



Housing and Urban Development Corporation Ltd.

(A Govt. of India Enterprise)

CIN: L74899DL1970GOI005276, GST No.07AAACH0632A1ZF

Regd. Office: Core-7A, HUDCO Bhawan, India Habitat Centre, Lodhi Road, New Delhi -110003 Website: www.hudco.org.in



Advertisement No.: HR/CONTRACT/2026/01 ENGAGEMENT OF SPECIALISTS ON CONTRACTUAL BASIS

1. Housing and Urban Development Corporation Ltd. (HUDCO) is a Navratna Central Public Sector Enterprise under the Ministry of Housing & Urban Affairs, Govt. of India, engaged in providing financial assistance to housing and urban infrastructure projects. As a premier NBFC bestowed with IFC status we finance projects pan India with offices across the country. The company also offers techno financial consultancy services and has a Corporate Training & Capacity Building arm called HSMI, located at New Delhi.

We have been consistently making profits with stellar growth over last few years. With a loan book of over ₹1,55,000 crore and counting, our asset quality has been one of the best in the industry. HUDCO holds the highest 'AAA' domestic credit ratings from major rating agencies reflecting strong Government ownership, low credit risk, and robust capital adequacy. Internationally, our rating is aligned with India's sovereign rating, recognizing HUDCO as a Government-owned entity with virtually certain sovereign support.

With its strong combination of policy significance, operational scale, financial strength, highest credit ratings, multi sectoral avenues, HUDCO offers an impactful platform for professionals seeking to contribute to India's development to meet the objectives envisioned by Government of India.

2. UiWIN (Urban Invest Window) is a new initiative by HUDCO launched under the guidance of the Ministry of Housing & Urban Affairs to serve as a **one-stop investment facilitation platform** for Indian cities. It is created to help Urban Local Bodies (ULBs) overcome challenges in project preparation, financing and implementation by offering end-to-end support.

An Investment Support Unit (ISU) has been carved out for identifying viable urban infrastructure projects, structuring the projects financially to enable mobilising of capital through innovative financial instruments by leveraging HUDCO's national network in a hub-and-spoke model to build a pipeline of bankable, investment-ready urban projects, financial management and strengthen governance at the municipal level with a view to accelerate sustainable urban development aligned with India's Viksit Bharat 2047 vision. To read more about UiWIN, please visit www.hudco.org.in.

3. Applications are invited from energetic and result-oriented professionals/ specialists for the following positions on contractual basis as given below:

Sl. No.	Particulars	Details		
I	Name of Position	Chief Information Security Officer (CISO)	Asset Development Specialist	
II	Count of Position	01 UR	01 UR	
III	Type of Position	Contractual on full-time basis		
IV	Period of Contract	Initial Tenure of 3 years extendable by another 2 years based on performance review and organizational requirements.		
V	Age Limit	Maximum Age of 45 years.		
VI	Consolidated Remuneration/ Professional Fees	The break-up of the annual remuneration will be as follows:		
		Sl. No.	Component	Annual Amount
		1	Total Fixed Remuneration	₹ 43,20,000
		2	Variable Pay*	₹ 10,80,000
		3	Total CTC (1+2)	₹ 54,00,000
*To be released on completion of 1 year based on the performance of the incumbent				
Annual increment up to 5% may be allowed based on annual performance review.				

		Break-up of Fixed Remuneration			
		Sl. No.	Component	Monthly Amount	Annual Amount
		1	Basic Pay	₹ 1,80,000	₹ 21,60,000
		2	HRA @ 30%	₹ 54,000	₹ 6,48,000
		3	Allowances/Reimbursements*	₹ 93,246	₹ 11,18,953
		4	Employer PF Contribution	₹ 21,600	₹ 2,59,200
		5	Total	₹ 3,48,846	₹ 41,86,153
		5	Medical Policy Reimbursement^	---	₹ 30,000
		6	Gratuity/Ex-gratia	---	₹ 1,03,847
		7	Grand Total	₹ 3,48,846	₹ 43,20,000
		<p><i>*Any reimbursement (except applicable IT infrastructure, TA/DA and joining expenses) will be adjusted against this component.</i></p> <p><i>^Reimbursement will be on annual basis subject to the given limit., If the incumbent has taken a medical policy with a higher premium, the difference will have to be borne by the incumbent.</i></p>			
VII	Requisite Educational Qualifications	<p>Bachelor Degree in Engineering (full-time) in Computer Science/ IT / IT (Network and Information Security - ITNS), IT (Internet of Things - IIOT), Software Engineering (SE), Mathematics and Computing (MCE/ MAC)/ System/ Computer Application or MCA or Post Graduate Degree with Computer Science/IT/System with minimum 60% marks or equivalent CGPA/Grade.</p>		<p>Bachelor's Degree in the stream of Civil/ Electrical/ Electrical & Electronics/ Mechanical Engineering or equivalent with minimum 60% marks or equivalent CGPA/Grade</p> <p><i>Desirable:</i></p> <ul style="list-style-type: none"> - MBA/ 2 years PG Diploma with specialization in Finance - Master's in Construction Management / Master's in Construction Technology 	
VIII	Preferred Industry-leading Certifications	<ul style="list-style-type: none"> a. Certified Information Systems Security Professional (CISSP) b. Certified Information Security Manager (CISM) c. Certified Chief Information Security Officer (CCISO) d. Certified Information System Auditor (CISA) e. Certified in Governance of Enterprise IT (CGEIT) f. ISO Lead Auditor (27001, 223001, etc.) g. Certified in Risk and Information Systems Control (CRISC) h. Any other globally recognized cyber security or cyber risk certifications 		<ul style="list-style-type: none"> a. Project Management Professional b. PRINCE2 Practitioner (Projects IN Controlled Environments) c. FIDIC Certified Contract Manager d. MRICS (Member of the Royal Institution of Chartered Surveyors) e. Planning and Scheduling Professional (PSP) f. Any other globally recognized construction/ project management / asset management certifications. 	
IX	Requisite Professional Experience	<ul style="list-style-type: none"> a. Candidate should possess at least 15 years of relevant experience. For CISO position, preference will be given to candidates with prior experience in BFSI Sector. b. Candidates from CPSEs/Public Sector Banks/ Government must have at least 1 year experience in E-6 (90,000-2,40,000 IDA scale) or equivalent pay scale as of 01.05.2026, held in substantive capacity. c. Candidates applying from Government/CPSE/Public Sector Banks where pay scales are different / not compatible with CDA/IDA pay scale should be working for minimum one year in the post with at least ₹ 34.09 lacs as CTC in the preceding year as of 01.05.2026. This CTC criteria will also apply for candidates applying from the private sector. d. Lower pay scale experience is not mandatory for candidates working in Government organizations/PSEs/PSBs in E-7 pay-scale or above in substantive capacity. e. For those on deputation, grade/rank with pay scale in parent department will be the reference point for the purpose of immediate lower post experience. 			

X	Skill Requirement	<ul style="list-style-type: none"> a. Deep expertise in enterprise IS architecture across networks, applications, endpoints, and data security. b. Strong experience in cyber risk, threat intelligence, vulnerability management, crisis response, business continuity, NGSOC, ERM, and IT audits. c. In-depth knowledge of security standards/frameworks (ISO 27001, NIST, NCSP) and Indian regulatory requirements (CERT-In, RBI/SEBI, DPDP Act, IT Act). d. Proven ability to build security governance, policies, compliance frameworks, and lead large-scale IT/security transformation projects aligned with business goals. e. Excellent stakeholder management skills, capable of handling teams, regulators, vendors, and emerging technology risks (cloud, AI/ML, IoT). 	<ul style="list-style-type: none"> a. Field expertise in construction project management, including planning, execution, and monitoring. b. In-depth knowledge of tendering, procurement, and contract management as per CVC/GFR norms and GeM processes. c. Expertise in real estate monetisation with experience in land acquisition/ valuation/ management/ monetization/ disposal d. Proficiency in project planning tools (Primavera, MS Project) and delay/EOT analysis techniques. e. Sound understanding of quality, safety, statutory standards (CPWD/BIS), budgeting, cost control, and financial monitoring. f. Excellent leadership, stakeholder management, communication skills, with working knowledge of claims, dispute resolution, and audit/vigilance processes.
XI	Scope of Work	<ul style="list-style-type: none"> a. Formulate and maintain Board approved Cyber Security Policy statutory regulations. b. Define cyber risk appetite aligned with Enterprise Risk management c. Lead and strengthen HUDCO's enterprise information security, cyber resilience framework and incident preparedness framework. d. Advise Board/ Management/Audit Committee on Cyber Risk posture and preparedness e. Establish and manage NGSOC f. Oversee real-time threat monitoring and lead end-to-end incident response, containment and recovery operations. g. Co-ordinate with IT, Senior Management and statutory authorities. h. Ensure compliance with CERT-In, MeitY, RBI/SEBI guidelines, and audit requirements. <p><i>The above scope of work is only illustrative and CISO will be responsible to carry out all responsibilities consonant to RBI's Master Directions on IT Framework for NBFC Sector.</i></p>	<ul style="list-style-type: none"> a. Lead end-to-end construction project execution from DPR to commissioning, ensuring timelines, cost, and quality targets are met. b. Design and lead strategic initiatives to unlock value from land and property/assets c. Manage tendering, bid evaluation, and contract administration as per CVC/GFR guidelines, HUDCO norms, and GeM requirements. d. Ensure compliance with quality, safety, and CPWD/BIS standards through effective QA/QC systems. e. Monitor project progress, costs, and resources; conduct delay analysis, TIA, and process EOT claims. f. Establish project execution plans, controls, risk frameworks, and oversee billing, variation orders, and cost management. g. Coordinate with stakeholders, handle claims/audit matters, and lead teams while presenting MIS dashboards and progress reports <p><i>The above scope of work is only illustrative and may expand based on the project requirements of HUDCO.</i></p>

XII	Key Deliverables	<ul style="list-style-type: none"> a. Secure, resilient, regulatory-compliant, audit-ready cyber ecosystem b. Board approved Cyber Security Policy c. Cyber security governance framework d. Effective and Efficient NGSOC e. Yearly cyber security roadmap and investment plan f. Third party risk management and mitigation action plan. g. Institutionalize security awareness and cyber hygiene practices across the organization 	<ul style="list-style-type: none"> a. Timely completion of projects from DPR to commissioning within approved cost, quality, and schedule parameters. b. Structured and targeted monetization plans for land/property assets. c. Efficient tendering, contract management, project controls, and resolution of delays/EOT claims with effective cost optimization. d. Full compliance with quality, safety, and statutory standards through robust QA/QC systems, with minimal audit observations. e. Accurate MIS reporting, strong stakeholder coordination, timely issue resolution, and improved overall project execution efficiency.
-----	-------------------------	--	---

3. **Application and Selection Process:**

3.1. The application format is available in Word and PDF Format in Careers Section of www.hudco.org.in. Candidates are required to send the typed application format along with self-attested scanned copy of the following documents:

- a. Std. X marksheet/passing certificate/School Leaving Certificate (for proof of date of birth)
- b. Marksheets of all semesters/ consolidated marksheets and Degree certificates for educational qualifications. Candidates who are awarded gradations under CGPA system should attach self-attested copy of letter issued by University/Institute converting CGPA into percentage.
- c. Appointment order/ letter of contract from current employer and experience certificates from previous employers
- d. Evidence of pay-scale / pay details (for candidates from public sector/ Government)/ CTC (for candidates from private sector)
- e. CV/resume (not more than 1 page)
- f. A brief note, (not more than 2000 words) explaining the profile, areas of work, experience, key projects/achievements, etc.
- g. Any additional document which supports your claim for selection to the post
- h. Copy of Category/ PwBD certificate, if applicable
- i. If any document / certificate is issued in a language other than Hindi / English, candidates are required to submit a duly notarized translation of the same in Hindi / English along with the application.

The application form along with supporting documents, as mentioned above should be sent to career@hudco.org on or before **03.06.2026**. Candidates may kindly ensure that all documents are in PDF format and legible. Further, candidates are required to send all documents in one ZIP/RAR/7Z file for ease of convenience. The above documents should be submitted for verification **in original** at the time of personal interview, if shortlisted.

- 3.2. Candidates from reserved category are encouraged to apply.
- 3.3. HUDCO may seek additional documents from candidates for further verification of eligibility or seek clarifications on documents submitted by candidates along with their application form. Such communication does not constitute any commitment towards selection/shortlisting of the candidate on the part of HUDCO.
- 3.4. HUDCO reserves the right to shortlist candidates with higher criteria than the specified minimum eligibility requirements. Mere fulfilment of eligibility criteria does not entitle a candidate to be shortlisted for interview.
- 3.5. Selection will be through personal interview. The date and time of interview will be intimated to the shortlisted candidates separately. Any request for change of date/time of interview will not be entertained. No communication will be sent to candidates who have not been shortlisted for interview.

3.6. Candidates shortlisted for interview will be reimbursed to and fro single I AC Rail fare / Economy Air Fare, whichever is lower, from the correspondence address on production of necessary evidence. The reimbursement of baggage allowance/ transport allowance will be admissible for joining at assigned location along with travel tickets by I AC Rail Fare/Economy Air Fare (whichever is lower) for selected candidates.

4. **Brief terms and conditions of engagement:**

- 4.1. The incumbent is likely to be posted at New Delhi. However, she/he may be posted at any office of HUDCO in India as per work requirements.
- 4.2. The incumbent shall be provided with necessary secure IT infrastructure as per extant policies of HUDCO or reimbursement in lieu thereof.
- 4.3. The incumbent will be entitled to TA/DA at par with the General Manager (E-7) of HUDCO for official travel after joining.
- 4.4. The incumbent will be entitled to 12 Casual Leave in a calendar year which will be credited on pro-rate basis.
- 4.5. The contract for engagement can be terminated by either side with one month's notice or on payment of one month remuneration in its lieu or by surrendering one month remuneration by the incumbent.
- 4.6. The Competent Authority would be free to terminate the engagement of the incumbent without serving any notice to him/her, in case of continuous absence for more than 10 days without prior permission or if any document/declaration furnished by a candidate is later found to be false.
- 4.7. The incumbent is expected to follow all the rules and regulations of the Company. She/he shall be expected to work with utmost honesty and sincerity while discharging her/his duties. In case, the services are not found satisfactory or found to conflict with the interest of the government, her/his services will be discontinued by terminating the contract without assigning any reasons.
- 4.8. During the period of engagement with HUDCO and other stakeholders, it is likely that the incumbent may come across certain information of important and confidential nature. Incumbents are required not to divulge any information gathered during their contractual employment to any unauthorized person. The incumbent shall not, except with the sanction of Competent Authority, publish any article or participate in radio/TV broadcast or participate/ give inputs in a podcast either in his own name or anonymously or pseudonymously.
- 4.9. This contractual assignment shall not create any legal obligation on the part of HUDCO to consider the incumbent for any employment in HUDCO.
- 4.10. The incumbent shall devote full time to the assignment and shall not undertake any other employment, consultancy, or engagement, whether with or without remuneration, without prior written approval of the Competent Authority of HUDCO.

5. **General Conditions**

- 5.1. Only Indian Nationals are eligible to apply.
- 5.2. **The cut-off date for age & post-qualification experience will be reckoned as on 01.05.2026. Only post-qualification experience will be considered. Teaching/sabbatical shall not be considered as experience.**
- 5.3. Those dismissed, removed, or compulsorily retired from the service of a corporation or department of a state or central Government or a local authority or from an autonomous statutory body shall not be eligible. A declaration to this effect shall be furnished by the incumbent upon final selection.
- 5.4. Applicants are advised to check <https://www.hudco.org.in> periodically for updates. Any further information / clarification, etc., pertaining to this advertisement shall be uploaded on website only.
- 5.5. HUDCO reserves the right to enlarge/ cancel / restrict / modify / alter the terms and conditions of this advertisement and the recruitment process, if need arises, without issuing any further notice or fresh advertisement or assigning any reason thereof. HUDCO may, at its discretion, re-conduct the selection process, wherever necessary, in case of any eventualities. HUDCO reserves the right not to select a candidate for a post, if suitable candidate is not found. The decision of HUDCO in all matters relating to this recruitment will be final and binding on all candidates. No enquiry / correspondence will be entertained from candidates who have not been shortlisted / selected. Canvassing in any form shall be considered a disqualification.

- 5.6. In case of any ambiguity / dispute on account of interpretation in versions other than English, English version will prevail. HUDCO reserves the right to interpret the clauses of this advertisement, as well as any communication made by HUDCO with candidates.
- 5.7. All disputes/cases related to this recruitment process are subject to the jurisdiction of courts of Delhi only.
- 5.8. Records of the candidates not selected shall not be preserved beyond 06 months from the date of selection of candidates.
- 5.9. All disputes / cases related to this recruitment process are subject to jurisdiction of courts of Delhi only.
- 5.10. Email-ID and Mobile Number entered in the application should remain active as all future correspondence will be sent to the registered email-ID only.

Commencement date of Application	20.05.2026
Last date for submission of Application	03.06.2026
<i>For any queries, reach us at career@hudco.org</i>	
