NATIONAL HIGHWAYS AUTHORITY OF INDIA
(Ministry of Road Transport & Highways)

National Highways Authority of India (NHAI), an Autonomous Body under Ministry of Road Transport & Highways, invites applications from candidates holding Degree in Law from a recognized University/National Law School/ Institute, for engagement of 05 Young Professional (Legal) on contract basis for deployment at LA Division, NHAI (Hq.). The selection shall be made on the basis of merit in Common Law Admission Test (CLAT), 2026 (Post Graduate) Score. Such engagement shall be purely on contractual basis.

2. Details of the position and terms & conditions as well as period of engagement, eligibility, experience etc. are as under: -

Name of the position	Total Positions*	UR	OBC	SC	ST	EWS
Young Professional (Legal)	05	04	01	00	00	00

*** Note: The number of positions advertised may increase or decrease at the discretion of the Authority.**

Out of the total 05 positions, 01 position will be reserved for PwBD. The classification as per NHAI Policy Circular No.1.3.1.24/2021 dated 04th March 2021. Identification of the positions is as follows:

Physical Requirements	Suitable category of benchmark disabilities
S, ST, RW, H, C, MF	a. B, LV b. HH c. OA, BA, OL, BL, OAL, BLOA, BLA, CP, LC, Dw, AAV d. SLD, MI e. MD involving (a) to (d) above

Functional Requirement abbreviations used: S=Sitting, ST=Standing, W=Walking, BN=Bending, L=Lifting, KC=Kneeling & Crouching, JU=Jumping, CRL-Crawling, CL=Climbing, PP=Pulling & Pushing, MF=Manipulation by fingers, RW=Reading & Writing, SE=Seeing, H=Hearing, C=Communication.

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.

DETAILS OF ELIGIBILITY AND OTHER CONDITIONS

Field	Information
Name of the Position	Young Professional (Legal)
Age Limit	Candidate should be below 32 years of age as on closing date of online applications
Educational Qualification	(i) Degree in Law from a recognized University/National Law school/ Institute. (ii) CLAT (Post Graduate) Score – 2026.
Engagement Criteria	On the basis of merit in CLAT (Post Graduate) Score – 2026.
Method of Engagement	On contract basis

Period of Contract	The period of engagement may be for a period up to two years in the first instance, which may be further extended by one more year, based on the requirements of the NHAI and the satisfactory performance of the incumbent. There shall be no extension of contract beyond the period of three years under any circumstances. NHAI reserves the right to terminate the contract at any time, without assigning any reason.
Remuneration (per month)	An initial consolidated remuneration of Rs. 60,000/- per month, inclusive of all. The consolidated remuneration will be increased @ 5% for each succeeding year subject to satisfactory performance.

The upper age limit is relaxable as per Govt. of India Rules applicable for different categories.

IMPORTANT CONDITIONS

1. The other terms & conditions of engagement will be in accordance to NHAI Policy Guidelines for engagement of External Professionals and Young Professionals No. 1.3.1.12/2017 dated 21.06.2017 **(Annexure-I)**, amended from time to time. The Policy Guidelines are placed on NHAI website.
2. The applicants are advised to fill the online application form carefully in accordance with the eligibility criteria mentioned above. It may be noted that any subsequent clarification/document regarding eligibility etc. after expiry of last date will not be entertained. Documents once uploaded will be considered final and no submission of certificates/ documents will be entertained at later stage. The onus of filling correct details in the online application form and uploading of requisite documents/ certificates shall solely lie on the candidate only.

(i) ELIGIBILITY FOR AVAILING RESERVATION:

a) A candidate will be eligible to get the benefit of community reservation only in case the particular caste to which the candidate belongs is included in the list of reserved communities issued by the Central Government.

b) The OBC candidates applying for this position must submit OBC (Non-Creamy Layer) certificate issued during the year 2025-26.

c) Further the OBC certificate should also clearly indicate that the candidate does not belong to creamy layer as defined by the Government of India for applying to positions and services under the Central Government.

d) Candidate's seeking reservation as OBC-NCL/PwBD shall have to produce/submit a certificate in the prescribed proforma ONLY, meant for appointment to positions 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 OBC-NCL. They must also ensure that the name of their caste/community and its spelling in their caste/community certificate should be exactly as mentioned in the lists notified by the central government from time to time (for OBC category list of castes recognized by the Govt. of India as OBC castes in the central list is available on the site www.ncbc.nic.in). A certificate containing any variation in the caste name will not be accepted.

e) Candidates seeking reservation/relaxation benefits available for OBC/ PwBD must ensure that they are entitled to such reservation/relaxation as per eligibility prescribed

in the relevant Rules/instructions. They should also be in possession of all the requisite certificates in the prescribed format in support of their claim as stipulated in the relevant rules/instructions for such benefits.

f) No change in the community status already indicated in the on-line application by a candidate for this position will be allowed.

g) The formats of certificates for availing reservation under OBC/PwBD categories, to be submitted by the candidates are enclosed **(Annexure-II)**. Application not supported by valid certificates as above will be summarily rejected.

h) The Persons with Benchmark Disability (PwBD) candidates should possess a latest Disability Certificate issued by a Competent Authority certifying that the degree of disability is not less than 40% of the specified disability. Such certificate shall be subject to verification/re- verification, as may be decided by the Authority.

ii. **AGE RELAXATION**

Age Relaxation for concerned Applicants would be as follows: -

Sl. No.	Category of Persons	Extent of age relaxation/ concession
(a)	Other Backward Classes	**3 years**
(b)	Persons with Benchmark disabilities (i) OBC (ii) General	 **a) 13 years** **b) 10 years**

iii. **How to apply**:

Applicants can apply **ONLINE** only. The procedure to be followed or filling up the application is given below: -

Online Applications:

a. The applicant may visit NHAI website http://www.nhai.gov.in for applying Online. It may be accessed on **Google Chrome or Mozila Firefox.**

b. Click on the tab About Us → Recruitment → Vacancies →Current → Click on the advertisement of Young Professional (Legal) →Online Application

c. Fill up the form and furnish the requisite information.

Following documents are required to be uploaded: -

- Photograph – Scanned copy of colour passport size photograph in only **'jpg / 'jpeg'** or **'png'** or **'gif'** image types not exceeding 1 MB.
- Signature – Scanned copy of signature in only **'jpg / 'jpeg'** or **'png'** or **'gif'** image types not exceeding 1 MB.
- Class –X Certificate indicating date of birth in only **'pdf'** image types not exceeding 1 MB.
- Caste/category Certificate in support of OBC-NCL (as per prescribed format attached) in only **'pdf'** types not exceeding 1 MB.
- Degree in support of passing in Law in only **'pdf'** image types not exceeding 1 MB.
- Proof of CLAT (PG) 2026 Score card in in only **'pdf'** image types not exceeding 1 MB.
- If belonging to PwBD, proof of disability in only **'pdf'** image types not exceeding 2 MB.

d. Click **'Next'** button.

iv. Application **Preview** may be seen.

v. Option of **'Edit'** and final **Submit** button, are also available.

vi. If the Applicant is satisfied with the information furnished, click **"Submit"** button for submitting the application form through Online. The application form Online may be submitted by **08.09.2026 (6:00 PM).**

vii. After submission of Application Form, a **"Unique Reference Number"** along with details entered by the Applicant with subject **"Application Acknowledgement"** will be generated automatically.

viii. Automatically generated **"Application Acknowledgement"** would be sent to the E-mail id provided by the Applicant.

ix. The applicant is required to keep a copy of "Application Acknowledgement" in safe custody for producing / submitting to NHAI along with supporting documents in respect of entries made by applicant with regard to his / her date of birth / educational qualification /OBC-NCL certificate (if applicable)/ PwBD certificate/Other supporting documents (viz. experience certificate, NOC from the employer, etc.), if applicable.

IMPORTANT :

1. Candidates are advised to fill their correct and active e-mail addresses in the online application as all correspondence will be made by the NHAI through e-mail only.

2. The applicants are advised to fill the ONLINE application form carefully in accordance with the eligibility criteria and experience mentioned above. It may be noted that the entire selection process shall be carried out on the basis of the entries made by the applicant in his / her application form and no request shall be entertained under any circumstances for any alteration / modification / change in the entries made by the applicant in the application form.

Note: The candidates are advised to submit the Online Recruitment Application well in advance without waiting for the closing date.

3. It may be noted that in case of multiple application filled by the applicant, NHAI shall consider only the last application filled by the applicant and the entries made therein shall be taken into consideration for processing the recruitment for the said position. Accordingly, the earlier application(s) submitted by the applicant shall be rejected.

4. The applicants who apply for the position with respect to this advertisement shall not be allowed to withdraw his/her candidature subsequently.

5. Crucial date for determination of eligibility shall be the last date prescribed for the submission of ONLINE applications.

6. Candidates belonging to Minority Communities/ladies/PwBD are encouraged to apply.

7. Canvassing or bringing influence in any form will disqualify the candidature.

8. Applications received through any other mode would not be accepted and summarily rejected.

9. Corrigendum or Addendum or cancellation to this advertisement, if any, shall be published only on the website of NHAI. Therefore, the Applicants are advised to check the website of NHAI regularly.

10. In case of any dispute / ambiguity / confusion that may occur in the process of selection, the decision of the Appointing Authority in NHAI for the post concerned shall be final.

11. In the event of a tie in the CLAT (PG)- 2026 score merit list shall be determined on the basis of the date of birth, the person born earlier shall be placed higher in the merit list. If date of birth of such candidates is also same, the merit shall be determined in the order of first letter in English alphabet of their initial names.

12. In case of any inadvertent mistake in the process of selection, which may be detected at any stage even after issuing an offer of appointment, the NHAI reserves the right to modify/ withdraw/ cancel any communication made to the applicant.

13. Any legal dispute with regard to the selection/ recruitment process will be subject to jurisdiction of the courts in Delhi only.

14. No correspondence or query will be entertained from the candidates regarding the eligibility, status of application, postal delays, conduct and result of tests, selection process, etc.

15. NHAI reserves the right to select the lesser number of candidates than the number of posts advertised, as per fitness of candidates assessed by the Selection Committee.

16. NHAI reserves the right to cancel the ibid advertisement without assigning any reasons thereof.

17. The recruitment process shall be subject to outcome of SLP(C) No.33251/2025, Titled "National Highway Authority of India-vs-Shanu Baghel & Another.

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