



GUJARAT METRO RAIL CORPORATION (GMRC) LIMITED

(SPV of Govt. of India & Govt. of Gujarat)

No. GMRCL/HR/RECT/O&M/Mar-2026/14

Date: 17th March, 2026

RECRUITMENT NOTIFICATION FOR APPOINTMENT ON CONTRACT/ DEPUTATION/POST-SUPERANNUATION BASIS.

Gujarat Metro Rail Corporation (GMRC) Limited, a 50:50 Special Purpose Vehicle (SPV) jointly owned by Government of India and Government of Gujarat is entrusted with the responsibility of implementation of Ahmedabad Metro Rail Project Phase-I, Phase-II and Surat Phase-I and its Operations & Maintenance.

GMRC invites applications from eligible and experienced candidates for the following posts in the Operations & Maintenance (O&M) wing on Contract/Deputation/Post-superannuation basis, for a minimum period of 3, extendable up to 5 years based on performance, subject to the standard terms and conditions of the organization

Sr. No	Name of Post	Remuneration	No. of Vacancies	Education Qualification & Essential experience
1.	Chief General Manager /General Manager (Operations & Maintenance) on contract/deputation/post-superannuation	For contract basis: IDA Scale of 120000-280000 and HRA and other allowances as per Applicable policy. (Approx CTC 3.5 lacs per month) For deputation basis: As per standards terms & conditions of deputation For post-superannuation basis: Consolidated pay of ₹ 1,70,000 per month	1	<p>1) Candidate must be a B.E / B. Tech (Electrical/ Mechanical/ Electronics/ Electrical & Electronics/ Electronics & Communication/ Applied Electronics/ Industrial Electronics/ Power Electronics/ Instrumentation) Engineering graduate from a Govt. recognized University/ Institute OR Any graduate from a govt. recognized University/Institute with experience in train operations.</p> <p>2) Relevant Work Experience: Candidate should have experience in Operations & Maintenance of Railway/Metro/LRT/Sub-urban rail/RRTS.</p> <p>3) Required Experience for CGM Level: The candidate should possess a minimum of 23 years of post-qualification experience in a reputed private organization. OR Candidates from Government Organizations / Indian Railways / Public Sector Undertakings (PSUs) / Metro Rail Corporations should possess a minimum of 20 years of post-qualification experience, out of which at least 17 years should be in Executive level and should have minimum 4 years in SAG/GM grade (7th CPC Level – 14 or IDA scale of 120000-280000 or equivalent scale)</p> <p>4) Required Experience for GM Level: The candidate should possess a minimum of 20 years of post-qualification experience in a reputed private organization. OR Candidates from Government Organizations / Indian Railways / Public Sector Undertakings (PSUs) / Metro Rail Corporations should possess a minimum of 17 years of post-qualification experience, out of which at least 14 years should be in Executive level positions.</p> <p>* For max. age and pay scale eligibility refer pg. no. 2 & 3</p>



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2.	Joint General Manager (Operations & Maintenance) on contract/deputation/post-superannuation	<p>For contract basis: IDA pay scale of Rs. 90000- 240000 and HRA and other allowances as per Applicable policy. (Approx. CTC – 2.5 lacs per month)</p> <p>For deputation basis: As per standards terms & conditions of Deputation.</p> <p>For post-superannuation basis: Consolidated pay of ₹ 1,45,000 per month.</p>	1	<p>1) Candidate must be a B.E / B. Tech (Electrical/ Mechanical/ Electronics/ Electrical & Electronics/ Electronics & Communication/ Applied Electronics/ Industrial Electronics/ Power Electronics/ Instrumentation) Engineering graduate from a Govt. recognized University/ Institute OR Any Graduate from a govt. recognized university/Institute with experience in train operations.</p> <p>2) Relevant Work Experience: Candidate should have minimum 4 years of experience in O&M of Railway/Metro/LRT/Sub-urban rail/RRTS.</p> <p>3) Required Experience: Candidate should have an overall 14 years of post-qualification experience, out of which relevant experience should be as above.</p> <p style="text-align: center;">OR</p> <p>Candidate should have 12 years of post-qualification executive level experience in Metro Rail Corporation/RRTS, Railway/Railway PSUs, out of which relevant experience should be as above.</p> <p>* For max. age and pay scale eligibility refer pg. no. 3</p>
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- 1) Interested candidates working in Indian railways/Metro Rail Organization/State or Central Govt. PSU/Board/Organization of Government may apply on deputation basis on standard terms & conditions of parent organization and other entitlements as per governing policies of GMRC Ltd. The NOC should be submitted with application on or before the date of interview.
- 2) Preference will be given to candidate who has worked in Gujarat State for at least 03 years and are conversant with the Gujarati Language.

Eligibility Criteria (for Age & Payscale)

Sr. No.	Post	Max. age as on date of advertisement	For candidates working in revised IDA scale/CDA scale	For candidates working in private sector
1	For applying to the post of Chief General Manager	<p>58 years for applying on contract.</p> <p>58 years for applying on deputation basis</p> <p>62 years for applying on post-superannuation basis</p>	<p>(a) For applicants working in IDA scale/PSUs: The applicant must have minimum 4 years of experience in IDA pay scale of equivalent to ₹120000-280000 or above. In case of candidates in PSUs drawing consolidated pay, candidate should have minimum experience of 4 years in GM grade & should have minimum CTC of ₹ 2,50,000 per month in GM grade.</p> <p>(b) For applicants working in the CDA scale, The applicant must have 4 years of experience at Pay Matrix Level 14 (SAG/NFSAG) under the 7th CPC or equivalent scale.</p> <p>(c) Candidate applying on post-superannuation basis: The applicant should have worked minimum 4 years in IDA scale of 120000-280000 or above OR 4 years in CDA pay matrix Level-14 (7th CPC) or above.</p>	The applicant should have minimum CTC of ₹ 2,50,000 per month.



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2	For applying to the post of General Manager	58 years for applying on contract. 58 years for applying on deputation basis 62 years for applying on post-superannuation basis	(a) For applicants working in IDA scale/PSUs: The applicant must either be working in IDA pay scale of ₹120000-280000 or must be working for at least 2 years in the IDA pay scale of ₹100000-260000 or above. In case of candidates in PSUs drawing consolidated pay, the minimum CTC should be ₹ 2,50,000 per month at GM level. (b) For applicants working in the CDA scale, The applicant must either be at Pay Matrix Level 14 (SAG/NFSAG) or equivalent or must be working for at least 2 years at Level 13/13A or an equivalent scale under the 7th CPC. (c) Candidate applying on post-superannuation basis: The applicant should be presently working or retired from IDA pay scale 120000-280000 or above OR CDA pay matrix Level-14 (7th CPC) or above.	The applicant should have minimum CTC of ₹ 2,50,000 per month.
3	For applying to the post of Joint General Manager	50 years for applying on a contract 55 years for applying on a deputation basis 62 years for applying on post-superannuation basis	(a) For applicants working in IDA scale/PSUs: Applicants must have at least two years of relevant experience in Operations and Maintenance in the IDA pay scale of ₹80,000–₹2,20,000 or above. (b) For applicants working in the CDA scale, The applicant must either be at Pay Matrix Level 11 or equivalent or above under the 7th CPC.	Applicants must have at least two years of relevant experience in Operations and Maintenance and having minimum CTC of ₹1,50,000 per month or above for the last two years.

1. GENERAL CONDITIONS

- The number of posts indicated above may vary based on further assessment of requirement.
- Age Limits and Experience will be reckoned as on **17th March, 2026**.
- Prescribed qualifications are the minimum requirements and mere possession of the same does not entitle candidates to be called for interview.
- The experience is post-qualification and the minimum required. Mere possession of minimum experience does not confer any right for interview / selection.
- Eligible Officials / Staff working in GMRC who have completed minimum two years of service as on **17th March, 2026** at present designation & grade may apply through proper channel.
- Age limit will not be applicable to GMRC employees. However, age relaxation will not apply to officials re-employed in GMRC after superannuation.
- Candidate working in PSU/Boards/Organization of Government/Metro Rail Corporations should submit NOC along with last 5 years APAR of present/previous organization with application on or before the date of interview.
- Original Documents in support of qualification and relevant experience shall be shown and photocopies of the same to be submitted along with the Resume at the time of interview.
- Acceptance or rejection of application of the candidates will be the sole discretion of the Management. Incomplete applications are liable to be rejected.
- GMRC reserves the right to offer a grade lower than that which was applied for by the candidates.
- Any corrigendum/ addendum to this advertisement will be displayed only on the Company's website. Applicants are requested to visit the website from time to time for all updates.
- Any candidate found guilty of impersonation or submitting fabricated documents or making statements,



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- which are false, incorrect or indulging in suppression of facts, attempts to use unfair means for the purpose of recruitment, will be liable for rejection.
- xiii. The selected candidate shall have to indicate his/her acceptance to the offer within three working days from the receipt of offer, if not; next candidate in order of merit will be offered the appointment on similar lines. However, the Competent Authority may grant such extension of time depending upon the exigencies, if so requested.
 - xiv. Candidates after selection are likely to be posted at Ahmedabad / Gandhinagar/ Surat or any other projects of GMRC, anywhere in Gujarat. For IDA/CDA scale employees-the % of HRA may vary according to the place of posting as per Government guidelines and as per company policy.
 - xv. Any canvassing by or on behalf of the candidates or to bring political or other outside influence regard to selection/appointment shall be a disqualification.
 - xvi. Apart from the pay, other benefits will also be paid as per the Company Policy. The selected candidates will be extended Group medical coverage and Group personal accident insurance coverage as per governing policies of the GMRC.
 - xvii. GMRC shall not be liable for any damage / injury / loss to the individual, if any, sustained during the entire recruitment process and journey.
 - xviii. Management reserves the right to assess fitness or otherwise of the candidates selected.
 - xix. GMRC management reserves the right to cancel or amend this advertisement.

2. SELECTION PROCESS

- i. The selection process will comprise of Personal Interviews followed by Document Verification and Medical Examination.
- ii. Preference shall be given to candidates who have experience in same grade/or immediate lower grade with 2 years experience in the grade. In case sufficient number of suitable candidates are not available for the advertised post, candidates from lower pay scale who meet the prescribed qualifications, total experience, and age criteria may be considered to fill the vacancy.
- iii. The selection process would judge different facets of knowledge, skills, experience, expertise, aptitude and physical fitness.
- iv. The Venue, Date and Time of Interview/examination will be informed in advance.
- v. Any request for a change in date or venue shall not be entertained.
- vi. The document verification of candidates shall be done before the Interview. 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.

3. HOW TO APPLY

Candidates should thoroughly check their age, educational qualifications, experience, and other requirements to confirm their eligibility before applying. Candidates fulfilling the above eligibility norms may apply through on-line application process at "Careers" section on website <http://www.gujaratmetrorail.com>. Only on-line application and no other means/ mode of the applications shall be accepted.

The following documents should be attached by the applicants in support against their Age, Qualification & Experience.

- a. Detailed curriculum vitae
- b. Proof of age: Matriculation/Birth Certificate
- c. Educational Qualification: SSC marksheet/HSC marksheets/Graduation all year/semester marksheets & degree/diploma certificates
- d. Experience: Experience/service certificate of past employments with details of date of joining, date of reliving, department worked mentioned clearly. Candidate must attach their pay details, clearly mentioning payscale/CTC, along with experience certificate. Candidates from private organization should submit copy of their latest CTC breakup along with the other documents at the time of online application. Without CTC break up, application will not be considered for the position applied. Form - 16 shall be considered for arriving the current CTC.
- e. Details of current organization: appointment letter, proof of date of joining & latest payslip, Form -16 of last three years etc.

Candidates should take utmost care to furnish the correct details while filling in the on-line application. You can edit the information before submission. Once the form is submitted, it can't be edited.

The step by step process for submitting the application form for the same is given below:



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Step - I : Register on the portal using basic details such as Name, DOB, category, Mobile number and email ID etc.

Step - II : Your passcode will be sent on the email id provided during registration. Login using credentials.

Step - III : Select the position for which you are applying.

Step - IV : Fill in the on-line application with relevant details latest to earliest.

Step - V : Complete the Application form.

Step - VI : Check the entered details using "preview" option available.

Step - VIII : Submit the form after verifying all the information.

The last date for submission of application is **31st March, 2026**.

4. TIME & DATE OF INTERVIEW

Call letters for interviews will be issued to shortlisted applicants indicating the Time, Date and Venue of the Interview through registered email.

S/d
I/C General Manager (HR)