एनएचपीसी लिमिटेड
(भारत सरकार का एक नवरत्न उद्यम)
NHPC Limited
(A Government of India Navratna Enterprise)
Regd. Office: NHPC Office Complex, Sector-33, Faridabad-121003 (Haryana)
CIN No. - L40101HR1975GOI032564

Advertisement No: NH/Talent Acquisition/07/2026 **Date: 24/11/2026**

Recruitment of Trainee Engineers in Civil, Electrical and Mechanical discipline through GATE-2025 / GATE-2026 Score

NHPC Limited, established in 1975, is a Schedule–A Enterprise of the Government of India and proudly holds the distinguished 'Navratna' status. Renowned for its engineering excellence, NHPC is a leading organization in hydropower development across India and neighboring countries. From its modest beginning with just three hydro projects, NHPC has evolved into a leading organization in hydropower sector.

Currently, NHPC's total installed capacity is 9582.90 MW including 1681.70 MW in Joint Venture, comprising 9021.20 MW from 24 Hydro Power Stations, 511.70 MW from Six Solar Power Projects and 50 MW from a Wind Power Project. NHPC's hydro share of 9021.20 MW is approximately 17.24% of the country's total installed hydro capacity of 52314.66 MW (as on 04.11.2026, as per CEA website). NHPC has been earning profit for the last many years with Profit after Tax of Rs.3618 Crore during FY 2025-26. For more information, please visit the website of NHPC (www.nhpcindia.com)

NHDC Limited (A Joint Venture of NHPC Ltd & Govt. of M.P.) and formally known as Narmada Hydroelectric Development Corporation Ltd., was set up on 1st August 2000 with its Corporate Office at Bhopal. For a better overview of NHDC, you are always welcome to visit NHDC's website: www.nhdcindia.com

The Company offers dynamic career opportunities, a stimulating work environment, and an attractive compensation package. To support its robust growth trajectory, the Company is looking for high-performing, dynamic, and achievement-oriented young Engineers with an excellent academic record to join our organization as:

Table 1-A

Sl. No	Post / Grade / Pay Scale / Maximum age as on last date of application	Minimum Qualification
1	Trainee Engineer (Civil) / (E2) / Rs. 50,000-3%-1,60,000 (IDA) / 30 Years	Full time regular Bachelor's Degree in Engineering / Technology / B.Sc. (Engineering) Degree in **Civil** Discipline from recognized Indian University / Institute approved by AICTE with minimum 60% marks or equivalent grade or AMIE (enrollment up to 31.05.2013) with minimum 60% marks or equivalent grade. (Only **Civil Engineering** discipline is eligible to apply. Any other discipline /equivalent disciplines are not eligible to apply.)
2	Trainee Engineer(Electrical) / (E2) / Rs. 50,000-3%-1,60,000 (IDA) / 30 Years	Full time regular Bachelor's Degree in Engineering/ Technology / B.Sc (Engineering) Degree in Electrical Discipline from recognized Indian University / Institute approved by AICTE with minimum 60% marks or equivalent grade or AMIE (enrollment up to 31.05.2013) with minimum 60% marks or equivalent grade. **Electrical Engineering** Discipline **includes Electrical/ Electrical & Electronics /Power Systems & High Voltage/ Power Engineering.** (Only the discipline mentioned in **Electrical Engineering** discipline as above are eligible to apply. Any other discipline /equivalent disciplines are not eligible to apply.)
3	Trainee Engineer(Mechanical)) / (E2) / Rs. 50,000-3%-1,60,000 (IDA) / 30 Years	Full time regular Bachelor's Degree in Engineering/ Technology / B.Sc (Engineering) Degree in Mechanical Discipline from recognized Indian University / Institute approved by AICTE with minimum 60% marks or equivalent grade or AMIE (enrollment up to 31.05.2013) with minimum 60% marks or equivalent grade. **Mechanical Engineering** Discipline includes **Mechanical / Production / Thermal / Mechanical & Automation Engineering**. (Only the discipline mentioned in **Mechanical Engineering** discipline as above are eligible to apply. Any other discipline /equivalent disciplines are not eligible to apply.)

Table 1-B

S. No.	Name of Post	No. of Vacancies						Post identified as suitable to be held by PwBDs in following sub-categories
		UR	EWS	OBC (NCL)	SC	ST	Total	
1	TE (Civil) **(NHPC Vacancy)**	20	12	19	08	05	64	• .Cat b - (D, HH) • Cat c - (OA, OL, CP, LC, Dw, AAV, SD/SI without any associated neurological/ limb dysfunction, SD/SI with associated limb dysfunction) • Cat d - (SLD, MI) • Cat e - (MD involving Combination of b to d)
2	TE (Elect.) **(NHPC Vacancy)**	37	14	14	07	04	76	• Cat b - (D, HH) • Cat c - (OA, OL, BL, OAL, CP, LC, Dw, AAV, SD/SI without any associated neurological/ limb dysfunction, SD/SI with associated limb dysfunction) • Cat d – (SLD, MI) • Cat e - (MD involving Combination of b to d)
	TE (Elect.) **(NHDC Vacancy)**	05	01	03	02	01	12	
3	TE (Mech.) **(NHPC Vacancy)**	25	16	04	02	01	48	• .Cat b - (D, HH) • Cat c - (OA, OL, LC, Dw, AAV, SD/SI without any associated neurological/ limb dysfunction, SD/SI with associated limb dysfunction) • Cat d - (SLD, MI) • Cat e - (MD involving Combination of b to d)
	TE (Mech.) **(NHDC Vacancy)**	02	01	01	01	00	05	
	Total	**89**	**44**	**41**	**20**	**11**	**205**	

Table 1-C

S. No.	Name of Post	No. of Vacancies					Post identified as suitable to be held by PwBDs in following categories
		Cat a	Cat b	Cat c	Cat d&e	Total	
1	TE (Civil) **(NHPC Vacancy)**	-	01	01	-	02	• .Cat b - (D, HH) • Cat c - (OA, OL, CP, LC, Dw, AAV, SD/SI without any associated neurological/ limb dysfunction, SD/SI with associated limb dysfunction)
2	TE (Elect.) **(NHPC Vacancy)**	-	01	01	01	03	• Cat b - (D, HH) • Cat c - (OA, OL, BL, OAL, CP, LC, Dw, AAV, SD/SI without any associated neurological/ limb dysfunction, SD/SI with associated limb dysfunction) • Cat d – (SLD, MI) Cat e - (MD involving Combination of b to d)
	TE (Elect.) **(NHDC Vacancy)**	-	01	-	-	01	• Cat b - (HH)
3	TE (Mech.) **(NHPC Vacancy)**	-	-	01	-	01	• Cat c - (OA, OL, LC, Dw, AAV, SD/SI without any associated neurological/ limb dysfunction, SD/SI with associated limb dysfunction)
	TE (Mech.) **(NHDC Vacancy)**	-	-	01	-	01	• Cat c - (LC, Dw, AAV)
	Total	-	03	04	01	08	

Persons with Disabilities belonging to any reserved category for which the post is identified (as indicated in Table 1-B above) can also apply even if no vacancies are specifically reserved for them. Such candidates will be considered for selection for appointment to the post by general standard of merit in the respective category i.e.,GEN/EWS/OBC(NCL)/SC/ST.

For posts reserved for PwBD (as per Table 1-C), Candidates belonging to any category (i.e. GEN/EWS/OBC(NCL)/SC/ST) with relevant benchmark disability identified for the reserved PwBD post can apply

PwBD candidates applying against a vacancy specifically reserved for them shall be eligible for the benefit of reservation/ concessions, if impairment is not less than 40% of the relevant disability.

Note: Reservation for Persons with Benchmark Disability (PwBD) vacancies is Horizontal.

CATEGORY ABBREVIATIONS USED: B=Blind, LV=Low Vision, D=Deaf, HH=Hard of Hearing OA=One Arm, OL=One Leg, BA=Both Arms, BL=Both Leg, OAL=One Arm and One Leg, BLOA=Both leg & one arm, BLA=Both Legs Arms, CP=Cerebral Palsy, LC=Leprosy Cured, Dw=Dwarfism, AAV=Acid Attack Victims, MDy=Muscular Dystrophy, ASD=Autism Spectrum Disorder (M=Mild, MoD=Moderate), ID=Intellectual Disability, SLD=Specific Learning Disability, MI=Mental Illness, MD=Multiple Disabilities, Spinal Deformity (SD)/ Spinal Injury(SI) without any associated neurological/limb dysfunction or Spinal Deformity (SD)/ Spinal Injury(SI) with associated limb dysfunction.

COMPENSATION PACKAGE:

The company offers attractive compensation package comprising Basic Pay, Dearness Allowance, HRA, Cafeteria Allowance, Performance Related Pay (PRP), Medical Facility, and Social Security Benefits including PF, Pension, and Gratuity etc as per company rules in force from time to time. Selected candidates will be placed in the pay scale of Rs.50,000-3%-1,60,000(IDA) (E2) during one year training period. On successful completion of training, the candidates will be absorbed as Engineer in the same scale with probation of one year. The total annual emoluments for the new joinee shall be approx.Rs.16 to 17 Lacs.

PLACEMENT:

Candidates will be placed at Projects / Power Stations/ Offices including Joint Ventures & Subsidiary Companies of NHPC in various parts of the country or abroad.

SELECTION PROCESS:

The Selection process shall be as under:

A. The Selection Process consists of normalized marks obtained (out of 100) in the corresponding paper of **GATE-2025 / GATE-2026 score** (Best Score), Group Discussion & Personal Interview.
B. Eligible candidates should have qualified and have secured a valid score in the corresponding paper of either **GATE-2025 or GATE-2026**. In case of candidates have appeared in both exams i.e, **GATE-2025 and/or GATE-2026**, then the candidates are required to submit the best score out of **GATE-2025 / GATE-2026**. The score entered by the candidate will only be used to shortlist for further selection process and shall be treated as Final. No representation to change the score at later stage will be considered

C. Candidates shall be short-listed to appear for Group Discussion & Personal Interview based on their normalized Marks out of 100 in the corresponding paper of **GATE-2025 / GATE 2026** score (Best Score) only and as per the criteria decided by the Management (not more than 05 times of vacancy.) However, in case two or more candidates in the same discipline and category secured equal marks in **GATE-2025 / GATE-2026** (Best score submitted by candidate) and the ratio of 1:5 exceeds, all those candidates who secured equal marks will be called for Group Discussion & Personal Interview irrespective of the above ratio.

D. Candidates shortlisted for the Group Discussion and Personal Interview shall be required to submit a consent form for appearing in GD/ Personal Interview as per the notified schedule. Non submission of consent form and non-appearing in GD/PI will lead to cancellation of his/her candidature. Also, the shortlisted candidates will be required to bring the documents as mentioned in their GD/PI Call letter

E. Weightage to Different Parameters for Selection for empanelment: For calculation of final score of a candidate for empanelment, the weightages of marks obtained in **GATE-2025/ GATE-2026 examination**, Personal Interview and Group Discussion is as under:

Parameters	Weightage
GATE 2025/ 2026 Score (out of 100)	75%
Group Discussion	05%
Personal Interview	20%

There will be no cut off or qualifying marks for Group Discussion. However, there will be cut off marks/ minimum qualifying marks for combined Score of GD & Personal Interview.

Candidates shall be considered for empanelment if they obtained the minimum qualifying percentage in combined Score of GD & Personal Interview as mentioned below:

Category	Combined Score of GD & PI
UR/ OBC (NCL)/EWS Candidates	40%
SC/ST/PwBD Candidates	30%

Candidates shortlisted for GD and Personal Interview may have to also undergo online/ offline Psychometric Assessment, result of which will be used as an input during the Interview.

F. Candidates who qualify in the combined score of Personal Interview and Group Discussion will only be adjudged suitable for empanelment. Therefore, it is again reiterated that candidates should have qualified in **GATE-2025 / GATE-2026** exam and in the combined score of Personal Interview and Group Discussion in order to be considered eligible for empanelment. Please note that only **GATE-2025 / GATE-2026 score** (Normalized Marks out of 100) is valid for this recruitment process. GATE score of any other year is not valid

G. The candidates shall require to submit separate application for NHPC and NHDC for the post of TE (Elect.) and TE (Mech.). The applicable fee shall be charged separately for each application.

H. Securing the minimum total qualifying marks for respective categories enumerated in the selection criteria does not confer any right or claim by the candidates for consideration for final selection, as the same is related to number of positions, reservation position, relative composite merit applicable for each category, candidates meeting the notified eligibility criteria/other parameters, documents found in order upon verification and other conditions specified in the advertisement.

I. In case more than one candidate secures the same mark, the candidate with older date of birth (elder in age) shall be considered for deciding place in the merit list.

J. The offer of appointment shall be issued to the suitable candidates in the order of category wise merit and based on the requirement. Selected candidates shall be notified through their registered Email.

K. The below mentioned GATE Paper codes shall be only applicable as under:

Table 1-D

Sl. No.	Posts Name	Corresponding GATE-2025/ 2026 paper	Corresponding GATE-2025/ 2026 paper code
01	TE (Civil)	Civil Engineering	CE
02	TE (Elect.)	Electrical Engineering	EE
03	TE (Mech.)	Mechanical Engineering	ME

RESERVATIONS AND RELAXATIONS:

1. Reservation for SC / ST / OBC (Non-Creamy Layer) / PwBD (degree of disability 40% or above)/ EWS will be as per the Govt. Norms & Directives.
2. No registration fee will be charged from SC/ST/PwBD/Women/ Ex.SM category candidates.
3. The OBC category candidates who belong to “CREAMY LAYER” are not entitled for OBC concession and such candidates have to indicate their category as “General”. The OBC (Non-Creamy Layer) category candidates are required to submit requisite certificate (latest) in the prescribed format, issued by Competent Authority as prescribed by the Government of India, at the time of further selection process, if called for the same. The certificate must be issued within 06 months from the date of closing of online application.
4. SC/ ST and PwBD (Persons with Benchmark Disabilities) candidates with 50% marks in qualifying examination are eligible to apply.
5. The upper age limit is relaxable by 5 years for SC/ ST, 3 years for OBC (Non- creamy layer). It is relaxable by 10 years for PwBD - General, 13 years for PwBD – OBC (Non-Creamy Layer) and 15 years for PwBD - SC/ST Candidates.
6. The upper age limit is relaxed by 5 years for the candidates who had ordinarily been domiciled in the State of Jammu & Kashmir during 01.01.1980 to 31.12.1989
7. The relaxation of age for Ex-servicemen shall be as per Government guidelines.
8. Candidates seeking reservation as SC/ST/OBC (Non Creamy Layer)/EWS/Person with Disability (PwBD) (degree of disability 40% or above) will have to upload Certificate only in the prescribed proforma meant for appointment to the posts under the Government of India from the designated authority indicating clearly the candidate's caste, the Act/ Order under which the caste is recognized as SC/ST/OBC (NCL) and the village/ town the candidate is ordinarily resident of.
9. Candidates seeking reservation under EWS will have to submit an income & asset certificate issued by a Competent Authority. The closing date for submitting income & asset certificate by the candidate will be treated as the closing date of online application. The prescribed format and the competent authority have been given in the Department of Personnel & Training Office Memorandum No. 36039/1/2019-Estt (Res) dated 31.01.2019.

SERVICE AGREEMENT / SURETY BOND:

The selected candidates will be required to execute a service agreement and Surety bond to successfully complete a minimum period of four years of service in Company including the period spent on training. The amount of bond is Rs.4,00,000/- plus applicable GST for UR/OBC (NCL)/EWS candidates and Rs.2,00,000/-plus applicable GST for SC/ST/PWBD candidates.

HOW TO APPLY:

1. Only candidates who have valid **GATE-2025 / 2026** score with GATE Registration Number can register online in NHPC's website www.nhpcindia.com against advertisement number **NH/Talent Acquisition/07/2026**.
2. Candidates are advised to carefully read the full advertisement for details of age/educational qualification and other eligibility criteria before filing application for the appropriate post.
3. Candidates belonging to URS/EWS/OBC (NCL) category are required to pay a non-refundable fee of 600/- plus applicable Taxes (i.e, Rs.708/-). Bank Charges/Processing charges including GST (if any) shall be extra and to be borne by the candidate. Fee once paid will not be refundable under any circumstances. Candidates are therefore requested to verify their eligibility & correctness of information on Application Form before paying the registration fee.
4. The SC/ST/Women/PwBD/Ex-servicemen category candidates need not pay the registration fee.
5. Read the instructions carefully and fill in the On-line application form giving accurate information including the **GATE-2025 / 2026** Registration Number. After filling it, system will generate a Unique Registration Number.
6. Candidates should keep ready scanned copies of their certificates in PDF format in a separate file as given in step no. 4 under head “STEPS FOR APPLYING” of 100 to 400 KB each. Passport size colour photograph and signature in JPEG format of less than 50 KB size and 25 KB size, respectively. The scanned copies of certificates should be readable otherwise candidature shall be treated as rejected.
7. Candidates can visit the online registration site from **1000 hours of 27 November, 2026** to **1700 hours of 26 December, 2026.**

STEPS FOR APPLYING:

Step-1: Log on to www.nhpcindia.com & click on Career.
Step-2: Read all instructions given on the website
Step-3: Fill the online application form with relevant details and submit.
Step-4: Scanned copies of following documents should be kept ready by the candidate before applying online registration for attachment:

a) Matriculation / Secondary School Certificate as proof of date of birth.
b) Complete set of mark sheets / certificates in support of qualification i.e. XII, Graduation and Post-Graduation (if applicable).
c) Caste Certificate should be in format prescribed by the Government of India. In case of OBC candidates, the community certificate should have been issued by the competent authority / notified authority within 6 months for OBC (if applicable) at the time of registration.
d) Disability certificate issued by Competent Authority (if applicable).
e) Certificate from the principal stating that the candidate has passed the course on full time /regular basis (except AMIE) certified by the university / Institution from where they have obtained the Bachelor/Post Graduate Degree.
f) A certificate for conversion of grades / CGPA to percentage of marks shall be based on the procedure certified by the University / Institution from where they have obtained the Bachelor Degree, and
g) Copy of the **GATE-2025 / 2026** Score Card. (as applicable)
h) Declaration related to reported medical ailments/ deficiencies/ abnormalities and declared UNFIT by any Govt. authority / PSU during medical examination. (if applicable) (See FAQ)
i) Declaration related to Arrest/ Prosecution / Detention / Conviction/ Debarred / Disqualify by any Public Service Commission from appearing in its examination. (if applicable) (See FAQ)
j) Valid proof of change in name (if applicable) (See FAQ)
k) Performa of certificate for Employed officials in Armed Forces. (if applicable) (See FAQ)
l) Form of undertaking to be given by candidates apply for Civil posts under Ex-servicemen category. (if applicable) (See FAQ)

Step-5: Upload latest photograph and signature as per instructions given in online application portal
Step-6: Candidate should upload scanned copies of their certificates in separate space given in the online application form.
Step-7: Take out the print of the registration slip / form generated by the system for future reference.

. **Application registered with invalid GATE-2025 / 2026 Registration Number shall be summarily rejected. Application without complete documents shall not be entertained and shall be rejected. Candidate should not send any document/ certificate or printout of Registration Slip / Form through Post.**

MEDICAL FITNESS:

Selected candidates should be medically fit as per the extant guidelines of NHPC/NHDC.

LIABILITY TO DECLARE:

a. Candidates with reported ailments, deficiencies or abnormalities and also those with finding of not meeting the physical fitness criteria shall make a declaration to this effect while submitting their application.(See FAQ)
b. A candidate found UNFIT for a position during medical examination by any other Government Authority or any other PSU, shall be required to declare his/her medical condition with reasons for being declared “UNFIT”. If the candidate applies / seeks employment/ engagement in the Company, suppression of such information may render the candidature liable for Rejection.(See FAQ)
c. Candidates have to necessarily declare in case he/she has been arrested, prosecuted, kept under detention or fined, convicted by the Court of Law for any offence, debarred/disqualified by any Public Service Commission from appearing in its examination.(See FAQ)

GENERAL INFORMATION AND INSTRUCTIONS:

1) Only Indian Nationals are eligible to apply.
2) Candidates interested in joining the Company against Advertisement No. **NH/Talent Acquisition/07/2026** as Trainee Engineer/ Trainee Officer should have appeared in **GATE-2025 / 2026** and had valid **GATE-2025 / 2026** scorecard. Final year appearing students are not eligible to apply.
3) Only **GATE-2025 / 2026** score (Marks out of 100) is valid for this recruitment exercise. GATE score of any other year is not valid.
4) Before applying, the candidate should ensure that he / she fulfils the eligibility and other norms mentioned in the advertisement. If a candidate is shortlisted, based on the information given by him / her and does not fulfil the same / meet the criteria, he / she will not be allowed to join the company or attend the GD/PI process.
5) Category (SC/ST/OBC (NCL)/PwBD)/EWS), once filled in the online application form will not be changed and no benefit of other category will be admissible later on. The reserved category candidates and EWS/PwBD candidates are required to submit their requisite

Caste/Tribe/EWS/PwBD certificate in the prescribed format issued by the Competent Authority as prescribed by the Govt. of India.

6) Candidate is required to obtain requisite marks / grade in minimum qualification prescribed for the post, taking average of all the semesters / years irrespective of the weightage given to any particular semester / year by Institute / University.
7) Shortlisted candidates will be intimated about the GD/ PI Schedule with detail of date, time and venue through E-mail only.
8) The location and exact venue of the GD/PI shall be conveyed through the communication issued for GD/PI. Any request for change of GD/PI location and venue shall not be entertained.
9) All computations of age requirement/ qualifications shall be done w.r.t. last date of receipt of online application as mentioned in the advertisement.
10) Certificate issued by a Board of Secondary Education for passing Matriculation/Higher Secondary mentioning the date of birth shall be the only acceptable document in support of proof of age.
11) The mere fact that a candidate has submitted application against the advertisement and apparently fulfilling the criteria as prescribed in the advertisement would not bestow on him/ her right to definitely called for further selection process.
12) Reimbursement of To and Fro Third AC Rail fare/ Bus fare (as per actual) by the shortest route on production of ticket shall be extended to candidates for appearing in GD/PI provided the distance travelled is not less than 30 Kms.
13) No representation will be entertained for relaxation of prescribed criteria in any circumstances.
14) Internal candidates having requisite qualifications are also eligible to apply. They are advised to refer to internal circular before filling up the application.
15) Candidate has to apply Online only. No manual / paper application will be entertained.
16) The date of declaration of result / issuance of Mark sheet shall be deemed to be the date of acquiring the qualification and there shall be no relaxation on this account.
17) Candidature of the registered candidate is liable to be rejected at any stage of recruitment process or after selection / joining, in the event of any information, provided by the candidate, is found to be false or is not found in conformity with eligibility criteria mentioned in the advertisement.
18) Candidates are advised to keep their e-mail ID active at least for one year. No change in email ID will be allowed once entered. All future correspondence including issuance of Offer of Appointment (if selected) etc shall be done through e-mail only. Responsibility of receiving, downloading and printing of information, communication etc will be of the candidate. NHPC will not be responsible for any loss of email sent due to invalid/wrong email id provided by the candidate. For any queries, regarding this recruitment exercise, please send email to recttcell2010@nhpc.in.
19) Candidates employed with Government Departments / PSUs/ Autonomous Bodies have to attach scanned copy of NOC along with testimonials with their application form. In case NOC is not ready till the last date of application form, then they will have to produce it on the date of GD/PI. Failure to produce NOC at the time of GD/PI will lead to cancellation of candidature.
20) A candidate who claims change in name after matriculation or marriage or remarriage or divorce or any other ground. (Please see FAQs).
21) The decision of the Management will be final and binding on all candidates on all matters relating to eligibility, acceptance or rejection of the application, mode of selection, cancellation of the selection process either in part or full, etc. No correspondence will be entertained in this regard.
22) In case of any ambiguity / dispute, arising on account of interpretation in version other than English, English version will prevail.
23) NHPC reserves the right to cancel/modify/restrict/enlarge/alter recruitment process, without issuing any further notice or assigning any reason thereof.
24) NHPC reserves the right to increase / decrease the vacancies as per requirement.
25) Recruitment Process will be as per Company's Policy and Recruitment Rules.
26) Any canvassing, directly or indirectly, by the applicant will disqualify his / her candidature.
27) In case of any dispute, the competent court at Faridabad / High Court of Punjab and Haryana at Chandigarh, shall have exclusive jurisdiction.
28) Corrigendum/Addendum/Notice etc. with regard to this advertisement, if any, will be made available on www.nhpcindia.com only. Candidates are advised to refer to the above website periodically for updates. All future communication/ updates related to this advertisement shall be made only through our website www.nhpcindia.com

Important Dates:

Description	Date
Application Window Open Date	27.11.2026 (10 AM)
Application window Close Date	26.12.2026 (05 PM)

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