

## No. NHSRCL/Consultant Notice- 01/2018

National High Speed Rail Corporation Limited (NHSRCL), is a joint sector company of Govt. of India and Participating State Governments formed for implementation of High Speed Train Corridor Project in India.

It is one of the most ambitious project in rail infrastructure sector, to give economy a boost and to build first ever high-speed rail corridor of India, between Mumbai-Ahmedabad. The corporation is planning to position itself as one of the best employers by adopting modern HR practices and is designing an employee's friendly HR policy.

The company invites applications for engagement of **Consultant (HR)** on part-time contract basis in NHSRCL.

Organisation	NHSRCL
Title of post - No of vacancies	Consultant (HR) - 1
Period of Engagement	Initially for a period of 3 months extendable by another 3 months.
Remuneration	Rs. 1.5 Lakh / Month
Qualifications	<p><b><u>Essential:</u></b> Post-Graduation in Human Resource Management.</p> <p><b><u>Desirable:</u></b></p> <ol style="list-style-type: none"><li>i. Competency Mapping, Design &amp; Assessment Certification from any of the leading competency and assessment providers.</li><li>ii. Instructional Design Certification from any of the ID technologies.</li><li>iii. Psychometric Assessment Certifications from any of leading psychometric provider.</li><li>iv. Facilitation Certification from any recognized body.</li><li>v. Train the Trainer Certification by a recognized body.</li><li>vi. Coaching Certification by a recognized body in the field of coaching.</li><li>vii. Impact Assessment Certification – Certified in impact evaluation and assessment of learning / training programs by a recognized institute.</li></ol>
Experience	<p>Minimum 10 Years of experience in the areas specified in the Scope of Work/Job Description.</p> <p>Experience in the areas of scope of work/job description in PSU/Government organization having desirable qualification will be preferred.</p>

Job Description/ Major Output Deliverables and Scope of Work	Competency Framework Design & Development	<p>Understanding, Diagnosing and Defining:</p> <ul style="list-style-type: none"> <li>• Organizational Structure,</li> <li>• Reporting Structure,</li> <li>• Job Roles,</li> <li>• Job Descriptions,</li> <li>• Success Profiles (Current &amp; Future),</li> <li>• Organizational Culture &amp; Values,</li> <li>• Role wise Organizational Competencies – Behavioral, Leadership, Project Management etc.,</li> <li>• Role wise Technical Skills – Signaling, Electrical, Civil, Project Management Etc.</li> <li>• Competency mapping and shortlisting from existing manpower for specified training purpose.</li> </ul>
	Role Readiness and Continual Learning & Development	<ul style="list-style-type: none"> <li>• Development Assessment Centers based on identified and validated organizational skills and competencies – Focused towards getting the employee role ready to enable their optimum performance by understanding and analyzing ‘Assessment Center’ data and creating Individual Development Plans (IDP) for all employees in consultation with their immediate manager and basis recommendation of departmental head.</li> <li>• Creating learning road maps for various expressed and diagnosed needs - department / function wise</li> <li>• Designing various learning interventions based on instructional design principles to engage the participants and build their knowledge and skills.</li> <li>• Roll out periodic learning calendar (Quarterly / Bi Annual) and offering desired programs in it</li> <li>• Identify internal / external faculty / facilitator who could design and deliver programs identified in the learning calendar</li> <li>• Seek program(s) feedback from attending participants and key it in the learning management system in order to analyze the data and consider areas of improvement at a later point of time.</li> </ul>
Mode of Selection	<p>A. Shortlisted candidates would be required to make a small presentation on the jobs handled by them and their experience in the areas detailed in the scope of work of the post.</p> <p>B. Interview.</p>	
How to apply	<p>Interested candidates fulfilling the above criteria may forward their detailed resume to <b>General Manager (HR), National High Speed Rail Corporation Limited (NHSRCL), Asia Bhawan, Road-205, Sector -9 Dwarka, New Delhi-110077.</b></p> <p>The envelope containing the resume should be superscripted <b>“Application for engagement of Consultant (HR)”</b> and reach the addressee either by post or by hand on or before <b>31.10.2018</b></p>	
Closing date	<b>31.10.2018</b>	