

No. NCRTC/CO/HR/Rectt./26/2024

15/07/2024

VACANCY NOTICE
(No. 26/2024)

REQUIREMENT OF EXECUTIVE/ IT (CYBER SECURITY) ON DIRECT RECRUITMENT BASIS

National Capital Region Transport Corporation (NCRTC) – a Joint Venture of Govt of India and participating State Governments of Delhi, Haryana, Rajasthan and UP, under the administrative control of the Ministry of Housing and Urban Affairs is mandated for implementing the Regional Rapid Transit System (RRTS) in National Capital Region (NCR), ensuring a balanced and sustainable urban development through better connectivity and access. The RRTS is a new, dedicated, high speed, rail based, high capacity, comfortable, state of art, world class commuter service connecting regional nodes in NCR.

Three corridors are envisaged in the first phase, i.e. Delhi-Meerut, Delhi-Gurugram-SNB-Alwar and Delhi-Panipat. At present, NCRTC is implementing the Delhi-Meerut RRTS corridor, of which 34 km stretch of the corridor from Sahibabad to Modinagar North has been opened for commercial revenue run.

These projects will not only provide a vital new transport infrastructure backbone to the region, but also act as a catalyst for development of suburban centers, creating jobs in the Indian economy and decongesting cities. The diversity of individuals and skills we require to execute the project is boundless. Further, the learning opportunities in an organization that is at its inflexion point of initiating some of the largest infrastructure projects in this country will be immense. The complexity of the project and need to draw upon international learning will offer an accelerated opportunity for skill development of talented and motivated individuals, leading to exciting careers prospects for the future. Our motto “**Gati se Pragati**”, applies to both the project and the motivated team that will embark on this journey with us.

To be part of the journey of NCRTC, interested and eligible candidates can apply for the following post/(s):

Sr. No.	Post Name	Level	Pay Scale (IDA) (Rs.)	Total Number of Vacancy/ (ies)	Maximum Age as on (15/07/2024)	Nature of Employment
i)	Executive/ IT (Cyber Security)	Eo	Rs. 30000-120000	02 (UR)	35 Years	Direct Recruitment (Regular Capacity)

1. ELIGIBILITY CRITERIA (As on 15/07/2024)

Sr. No.	Post	Level	Eligibility Criteria
i)	Executive/ IT (Cyber Security)	Eo	<p>Essential Qualification</p> <p>B.E. (IT/ CS)/ B.Tech. (IT/ CS) or its equivalent/ MCA (Full Time)</p> <p>Preferred Qualification</p> <p>CISSP/ CISM/ GIAC/ CEH or other industry-recognized cyber security certifications</p> <p>Job Description</p> <p>a) Security Architecture and Design:</p> <p>- Develop and maintain a robust cyber security architecture aligned with industry standards (e.g., NIST, ISO 27001, IEC 62443) and best practices.</p>

		<ul style="list-style-type: none">- Design and implement secure solutions for network segmentation, threat detection, and incident response within both IT and OT environments.- Collaborate with IT and OT teams to integrate cyber security controls into existing and new metro rail systems.- Stay updated with the latest security threats and trends affecting the rail industry. Evaluate and recommend new security technologies to enhance defensive capabilities. <p>b) Vulnerability Management:</p> <ul style="list-style-type: none">- Conduct regular vulnerability assessments and penetration testing of the metro rail's systems and networks (both IT and OT).- Develop and implement remediation plans to address identified vulnerabilities.- Coordinate with vendors and IT teams for timely patching and updates of critical systems. <p>c) Threat Detection and Incident Response:</p> <ul style="list-style-type: none">- Implementation of security systems and proactive monitoring of security systems for potential threats and anomalous activity. Lead the response to cyber security incidents, minimizing impact and conducting a thorough post-incident analysis.- Develop and execute incident response playbooks to contain, investigate, and mitigate cyber security incidents effectively, ensuring minimal disruption to operations.- Conduct forensic analysis and root cause investigations of security incidents. <p>d) Risk Management and Compliance:</p> <ul style="list-style-type: none">- Perform cyber security risk assessments to identify potential threats and their impact on metro operations.- Ensure compliance with relevant industry regulations and national & international standards (e.g., NIS Directive, local data protection regulations), latest guidelines/ circulars issued from time to time by Government ministries.- Develop and maintain cyber security policies, procedures, and standards across the organization and coordinate with different departments to implement security measures across the organization.- Prepare for and lead internal audits of the cyber security measures.- Report regularly to senior management on the status and effectiveness of security measures. <p>e) Awareness and Training:</p> <ul style="list-style-type: none">- Develop and deliver cyber security awareness training for employees, contractors, and third-party vendors. Conduct training sessions for employees on cyber security best practices and awareness.- Develop security awareness materials and campaigns to promote a secure organizational culture.
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			<p>f) Collaboration and Reporting:</p> <ul style="list-style-type: none"> - Collaborate closely with IT, OT, and other relevant departments to ensure the security of metro systems. - Prepare regular reports on cyber security posture risks, and mitigation strategies for senior management. - Represent the organization in external cyber security forums and working groups. <p>Experience</p> <ul style="list-style-type: none"> - Minimum 03 years of post-qualification experience. <p>Skill Sets</p> <ul style="list-style-type: none"> - Strong understanding of cyber security principles, frameworks, and best practices. - Expertise in network security, firewalls, intrusion detection/prevention systems (IDS/ IPS), endpoint protection, vulnerability scanning, SIEM, and other security technologies. - Proficient in risk assessment methodologies and compliance frameworks. - Excellent analytical, problem-solving, and incident response skills. - Ability to communicate complex technical concepts to both technical and non-technical audiences. 						
			<p>Current Pay Scale/ CTC</p> <table border="1"> <tr> <td>CDA</td> <td>- Working in analogous grade (L7) (Rs. 44900-142400), OR - Last 3 years of service in grade (L6) (Rs. 35400-112400).</td> </tr> <tr> <td>IDA</td> <td>- Working in analogous grade (Eo) (Rs. 30000-120000), OR - Last 3 years of service in grade (NE8) (Rs. 29500-105850).</td> </tr> <tr> <td>Private Sector</td> <td>- Possessing minimum CTC of Rs. 7 Lakhs per annum.</td> </tr> </table>	CDA	- Working in analogous grade (L7) (Rs. 44900-142400), OR - Last 3 years of service in grade (L6) (Rs. 35400-112400).	IDA	- Working in analogous grade (Eo) (Rs. 30000-120000), OR - Last 3 years of service in grade (NE8) (Rs. 29500-105850).	Private Sector	- Possessing minimum CTC of Rs. 7 Lakhs per annum.
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Private Sector	- Possessing minimum CTC of Rs. 7 Lakhs per annum.								

Note:

- i. *Before applying, the candidates shall ensure that they fulfill all eligibility criteria as mentioned in the Vacancy Notice for the post/(s). NCRTC will verify the eligibility with reference to the original documents on the date of interview. If the candidates are not found eligible during document verification, they will not be considered for next stage of selection process and their candidature will be rejected. Their admission to all the stages of selection process will be purely provisional, subject to meeting the prescribed eligibility criteria.*
- ii. *Essential Education Qualification/(s) required as indicated above against each post are mandatory.*
- iii. *Only Full Time Regular Courses will be considered.*
- iv. *All essential qualification/(s) must be from UGC recognized Indian University/ UGC recognized Indian Deemed University or AICTE approved course from Autonomous Indian Institutions/ concerned statutory council (wherever applicable). No claim of possession equivalent to a prescribed qualification shall be entertained (Except for Ex-Servicemen).*
- v. *Candidates claiming equivalence in qualification shall be required to produce a copy of the equivalence certificate issued by the Institute.*
- vi. *In case of Degree/ Diploma in Management qualifications where there is a mention of Dual Specialization, one of the specializations necessarily needs to be function specific for which the post has been advertised.*

- vii. *Wherever, CGPA/ OGPA/ CPI or grade as a degree is awarded, equivalent percentage of marks should be indicated in the application as per norms adopted by the University/ Institute. Candidates will be required to submit documentary proof/ certificate to this effect from the University/ Institute at the time of interview, if called for the same.*

2. RESERVATION, CONCESSIONS AND RELAXATIONS

- 2.1. Candidates seeking reservation as SC/ ST/ OBC-NCL, shall have to produce a certificate in the prescribed proforma, meant for appointment to posts under the Government of India, from the designated authority clearly indicating the candidate's caste, the Act/ Order under which the caste is recognized as SC/ ST/ OBC and the Village/ Town the candidate is ordinarily a resident of.
- 2.2. The OBC candidates who belong to 'Creamy Layer' are not entitled for concession admissible to OBC-NCL candidates and such candidates will have to indicate their category as 'General'.
- 2.3. A person who wants to avail the benefit of PwBD reservation will have to submit a disability certificate issued by a Competent Authority as prescribed in the RPwBD Act, 2016.
- 2.4. Candidates seeking reservation as EWS shall have to produce an 'Income and Asset Certificate' valid for the current Financial Year, issued by a Competent Authority based on gross annual income of the previous Financial Year in the format prescribed by the Government of India. Candidates are advised to be in possession of an 'Income and Assets Certificate' as mentioned above issued on or after the start of the current financial year at the time of the interview.
- 2.5. Age concession to PwBD candidates shall be admissible irrespective of the fact whether the post is reserved for PwBD or not.
- 2.6. Ex-Servicemen who have already secured regular employment in the Central/ State Government/ CPSEs/ Autonomous Bodies/ Govt. instrumentalities for any post are permitted the benefit of age relaxation as admissible to Ex-servicemen for securing another employment in any higher post or service. However, such candidates will not be eligible for the benefit of reservation, if any for Ex-Servicemen.

2.7. Age Relaxation

Sl. No.	Category	Age Relaxation
i.	Scheduled Caste/ Scheduled Tribes (SC/ ST)	05 Years
ii.	Other Backward Class- Non-Creamy Layer (OBC-NCL)	03 Years
iii.	Person with Benchmark Disabilities (PwBD)	10 Years
iv.	In case of otherwise than All India Competitive Examination: Upper age limit shall be relaxed by the length of military service increased by three years in the case of Ex-servicemen and commissioned officers including Emergency Commissioned Officers of Short Service Commissioned Officers.	03 Years

- 2.8. Cumulative relaxation in age for one/ more than one category (mentioned in the table above) taken together shall be admissible.
- 2.9. If the SC/ ST/ OBC-NCL/ PwBD/ EWS certificate has been issued in a language other than English/ Hindi, the candidates will be required to submit a self-certified translated copy of the same either in English or Hindi.
- 2.10. Candidates belonging to the SC/ ST/ OBC/ EWS category can apply against unreserved posts, provided they meet the eligibility criteria specified for the post prescribed for unreserved candidates. In such case, the SC/ ST/ OBC/ EWS candidates will not be considered for any relaxation in age and/ or qualifying marks in the Interview or at any stage in the entire recruitment process, if they apply against unreserved posts.

- 2.11. The above guidelines are subject to change in view of any Government of India guidelines/ clarifications issued from time to time.

3. EMOLUMENTS

- 3.1. Basic Pay as applicable in the grade, Variable Dearness Allowance (VDA) at the applicable rates and Perks and Allowances under Cafeteria Approach.
- 3.2. Other Benefits and Allowances, as per extant Company Rules.

4. PLACE OF POSTING

- 4.1. The selected candidate may be posted at any office/ workplace/ Project units of NCRTC or any of the subsidiaries/ Joint Ventures of NCRTC.
- 4.2. The selected candidates may be assigned jobs/ functions/ assignments as per the business requirements of the Company, including working in shift operations.

5. IMPORTANT DATES

Opening of website link for applying online	15/07/2024
Closing Date for applying online	08/08/2024
Written Test/ CBT	Date of Written Test/ CBT will be notified on the website
Issuance of Admit Card	10-15 days before Written Test / CBT

6. SELECTION PROCESS

- 6.1. The selection process will comprise of Written Test/CBT (80% Weightage) and Interview (20% Weightage).
- 6.2. The Venue, Date and Time of Written Test/CBT will be notified on website in advance.
- 6.3. Any request for change in date or venue of the selection process (Written Rest/CBT/Interview) shall not be entertained.
- 6.4. Candidates will appear for the Written Test/ CBT at the allotted center at his/her own risks & expenses and NCRTC will not be responsible for any injury or losses etc. of any nature.
- 6.5. No TA/DA shall be payable for attending the Written Test/CBT.
- 6.6. The candidates will be shortlisted in the order of merit in the ratio of 1:5 for interview.
- 6.7. The document verification of candidates shall be done before the interview and the candidates are required to carry their original certificates to facilitate the document verification, failing which the candidate shall not be allowed to attend the interview.

7. HOW TO APPLY

- 7.1. The candidates shall apply online through NCRTC website (www.ncrtc.in) under 'Career Section' as per the eligibility criteria indicated above. No other mode of application will be entertained.
- 7.2. Before registering/ applying online, candidates are advised to go through detailed instructions. The candidate should possess the following and keep the same handy while applying online:
- Valid e-mail ID and Mobile Number.
 - Scanned Copy of self-attested recent passport size coloured photograph (3.5. X 4.5 cm) of the candidate (File Size upto 100 kb, in .jpg/ .jpeg format only).

- iii. Scanned copy of signature (signed on white paper with black pen) of the candidate (File Size upto 100 kb, in .jpg/ .jpeg format only).
- 7.3. While applying online, candidate needs to upload copies of the following self-attested documents:
- i. 10th Certificate/ Birth Certificate.
 - ii. Degree Certificate of Graduation highlighting the stream/ specialization.
 - iii. Appointment letter, Joining Order and latest salary slip of present organization.
 - iv. Copies of the APARs (Last Three Years) (for Govt./ Public sector candidates).
 - v. Office Orders indicating promotions.
 - vi. Experience/ Service Certificate/ Relieving order issued by previous organizations.
 - vii. Form-16/ ITR (for private sector candidates).
 - viii. Last 6 months' bank statement (for private sector candidates).
 - ix. Last 3 months' salary slips.
 - x. CTC proof (wherever applicable).
 - xi. Caste certificate (wherever applicable).
 - xii. "No Objection Certificate", in case of employed in a Government organization or if a candidate is unable to forward the application through proper channel, the selected candidate shall furnish bonafide relieving order from present employer at the time of joining.
- 7.4. Applications without supporting certificates/ documents as mentioned above, shall be summarily rejected.
- 7.5. After submitting online application, candidate is required to download the Application Form generated by the system with Unique Registration Number, attach supporting documents, and send it to the below mentioned address by hand/ Post:
- Career Cell,
HR Department,
GatiShakti Bhawan,
National Capital Region Transport Corporation,
INA, New Delhi - 110023**
- 7.6. The envelope containing the print-out of the application and supporting documents, should be superscribed as '**APPLICATION FOR THE POST OF EXECUTIVE/ IT (CYBER SECURITY) ON DIRECT RECRUITMENT BASIS – 26/2024**'.
- 7.7. Candidates should have a valid personal e-mail ID and mobile number. It should be kept active during the entire recruitment process. Registration Number, Password and all other important communication will be sent on the same registered e-mail id (*Please ensure that email sent to this mailbox is not redirected to junk/ spam folder*).
- 7.8. Candidates should take utmost care to furnish the correct details while filling in the online application. Candidates can edit the information at any stage before submission. Hence, candidates are advised to take a preview of the application before submitting the same. Once the form is submitted, it cannot be edited.

8. HEALTH/ MEDICAL FITNESS

- 8.1. Appointment to the above post/(s) will be subject to the candidate being medically fit as per the medical standards prescribed for the post by the Company.
- 8.2. Every candidate appointed to a post in the Company shall be required to get his/ her pre-employment medical examination done from NCRTC nominated hospital/ Centre or a Central/ State Government Hospital.

- 8.3. Acceptance of joining will be subject to the Medical Fitness Certificate issued by the Medical Authority. NCRTC reserves the right to re-examine or review the Medical Examination report submitted by the candidate without assigning any reason and the decision of NCRTC in this regard shall be final and binding.
- 8.4. Candidates suffering following critical diseases shall not be considered.
 - a. Cancer
 - b. Kidney/Liver Failure & Transplantations
- 8.5. Candidates from Government/ CPSEs/ SPSEs/ Metro/ Railways/ Govt. Instrumentalities/ Autonomous Bodies shall be exempted from undergoing pre-appointment medical checkup.

9. SERVICE BOND & PROBATION PERIOD

- 9.1. The selected candidate/(s) shall have to execute a Service Bond of Rs. 2 lakhs plus GST and cost of training, if any, to serve the Corporation for a minimum period of two (02) years.
- 9.2. After joining, an employee has to undergo a probation period for two (02) years.

10. CHARACTER AND ANTECEDENTS

- 10.1. The success in the selection process does not confer any right to appointment unless the character & antecedents are found satisfactory after such an inquiry, that the candidate having regard to his/ her character & antecedents is suitable in all respects for appointment to the service.
- 10.2. The above requirement shall be relaxed in case of employees drawn from other Government Departments/ CPSEs/ SPSEs/ Metro/ Railways/ instrumentalities of Government or on deputation/ absorption.
- 10.3. Verification of new inductee who has stayed abroad during the last five years shall be sent to Indian Embassy of concerned country. In case the stay abroad is for study/ employment, request may also be sent to Head of Department/ Institution/ previous employer, as the case may be issuing of character certificate. Clearance from any of the above authorities viz., Indian Embassy/ Academic Institution or employer will be accepted for the purpose of verification of character/ antecedents.
- 10.4. The employees recruited under the Ex-servicemen quota are exempted from verification of character and antecedents, if the period intervening their date of discharge from Armed Forces and their date of joining the Company is less than one (01) year.
- 10.5. The employee will be required to fill an Attestation Form, at the time of initial appointment, wherein any information suppressed or wrongly declared will render his/ her removal from service summarily, as well as make him/ her liable for other implications, as provided under the rules of the Corporation and the laws of the land.

11. COMPUTATION OF EXPERIENCE

- 11.1. For the purpose of computation of overall experience for candidates having combined experience of Government and Private sector, as on the reckoned date of eligibility of vacancy notice, the experience in private and government sector will be given weightage of 80% and 100%, respectively.

12. OTHER TERMS AND CONDITIONS AND GENERAL INSTRUCTIONS

- 12.1. Only Indian Nationals above 18 years of age are eligible to apply.
- 12.2. The candidates should ensure that they fulfill all the eligibility criteria and other conditions of this Vacancy Notice and that all particulars furnished by them in the online application and the documents submitted by them later are correct in all respects.

Mere admission to the selection process does not imply that NCRTC has been satisfied about the candidate's eligibility. In case it is found at any stage of the recruitment process that a candidate does not fulfill any of the eligibility criteria, and/ or that he/ she has furnished any incorrect information or has suppressed any material fact(s), his/ her candidature will stand cancelled.

In any of these shortcoming/(s) is/ are found even after the appointment, his/ her services shall be summarily rejected.

- 12.3. Where CGPA/OGPA or Letter Grade in a Degree is awarded, equivalent percentage of marks unless available should be indicated in the application as per norms adopted by the University/Institute. In case it is not available, the decision of NCRTC shall be final.
- 12.4. Candidates having five (05) year BE/B.Tech + ME/M. Tech Integrated Dual Degree in Engineering in relevant discipline shall be considered where the eligibility criteria is BE/B. Tech/B.Sc Engineering/ and MCA.
- 12.5. In case of MBA/ PG Diploma in Management/ MMS Qualifications having mention of Dual Specialization, one of the specializations necessarily needs to be function specific for which the post has been advertised.
- 12.6. The details entered by the candidate at the time of online registration are final and binding. While applying, the candidates should enter their name as it appears in the SSC/ Matriculation Certificate. Further, request for change of Mailing Address/ E-mail ID/ Category/ Post/(s) as declared in the online application shall not be entertained.
- 12.7. Candidates should possess a valid e-mail ID. Candidates are advised to keep the email ID (to be entered compulsorily in the online application form) active for at least one year. No change in e-mail ID will be entered. All correspondence with candidates shall be done through email only. NCRTC will not be responsible for any loss of email sent, due to invalid/ wrong e-mail ID provided by the candidate and no correspondence in this regard shall be entertained.
- 12.8. The candidature of the registered candidate is liable to be rejected at any stage of the recruitment process or after recruitment or joining, if any information provided by the candidate is found to be false or is not found in conformity with eligibility criteria mentioned above.
- 12.9. Candidates once selected but did not join for any reason shall be debarred to apply for any positions in NCRTC for a period of two (02) years from the date of Offer of Appointment issued to them.
- 12.10. NCRTC reserves the right to raise the minimum eligibility standards. NCRTC also reserves the right to fill or not to fill all or any of the above positions and cancel/ restrict/ enlarge/ modify/ alter the recruitment/ selection process without any further notice or assigning any reasons whatsoever.
- 12.11. In case none of the candidates are found suitable against the advertised vacancy, the Selection Committee may recommend candidate(s) for a lower post, if suitable, subject to meeting the reservation requirements if any, in view of exigency of work.
- 12.12. In case of MBA/ PG Diploma in Management/ MMS Qualifications having mention of Dual Specialization, one of the specializations necessarily needs to be function specific for which the post has been advertised.
- 12.13. In case of dispute arising on account of interpretation in versions of language other than English, the English version shall prevail.
- 12.14. Teaching or freelancing experience shall not be considered as qualifying experience.

- 12.15. The prescribed qualification/ experience criteria are minimum and mere possession of the same does not entitle a candidate for participating in the Selection Process. NCRTC's decision shall be final in this regard.
- 12.16. Candidates working with Government entities/ CPSEs/ SPSEs will be considered for pay protection. However, candidates working on contract basis in regular pay-scales shall not be considered for pay protection, and their pay on selection in NCRTC will be fixed at the minimum of the pay scale.
- 12.17. Any revision, clarification, addendum, corrigendum, time extension etc., to the above Vacancy Notice will be hosted on 'Career' section of NCRTC (www.ncrtc.in) only and no separate notification shall be issued in the press. Candidates are requested to visit the website regularly to keep themselves updated.
- 12.18. Canvassing by the applicant, directly or indirectly will result in disqualification of his/ her candidature. Any dispute with regards to recruitment against this Vacancy Notice will be settled within the jurisdiction of Delhi High Court only.
- 12.19. In case of any query, candidates may write to recttquery@ncrtc.in, mentioning "POST-Executive/ IT (Cyber Security) - 26/2024" in the Subject Line. Candidates are advised to add this e-mail ID to their address book. NCRTC will not be responsible for non-delivery of e-mail/ delivery of e-mail to junk or spam folder. Contact No. 011-24666700 (10:00 AM to 4:30 PM).
