DELHI METRO INTERNATIONAL LIMITED

(A WHOLLY OWNED SUBSIDIARY OF THE DELHI METRO RAIL CORPORATION LIMITED)

ADVT No. DMIL/Rectt/Advtt 01/HR/2025, Dated: 09.10.2025

REQUIREMENT OF CHIEF EXECUTIVE OFFICER IN DELHI METRO INTERNATIONAL LIMITED (DMIL) ON CONTRACTUAL BASIS

Delhi Metro International Limited (DMIL), a wholly owned subsidiary of the Delhi Metro Rail Corporation (DMRC), has been incorporated with the objective of undertaking International Metro Rail Projects and National Projects within India, encompassing **Operations & Maintenance, Consultancy, Design, Planning, and Project Development** in the Metro and allied Urban Transport sectors.

DMIL invites applications from dynamic, experienced, and visionary leaders for filling up of the following post on contractual basis:

Name of the post: **CHIEF EXECUTIVE OFFICER**

Date of Vacancy: **Immediate**

1. Job Description and Responsibilities

A. Job Description:

The Chief Executive Officer (CEO) of DMIL shall be responsible for/to:

i. Leading the organization's business strategy for securing and executing International Metro Rail projects outside India and National projects across India.
ii. Build a team to identify suitable opportunities and develop a pipeline; securing the approval of the DMIL Board to set priorities.
iii. Develop Business plan and secure approval of the Board.
iv. Drive growth by identifying and pursuing opportunities for expansion, developing new, innovative mobility solutions, and ensuring competitiveness in the market.
v. Provide leadership in areas - including Operations & Maintenance, Consultancy, Design, Planning, Project Execution, Business Development in the Metro Rail and Urban Mobility sectors.
vi. Collaboration with International Agencies, Governments, and Industry Stakeholders to expand DMIL's global footprint.
vii. Ensure Operational excellence, Innovation, and Sustainability in all assignments.
viii. Establish Organizational Systems, Processes, and Governance mechanisms for efficient project delivery.
ix. Foster an environment of continuous improvement and innovation, with a focus on developing sustainable transport solutions to meet the challenges of ecological and digital transitions.
x. Oversee the Financial performance of the business unit, managing budgets, P&L, and investment decisions to ensure profitability and economic stability.

xi. Build and manage high-performing teams, promote diversity and inclusion, and cultivate a positive workplace culture centred on respect and employee well-being.
xii. Provide management oversight and support to the contracts that DMIL secures overseas and in India, to ensure their successful execution.
xiii. Establish Industry best practices and benchmarks.
xiv. Align DMIL's goals with the Vision and Mission of DMRC.
xv. Shall not be a member of the Board. However, he/she shall report to the Board of Directors of DMIL.

B. Tenure:

The appointment shall be on a contractual basis initially for a period of three (03) years. At the end of one year service, there will be a review of the performance and further continuance as CEO, shall be subject to such review.

C. Remuneration:

i. Candidates presently working in the Govt. Sector/PSU shall be placed in the payscale of Rs. 150000 – 300000/-, along with other perks and facilities and shall draw their remuneration in the said payscale till they attain the age of 60 years. Thereafter, the remuneration shall be based on appropriate Market based CTC emoluments with Special Performance Linked Incentive(s), which shall be negotiable based on the experience and the profile of the candidate.

ii. Retired/ Superannuated Candidates, or, Private Sector Candidates shall be recruited at appropriate Market based CTC emoluments with Special Performance Linked Incentive(s), which shall be negotiable based on the experience and the profile of the candidate.

2. <u>Eligibility (to be reckoned as on 01.10.2025)</u>

A. Age

The maximum age for applicants shall be 62 years, as on 01.10.2025.

B. Qualification

i. The applicant should be a graduate in Science, Technology, Engineering, Mathematics (STEM)/Management with a good academic record, or,

ii. Possess Postgraduate qualification in Leadership/Transport Planning/Project Management

C. Experience

I. <u>Essential</u>

i. Minimum twenty-five (25) years of experience in the Railways/Metro Rail/Urban Transport sector, of which at least ten (10) years should be at a Senior management level in Operations, Maintenance, Consultancy, Business Development, or Project Execution.
ii. Experience of leading large teams, handling complex Multi-disciplinary projects, and engaging with International clients/partners.
iii. Proven track record of bidding for International Contracts and their Delivery.

II. Desirable

i. Candidates with International experience – working at a leadership level with a leading firm.
ii. Experience of Business Development in International Metro Sector, Project and Finance.
iii. Past Experience at Managing Director/CEO level.

D. Applicant Eligibility

i. Applicants working in / retired from Government Sector, or, PSU Sector and those working in the Private Sector may apply.
ii. The Public Sector Executives working/ retired/ superannuated in the Pay Scale of Rs.120000 – 280000 (Revised) or, Rs.51300-73000 (Pre-revised IDA)), or, higher shall be eligible. The minimum length of service required in the eligible scale shall be five years, as on 01.10.2025.
iii. Officers working/ retired/ superannuated in Level 14, i.e. Rs. 144200 – 218200/- of the 7th CPC, or, Senior Administrative Grade (SAG) (with Grade Pay of Rs.10000 in Pay Band 4 of the CDA Grade of Rs. 37400-67000 (Pre-revised)), or, higher shall be eligible. The minimum length of service required in the eligible scale shall be five years, as on 01.10.2025.
iv. The applicant from Private Sector should be working with an organisation of repute wherein the annual turnover is 1000 Crores or more. Applicant's having annual Cost to Company (CTC) of Rs. 60 Lakhs and above, shall be eligible.
v. An applicant's candidature shall be considered as working, only for such candidates, who at the various stages of the Selection/ Medical Examination /Joining Process, continue to be in a working post, in the eligible payscale/ Level/ Grade/ CTC and has not superannuated/ been terminated /resigned, etc.

3. Termination of the Contractual Appointment

On expiry of the term mentioned in the engagement order, the engagement shall stand terminated automatically, unless extended. The Contractual engagement may be prematurely terminated by either side by giving three (03) month's notice period, or, remuneration, in lieu thereof.

4. Submission of Application:

i. Applicants should send their application, as per the format. The application in the enclosed format (Annexure-I) giving details about qualification, experience and career achievements, should reach at the undermentioned address, positively by 30.10.2025 in hard copy only. No e-mail shall be accepted.

ii. Candidates from Govt. Sector/PSU Sector should forward their applications through proper channel along with their ACRs/APARs of the last five years, so as to reach at the undermentioned address, by the stipulated date.

iii. The Disciplinary and Vigilance Clearance of the Candidates from Govt. Sector/PSU Sector certified by the Present Employer, should also be enclosed in the prescribed format at Annexure "A". If the applicant is on deputation to another organisation, the Disciplinary and Vigilance Clearance of the Candidate should also be certified by the Parent Organisation, as per Annexure "A", along with the No Objection Certificate (NoC).

iv. Age, Qualification and Experience stipulated above should be as on 01.10.2025. The candidates before applying are advised to ensure that they fulfill the eligibility criteria and other requirements mentioned and that the particulars furnished by them are correct in all respect. In case, if it is detected at any stage of the recruitment process that the candidate does not fulfill the eligibility criteria and / or does not comply with other requirements of this advertisement and / or he / she has furnished any incorrect or false information or has suppressed any material facts, his / her candidature shall be liable to be rejected. If any of the above shortcomings is / are detected even after appointment, his / her services shall be terminated without any notice.

v. The applicants from Private Sector should enclose Appointment Letter(s), Service Certificate(s), CTC details, Appraisal document(s) and recent payslip(s), as proof of employment.

vi. The last date of receipt of complete application in hard copy shall be 30.10.2025. No application shall be entertained under any circumstances after the stipulated date. Incomplete applications, applications sent through e-mail, applications not in format, applications received after the stipulated date, shall be REJECTED. No separate Annexures should be enclosed with the form, nor shall these be accepted. DMIL reserves the right to shortlist the applicants for interview.

vii. The candidates shortlisted would be advised through the DMRC's website and shall be eligible for reimbursement of to and fro, economy class air fare, or, AC 2 tier railway fare.

viii. The decision of the Search-cum-Selection Committee shall be final.

Applications should be addressed to the:

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

Kindly affix a recent passport size photograph& cross sign

ANNEXURE-I

DELHI METRO INTERNATIONAL LIMITED

APPLICATION FOR THE POST OF CHIEF EXECUTIVE OFFICER (CEO)

SECTION-I (PERSONAL INFORMATION)

S.No.	Details	Particulars
1	Name of Post applied for	
2	Name (Shri/Smt./Km.)	
3	Identification No. (for Defence Personnel)	
4	Address for Communication	
5	Applicant type (Govt. Sector/ PSU/ Private)	
6	Present Organisation Name	
7	Office Address	
8	Mobile No.	
9	Office Telephone No. with code	
10	Residence Telephone No. with code	
11	Email Address	
12	Date of Birth (dd/mm/yyyy)	
13	Age as on 01-10-2025	_____ Years, ____ Months and ____ Days
14	For Govt. Sector Applicant	
a	Service to which the Officer belongs	
b	Batch (DoITS)	

S.No.	Details	Particulars
15	For PSU Applicant – Date of Joining Executive Service	
16	For Private Sector Applicant – Date of Joining in Managerial Role	

SECTION-II (ELIGIBILITY)

S.no.	Details	As per the Job Description	Possessed by the Candidate	Whether Eligible or not
1	Educational/ Professional Qualifications (along with the name of Institutions)	(a) The applicant should be a graduate in Science, Technology, Engineering, Mathematics (STEM)/ Management with a good academic record, or, (b) Possess Postgraduate qualification in Leadership / Transport Planning / Project Management.		
2	Eligible Pay Scale	**IDA Payscale** Rs. 120000 – 280000 (Revised) or Rs. 51300 – 73000 (Pre-revised), or, higher		
		CDA Payscale Level 14 of 7th CPC i.e. Rs. 144200 – 218200/- (Revised) or Rs. 37400 – 67000 (Grade Pay – Rs. 10000) (Pre-revised), or, higher		
		Private Sector Annual Cost to Company (CTC) of Rs. 60 Lakhs in an organisation of repute wherein the annual turnover is 1000 Crores or more.		
3	Length of Service in the Eligible Pay Scale as on 01.10.2025	Minimum 5 Years		
4	Date Of Grant of Eligible Payscale/CTC	--------		

S.no.	Details	As per the Job Description	Possessed by the Candidate	Whether Eligible or not
5	Total Length of Group 'A'/ Executive / Managerial Service			

SECTION-III (WORK EXPERIENCE)

Positions held during Gazetted/ Executive/ Managerial service (since the date of initial appointment):

S.No.	Designation and Place of Posting	Organization	From (dd/mm/yy)	To (dd/mm/yy)	Pay Scale/ CTC (Rs.)	Description of Work
1						
2						
3						
4						
5						

SECTION-IV (RELEVANT EXPERIENCE)

Nature and duration of experience relevant for the advertised post:

S. No.	Required Experience	Whether possessed by the Candidate (Yes/No)	Designation and place of Posting /Organization	From / To	Details of Relevant Experience Possessed by the Applicant
Essential					
1	Minimum twenty-five (25) years of experience in the Railways/Metro Rail/Urban Transport sector, of which at least ten (10) years should be at a Senior management level in Operations, Maintenance, Consultancy, business development, or Project Execution				
2	Experience of leading large teams, handling complex Multi-disciplinary projects, and engaging with International clients/partners.				
3	Proven track record of bidding for International Contracts and their Delivery.				
Desirable					
1	Candidates with International experience – working at a leadership level with a leading firm.				
2	Experience of Business Development in International Metro Sector, Project and Finance.				
3	Past Experience at Managing Director/CEO level.				

Note: No separate annexures are permitted/ shall be accepted. Candidates are required to clearly indicate the required experience possessed, with reference to each and every aspect, of the required experience. Any omission would indicate that the candidate does not satisfy the required experience criterion.

SECTION-V (FOR GOVT. SECTOR/PSU APPLICANT ONLY)

1 Is the candidate holding the present post on lien/deputation basis: - YES / NO

a. If yes, the name of the Organization in which the Lien is held: _____

b. Date from which the Lien is held : _____

c. Date from which the Applicant is on Deputation : _____

2 Kindly Tick the relevant option:

a. Whether the candidate holds the post in the Parent cadre as a Confirmed employee?

If yes, the Date of Confirmation in Service: _____

b. Whether the candidate holds the post in the Parent cadre on Probationary basis?

If yes, the details thereof : _____

_____

3 APAR Grading of the preceding five (05) years (Outstanding/Very Good/Good/ Average/Below Average/ Numeric Rating, as applicable):

S.No.	APAR (Financial Year)	Grading/Rating	Remarks (if any)
1	2024-25		
2	2023-24		
3	2022-23		
4	2021-22		
5	2020-21		

* - If the APAR period is for less than an year, the APAR period may be specified.

4 Disciplinary and Vigilance (D&V) Status Declaration by the candidate:

a.	**Have you ever been placed on the "Agreed List" or "List of Officers of Doubtful Integrity" (if yes, details thereof)**	
b.	**Whether any allegation of misconduct involving vigilance angle**	

	was examined against you during the last 10 years and if so, with what result	
c.	**Whether any punishment was awarded to you during the last 10 years and if so, the date of imposition and details of the penalty**	
d.	**Is any disciplinary/ criminal proceedings or charge sheet pending against you, as on date [if so, details to be furnished]**	
e.	**Is any action contemplated against you as on date [if so, details to be furnished]**	
f.	**Whether any complaint with vigilance angle is pending against you [if so, details to be furnished]**	

SECTION-VI (SUPPORTING DOCUMENTS CHECKLIST (as applicable)

S. No.	Supporting Documents (Self-Certified/Certified by Organisation)	Attached (Yes/No)	Remarks (if any)
1	**Age Proof (Matriculation Certificate/Mark Sheet)**		
2	**Qualification Degree Certificate & Marksheet (only Final Year)**		
3	**Relevant Experience Certificate/ Appointment Order/ Office Order/ Appointment letter indicating CTC**		
4	**Employer Certificate/Office Order indicating working in present grade/Appraisal letter indicating CTC**		
5	**Annexure "A"**		
6	**No Objection Certificate (NoC) from the current /parent organisation (as applicable)**		
7	**Copy of Self Certified 05 Year APARs**		
8	**Recent Three (3) Months Pay-slips**		
9	**Proof of Identity**		
a	**Aadhar Card**		
b	**Pan Card**		
c	**Passport**		

SECTION-VII (DECLARATION)

I, ……..…. Son / Daughter of ……..…… hereby certify that I have not been disqualified to act as a Director under the provisions of the Companies Act, 2013. I also certify that I am not facing any charge of, nor have ever been convicted for, any act of moral turpitude, or, economic offence.

I certify that the details furnished by me above are true and I am an eligible candidate for consideration.

I further submit my willingness to join the post, if selected. In case, if I give my unwillingness after the interview is held, but before the appointment is processed, or, after issue of the offer of appointment, I may be debarred for a period of two years, for being considered for any post, in DMIL.

Date:

Place:

(SIGNATURE)

Name : _____

Designation : _____

(To be filled by the PSU / Ministry / Department / Company concerned)

It is certified that the particulars furnished above have been scrutinized and found to be correct, as per the official records.

Signature & Designation of the Competent Forwarding Authority with Telephone no. & Office Seal.

Annexure "A"

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

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

1. **Name of the Officer (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 officer belongs including batch / year cadre-etc. wherever applicable** : _____
7. **Positions held including whether Officer has functioned as a CVO in Part time or additional charge capacity** :

   (During the ten preceding years)

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

Date: (SIGNATURE)

Name : _____

Designation : _____

VIGILANCE PROFILE OF OFFICER/EXECUTIVE FOR WHOM, VIGILANCE COMMENTS/ CLEARANCE BEING SOUGHT

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

Name of the Officer : _____

8.	**Whether the officer 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 : _____