualification	Must have a bachelor's degree in any engineering discipline.	
Eligibility Criteria	Candidates presently working in Govt. organization/ Railways/ PSUs/ Metro organizations, having annual CTC of ₹ 14 Lakhs or 15 Lakhs or 19 Lakhs, as applicable.	
Surety Bond	Level	Bond Money
	JGM Level	1,25,000/-
	AGM Level	1,25,000/-
	GM Level	1,50,000/-
	Note: <i>The candidate selected, will have to execute a Surety Bond and cost of Training (if applicable) and shall have to serve the Corporation for a minimum period of 02 years (exclusive of the period in which one remains on Leave without Pay), as per the table, mentioned above. One-month prior notice shall be required before seeking resignation from the corporation.</i>	
Selection Process	Selection methodology for Contractual Engagement basis shall comprise of two stage process i.e., Personal Interview and Medical Fitness Examination.	
	The selection process would judge different facets of knowledge, skills, comprehension, aptitude and physical fitness. Candidates would have to qualify/pass the Screening Process and the Medical Examination (as applicable), before being adjudged as suitable for selection. Candidates, who fail in the prescribed medical test, will not be given any alternative employment and the decision of the Corporation shall be final on this issue.	
Medical Examination	The Medical Examination shall be in Executive/Technical category. The details of Medical Examination are available on the DMRC website.	
Character and Antecedents	The selection of the candidate shall not confer any right to engagement unless the Corporation is satisfied after such an inquiry, as may be considered necessary, that the candidate having regard to his/her character and antecedents is suitable in all respect for contractual engagement.	
<u>SERVICE CONDITIONS FOR CONTRACTUAL ENGAGEMENT:</u>		
➤ TA/DA would be admissible, if deputed on outstation duty, for which he/she shall be paid TA/DA as per the entitlement applicable for corresponding level of employees.		
➤ The contract engagee shall be entitled for 08 days Casual Leaves (CL) on pro-rata basis and 18 Earned Leave (EL) (i.e. 1.5 EL for each completed month of service).		
➤ On expiry of the term mentioned in the engagement order, the engagement shall stand terminated automatically. The engagement can be prematurely terminated by either side by giving one-month notice period, or, remuneration, in lieu thereof.		
➤ The candidate shall have no claim, whatsoever, for continued engagement, or, for any regular employment in the company, under any circumstances.		
➤ Contractual engagement shall be made strictly on the basis of the prescribed norms. In case any particulars/information furnished by the candidate is found to be false, or, incorrect, the engagement shall be deemed to be void ab initio and the engagement shall be terminated forthwith.		

4. **OTHER MOST IMPORTANT TERMS AND CONDITIONS:**

I. **ELIGIBILITY CRITERIA (AS ON 01/09/2026):**

The candidates should be working / had worked in any Govt. organization/ Railways/ PSUs/ Metro organizations, at senior administrative/decision-making level and also have experience and expertise in Operations Department. Candidates must also be conversant with functioning in a computerized environment. Candidates should be free from the D&AR and Vigilance angle.

II. **EXPERIENCE**

- a. Must have a minimum 20 years of professional experience in rail based transportation system of which 13 years must be in an executive grade in a rail bases MRTS holding responsibilities of operations of trains, OCC, DCC and stations management.
- b. Out of the total experience requirement as provided in II 'a', above, he/she shall have 5 years of experience as Head Operations or 8 years of experience as Deputy Head Operations in underground Rail based MRTS.

III. JOB DESCRIPTION AND RESPONSIBILITIES:

Incumbent of the post shall be responsible for the direct daily operations of all revenue and non-revenue trains, trains and station crews, terminals, yards and stations, transportation services planning, customer and employee safety and security, daily interaction and cooperation with external agencies and other third parties including - other contractors and consultants.

IV. JOB LOCATION / PLACE OF POSTING

The initial posting of the selected candidate shall be in **Mumbai, for the O&M work of Mumbai Metro Line-3**. However, the selected candidates shall be liable to be posted/transferred to any of the offices/Project sites under the control of the corporation in India, or, abroad.

5. SCHEDULE OF SELECTION:

- I. The Last date of receipt of duly filled in application (along with the relevant documents) through Speed Post OR email shall be **11/10/2026**. Incomplete applications or applications received after the due date shall be summarily rejected. DMRC shall not be responsible for loss / delay in post.
- II. The list of shortlisted candidates shall be uploaded on the DMRC website in the **Fourth week of October, 2026** (tentatively) and screening shall be held in the **First week of November, 2026** through offline/Online mode (tentatively) (Complete details shall be displayed on the DMRC website)
- III. No separate communication, by post, shall be sent to the candidates individually. Candidates are advised to go through the instructions /schedule for screening displayed on the DMRC website and appear for the screening accordingly, along with the original copies of testimonials.
- IV. The final result shall be declared by the Second week of **November, 2026** (Tentatively).
- V. Eligible and willing candidates for the aforesaid post may apply as per the application format at **Annexure-I**. The candidate must enclose all the relevant documents in support of their qualification, experience, pay & pay scale.
- VI. The candidates presently employed in any Govt. organization/ Railways/ PSUs/ Metro organizations should send their application through proper channel along with the Copies of APARs of the last five years, Vigilance and D&AR clearance at the attached pro-forma in **Annexure-II**, so as to reach the under mentioned address/email id, by the stipulated date. Those not working shall also have to submit copies of APARs of the last five years, along with vigilance and D&AR clearance in the attached proforma (**Annexure-II**).
- VII. Applications received through proper channel, i.e., forwarded by the Cadre Controlling Authority of the parent organization, till the last date of the receipt of the application, shall only be entertained, in case of working Executives. Under no circumstances, shall Advance Copies be entertained.
- VIII. The applications received after the due date shall be summarily rejected.
- IX. All related information shall be available only on Website: <http://www.delhimetrorail.com> and candidates must regularly check the website for updates.
- X. The duly filled in application forms should be sent in an envelope super scribing the Name of Post on the cover prominently, latest by **11/10/2026**, through Speed Post to the following address OR email the scanned copy of duly filled in Application Form along with the scanned copies of all other documents sought (as stated in the Application Form) to: **rectt.mml3mmrc1@dmrc.org**, by indicating the advt. No., in the subject of e-mail:

Executive Director (HR)
Delhi Metro Rail Corporation Ltd.
Metro Bhawan, Fire Brigade Lane,
Barakhamba Road, New Delhi



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DELHI METRO RAIL CORPORATION LTD.

(A JOINT VENTURE OF GOVERNMENT OF INDIA AND GOVT OF DELHI)

ADVT. No. DMRC/PERS/22/HR/2026 (234)

ANNEXURE-I

DMRC APPLICATION FORMAT

(TO BE FILLED IN CAPITAL LETTERS)

**AFFIX A
RECENT
PASSPORT SIZE
SELF
ATTESTED
PHOTOGRAPH**

S. No.	DETAILS	PARTICULARS				
1A	POST NAME	Head Operations				
B	POST CODE	01/HO/MML3				
C	BASIS FOR APPLYING THE POST (Please tick one option)	➤ Deputation: ☐ ➤ Post Retirement Contractual Engagement: ☐ ➤ Contractual Engagement basis: ☐				
2	APPLICANT's NAME (Sh./Smt./Ms.)					
3	FATHER's/ HUSBAND's NAME (Sh.)					
4	DATE OF BIRTH (dd/mm/yyyy)					
5	AGE (as on 01/09/2026)	YEARS	MONTHS	DAYS		
6	SERVICE					
7	DEPARTMENT					
8	CORRESPONDENCE ADDRESS					
9	CONTACT NUMBER WITH STD CODE					
10	MOBILE NUMBER					
11	E-MAIL ID					
12	CATEGORY (SC/ST/OBC/EWS/GEN.)					
13	DATE OF SUPERANNUATION (IF, APPLICABLE)					
14	EDUCATIONAL QUALIFICATIONS					
	Qualification	Particulars (Name of degree)/ Please Mention (Full Time / Part Time)	Subject	Institute / University	% or CGPA	Passing Year
A	GRADUATION					
B	POST GRADUATION					
C	OTHERS					

15	WORK EXPERIENCE (AS ON 01/09/2026) (FILL ONLY THE APPLICABLE COLUMN)			
I	TOTAL WORK EXPERIENCE	YEARS	MONTHS	DAYS
A	CURRENT ORGANIZATION			
B	LAST ORGANIZATION (if applicable)			
C	DATE OF LAST PASSED REGULAR EXAMINATION (DD/MM/YYYY)			
D	DATE OF JOINING FIRST REGULAR JOB (DD/MM/YYYY)			
E	DITS (DATE OF ENTRY IN TIME SCALE)			
F	PRESENT PAY BAND WITH GRADE PAY AND BASIC PAY AS ON DATE OF APPLICATION			
II	FOR APPLICANT FROM ANY GOVT. ORGANIZATION/ RAILWAYS/ PSUS/ METRO ORGANIZATIONS, EMPLOYEES IN CDA/ IDA PAY SCALE/ ANNUAL CTC (Complete details of service / position held since joining) (Separate sheet may be attached, if necessary) (Tick the applicable Pay Scale type–CDA/IDA or Annual CTC and mention the full Pay Scale/CTC below)			
	Designation / Post Held during Gazetted / Executive service (since date of initial appointment)	Organization Name with Place of posting	Pay Scale (IDA / CDA) / Annual CTC (as applicable)	Period (from-to) dd/mm/yy – dd/mm/yy
A				
B				
C				
D				
III	DETAILS OF DEPUTATION DURING SERVICE			
A	DETAILS OF PREVIOUS DEPUTATION / FOREIGN ASSIGNMENT, IF ANY			
B	WHETHER DEBARRED FROM DEPUTATION? IF YES, PLEASE FURNISH DETAILS.			
C	WHETHER COOLING OFF PERIOD COMPLETED? IF YES, DATE OF RETURN FROM PREVIOUS DEPUTATION WITH DETAILS, WHEREVER APPLICABLE.			

IV	ESSENTIAL WORK EXPERIENCE	
A	WORKING / HAD WORKED IN ANY GOVT. ORGANIZATION/ RAILWAYS/ PSUS/ METRO ORGANIZATIONS, AT SENIOR ADMINISTRATIVE/DECISION-MAKING LEVEL, AS MENTIONED IN PARA 4 (I) OF THE ADVT.	YES/NO
B	HAVING ESEENTIAL EXPEIRENCE AS MENTIONED IN PARA 4 (II) OF THE ADVERTISEMENT, i.e., a. A MINIMUM 20 YEARS OF PROFESSIONAL EXPERIENCE IN RAIL BASED TRANSPORTATION SYSTEM OF WHICH 13 YEARS MUST BE IN AN EXECUTIVE GRADE IN A RAIL BASES MRTS HOLDING RESPONSIBILITIES OF OPERATIONS OF TRAINS, OCC, DCC AND STATIONS MANAGEMENT. b. OUT OF THE TOTAL EXPERIENCE REQUIREMENT AS PROVIDED IN B ‘A’, ABOVE, HE/SHE SHALL HAVE 5 YEARS OF EXPERIENCE AS HEAD OPERATIONS OR 8 YEARS OF EXPERIENCE AS DEPUTY HEAD OPERATIONS IN UNDERGROUND RAIL BASED MRTS.	YES/NO
V	BREIF DESCRIPTION OF THE WORK EXPERIENCE	
16	WHETHER ANY CONVICTION (by court of Law) /PUNISHMENT/ PENALTY (due to disciplinary action by employer) WAS AWARDED TO APPLICANT IN LAST 10 YEARS	YES/NO
	IF YES, DETAILS OF THE CASE	Enclose Separate sheet
17	WHETHER ANY CASE PENDING IN THE COURT OF LAW, OR, ANY DISCIPLINARY ENQUIRY GOING ON, AGAINST THE APPLICANT	YES/NO
	IF YES, DETAILS THEREOF	Enclose Separate sheet
18	NOC FROM CURRENT EMPLOYER ENCLOSED	YES/NO
19	VIGILANCE AND D&AR STATUS FROM CURRENT EMPLOYER ENCLOSED	YES/NO
20	COPIES OF ANNUAL PERFORMANCE APPRAISAL REPORT FOR LAST 5 YEARS ENCLOSED	YES/NO
21	WHETHER APPEARED FOR INTERVIEW IN DMRC IN THE PAST (IF YES, DETAILS THERE OF)	YES/NO

22	ANY OTHER RELEVANT INFORMATION (DISTINCTIONS/ AWARDS/ CERTIFICATES, etc.)
23	HOBBIES/INTERESTS

I hereby declare that the particulars furnished above are true. I understand that my candidature shall be cancelled, if any information is found to be incorrect or, false at any point in time.

Date: _____

Place: _____

Signature of the Candidate

Name : _____

Mobile No. : _____

Email ID : _____

Documents to be enclosed (as applicable)

1. Educational Certificates (Matriculation, Graduation, Post-Graduation and Others)
2. Work Experience Certificate/ Service Certificate
3. Copy of PPO (in case of retired Govt. Organizations/ Railways/ PSUs/ Metro organizations employees, if applicable)
4. NOC from Employer along-with D&AR and Vigilance clearance (in case of working in Govt. Organizations/ Railways/ PSUs/ Metro organizations, if applicable)
5. APARs of Last 5 years.
6. Documents in support of substantive grade, on regular basis (for candidates working in CDA/IDA pay scales).
7. Last pay Certificate/ Pay-Slip.
8. Last promotion order regarding pay scale substantively held by the candidate in the present/last organization.

**PARTICULARS OF THE EXECUTIVE FOR WHOM VIGILANCE COMMENTS/ CLEARANCE
BEING SOUGHT**

(To be furnished and signed by the CVO or HOD)

1. Name of Official (in full) : _____
2. Father's Name : _____
3. Date of Birth : _____
4. Date of Retirement : _____
5. Date of Entry into service : _____
6. Service to which the official : _____

Belongs including batch/year cadre-
etc wherever applicable.

7. Positions held including whether : _____

the officer has functioned as a CVO in
part time or additional charge capacity
belongs Including batch/ year
(During the ten preceding years)

S. No	Organization (Name in Full)	Designation & place of posting	Administrative/Nodal Ministry/Deptt. Concerned (in case of officers of PSUsetc.,)	From	To
1.					
2.					
3.					
4.					
5.					
6.					

Date:

(SIGNATURE)

Name : _____
Designation : _____

VIGILANCE PROFILE OF THE EXECUTIVE FOR WHOM VIGILANCE COMMENTS/CLEARANCE BEING SOUGHT

(To be furnished and signed by the CVO or HoD)

Name of the Official: _____

8.	Whether the Official has been placed on the “Agreed List” or “List of Officers of Doubtful Integrity” (If yes, details to be given)	
9.	Whether any allegation of misconduct involving vigilance angle was examined against the officer during the last 10 years and if so, with what result	
10.	Whether any punishment was awarded to the officer during the last 10 years and if so, the date of imposition and details of the penalty	
11.	Is any disciplinary/ criminal proceedings or charge sheet pending against the officer, as on date	
12.	Is any action contemplated against the officer as on date(If so, details to be furnished)	
13.	Whether any complaint with vigilance angle is pending against the officer (If so, details to be furnished)	

Date:

(SIGNATURE)

Name: _____

Designation: _____