



DELHI METRO RAIL CORPORATION LTD.
**(A Joint venture of the Govt. of India and the Govt. of
the NCT of Delhi)**



The Lifeline of Delhi.

ADVT No. DMRC/PERS/22/HR/2023(133) Dated: 21/08/2023

**REQUIREMENT OF DEPUTY GENERAL MANAGER/ CYBER SECURITY. IN DMRC.
ON DIRECT RECRUITMENT/DEPUTATION BASIS**

The Delhi Metro Rail Corporation (DMRC) Ltd., a Joint Venture company with equal equity participation from the Govt. of India and the Govt. of the National Capital Territory of Delhi has been entrusted with the responsibility of implementation of the rail-based Mass Rapid Transit System, for Delhi. The Delhi Metro Rail Corporation, Lifeline of Delhi, prides itself on its ability to nurture its employees through its unique work culture. Today, DMRC empowered by about 14,500 employees with MRTS activities spread over Delhi NCR, Mumbai, Patna etc., carry about 3 million passengers per day in Delhi & NCR. In addition to the above, DMRC is involved in providing consultancy services to a number of cities within India and abroad.

To meet with the immediate requirement of experienced personnel for the IT department of DMRC, applications are invited from experienced, dynamic and motivated candidates of Indian Nationality, having relevant work experience and expertise in cyber security, working in/ for Govt. Organizations/ CPSEs/ Metro Organizations/ Private Organizations, for filling up of the following 01 (ONE) post, on Direct Recruitment/ Deputation basis -

S. No	Post (Post Code)	No. of Post*	Educational Qualification**	Pay Scale (IDA)	Maximum Age Limit (as on 01.08.2023)#
1	Deputy General Manager/ Cyber Security Post Code: 01/DGM/IT	01	Essential: Full time four (04) years' B. Tech / B.E. in Computer Science / Electronics / Electronics & Communication / Information Technology, or, Three (03) years full time MCA, with minimum 60% marks/equivalent CGPA from a recognized University / Institute Preferential: Certifications of certified Ethical Hacker (CEH) / Certified Information Systems Security Professional (CISSP) / Certified Information Systems Auditor (CISA) / Certified Information Security Manager (CISM) / Certified Chief Information Security Officer (CCISO)	Rs. 70,000 – 2,00,000 IDA (in case of Direct Recruitment) Parent Department pay plus deputation allowance (in case of Deputation)	45 years

Important:

* The vacancy is provisional and subject to increase/decrease.

** The degree must be a full-time regular course.

Existing DMRC employees who are in continuous service in DMRC as on 01.08.2023, shall be given upper-age relaxation/limit by 5 years.

2. ELIGIBILITY CRITERIA AS ON 01/08/2023:

(A) POST QUALIFICATION EXPERIENCE:

- (I) Minimum Post Qualification experience (after completion of last qualification through full time course) of 9 years for Government sector, or, CPSEs, or, Metro's / 10 years for private sector candidates, with proven track record in the field of cyber security in a reputed organization.
- (II) The candidate should have post – qualification experience in any four of the following:
- Core security technologies (Next Gen firewalls, IDS/IPS, SIEM/SOAR, SNMPv3, EDR, Syslog)
 - Scripting Language (Python/R/JavaScript/bash/Lua).
 - Database Management (MySQL/MariaDB/PostgreSQL/NoSQL/MongoDB).
 - VAPT tools (Burp Suite / Metasploit (Ruby) / Accunetix / OpenVAS / Nessus / ZAP / CommandoVM, Wireshark, NMAP).
 - Implementation experience or certifications in ISO 27001.
 - Handling of security threats / threat Intelligence tools and framework / threat attack methods / cyber forensics.
 - Cyber security system development:
 - Information flow modeling and simulation of system.
 - Cyber security attack simulation and studying system behaviors.
 - Development of situational awareness under simulated cyber-attack scenarios.

(B) PAY SCALE CRITERIA:

i) For candidates working in Govt. Organization/CPSEs in the CDA pay scale:

Officers working in Level 12 (Rs. 78,800 – 2,09,200) in the pay matrix as per 7th CPC, on regular basis in any Govt. Organization, or, CPSEs, including services put in on deputation, in the above pay scale, with a total of 09 years' service at Gazetted / Executive level, (for candidates applying on Direct Recruitment/ Deputation basis)

OR

Officers with 4 years regular service in Level 11 (Rs. 67,700 – 2,08,700) in the pay matrix as per 7th CPC, in any Govt. Organizations, or, CPSEs, including services put in on deputation, with a total of 09 years' service at Gazetted / Executive level, (for candidates applying on Direct Recruitment basis)

ii) For candidates working in Govt. Organizations/ CPSEs/Metro in the IDA pay scale:

Officers working in the pay scale of Rs. 70,000 – 2,00,000 IDA, on regular basis, in any Govt. Organization, or, CPSEs, or, Metro, including services put in on deputation, in the above pay scale, with a total of 09 years of service at Gazetted / Executive level. (For candidates applying on Direct Recruitment/ Deputation basis)

OR

Officers with 4 years' regular service in the pay scale of Rs. 60,000 – 1,80,000 IDA, in any Govt. Organization, or, CPSEs, or, Metro, including services put in on deputation, with a total of 09 years of service at Gazetted / Executive level. (For candidates applying on Direct Recruitment basis).

NOTE- Existing DMRC employees, working in an eligible pay scale and having the required qualification, experience as mentioned in 2 (A) & 2 (b) (ii) above, shall be eligible to apply for the post.

iii) For candidates working in the Private Sector:

Executive working in private sector with post qualification experience (after completion of last qualification through a full-time course) of 10 years with expertise and experience in cyber security and having annual CTC of Rs. 25 Lakhs and above, are eligible for the above post.

3. JOB DESCRIPTION:

The incumbent for the post shall be responsible for the following work:

- Strengthening DMRC's policy framework in the area of cyber security.
- Ability to assess, develop and implement information security programs, regulatory policies including organizational design and key process/procedures. Development and implementation of security policies, standards and guidelines (IT governance framework) and security information system areas of the corporation.
- Enhancing capacity building in DMRC with respect to cyber security.
- To develop stress testing mechanism to mitigate risk arising out of cyber-attacks.
- To be responsible for taking corrective measures/prudent response in case of cyber-attacks at DMRC.
- To observe developments in cyber technology / security and prepare inputs for policy development.
- To appraise the management about global developments and necessary action points in the area of cyber security.

4. PAY AND EMOLUMENTS:

i) For candidate selected on Deputation basis – The selected candidate shall continue to draw parent department pay plus deputation allowance, as applicable, under the Govt. of India rules.

ii) For candidate selected on Direct Recruitment basis – The pay and emoluments shall be as per pay scales under the IDA (Industrial DA) as applicable from time to time and other benefits which include Perks, Lease/HRA, Medical benefits, EPF, Gratuity and Insurance etc. as per extant rules of the Corporation.

5. SCREENING PROCESS:

The selection methodology for candidates applying on Deputation basis shall comprise of **Personal Interview**.

The screening methodology for candidates applying on Direct Recruitment basis will comprise of a **Screening Process** and **Medical fitness examination**. (The Medical Examination will be in Executive / Technical category. The details of Medical Examination are available on DMRC website).

Based on eligibility/ experience in the relevant field, candidates shall be called for Interview. The selection process would judge different facets of knowledge, skills, comprehension, aptitude and physical fitness. Candidates will have to qualify the **Screening Process** and **Medical examination**, as applicable, before being adjudged as suitable for selection. Candidates, who fail in the prescribed medical test, **will not** be given any alternative employment and decision of the Corporation shall be final on this issue. **All related information shall be available only on Website: <http://www.delhimetrorail.com> and candidates must regularly check the website for updates.**

Additional information for candidates applying for the post, on direct recruitment basis (Sr. No. 6,7,8):

6. CHARACTER & ANTECEDENTS:

The success in the screening process does not confer any right to appointment unless the Corporation is satisfied after such an enquiry, as may be considered necessary, that the candidate having regard to his / her character & antecedents, is suitable in all respects, for appointment to the service.

7. SURETY BOND:

The candidate selected for the post will have to execute a Surety Bond of **Rs. 4,00,000/-** and cost of training (if applicable), to serve the Corporation for a minimum period of three years (exclusive of the period in which one remained on LWP or EOL) and also a three months' prior notice, shall be required before seeking resignation from the Corporation.

8. PROBATION:

The selected candidate on appointment will be on probation for a period of one year (including the period of training).

9. SCHEDULE OF SELECTION:

- i. Last date of receipt of duly filled in application (along with relevant documents) through Speed post OR e-mail shall be **11/09/2023**. Incomplete applications or applications received after the due date shall be summarily rejected. DMRC shall not be responsible for loss / delay in post.
- ii. **The list of shortlisted candidates shall be uploaded on DMRC website in the Fourth week of September' 2023 (tentatively) and interview will be held in the First week of October' 2023, through online mode (tentatively) (Complete details shall be displayed on DMRC website).**
- iii. No separate communication, by post, shall be sent to candidates individually. Candidates are advised to go through the instructions / schedule for interview displayed on DMRC website and appear for the interview, accordingly, along with original copies of testimonials.
- iv. **The final result shall be declared by Second week of October, 2023. (Tentatively).**

Eligible and willing candidates for the aforesaid post may apply as per the application format at **Annexure-I**. The candidate must enclose all relevant proof / documents in support of qualification, experience, pay and pay scale.

The candidates presently employed in Govt. organization, or, CPSEs or Metro, should send their application through proper channel along with the copies of APARs for the last five years, Vigilance and D&AR clearance, so as to reach the under mentioned address / email id, by the stipulated date. The applications received after the due date will be summarily rejected.

The duly filled in application form should be sent in an envelope super scribing the Name of Post on the cover prominently, **latest by 11/09/2023**, through Speed Post to the following address OR email the scanned copy of duly filled in Application Form along with the scanned copies of all other documents sought (as stated in the Application Form) to rectt.dmrc@gmail.com (**mention the name of the post and Advt. No. in the subject of email**):

**Executive Director (HR)
Delhi Metro Rail Corporation Ltd,
Metro Bhawan, Fire Brigade Lane,
Barakhamba Road, New Delhi.**



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(A JOINT VENTURE OF GOVERNMENT OF INDIA AND GOVT OF DELHI)

ADVT. No. DMRC/PERS/22/HR/2023(133)

ANNEXURE I

**AFFIX A
RECENT
PASSPORT
SIZE SELF
ATTESTED
PHOTOGRAPH**

DMRC APPLICATION FORMAT

(TO BE FILLED IN CAPITAL LETTERS BY THE APPLICANT IN HIS/HER OWN HANDWRITING)

S. No	DETAILS	PARTICULARS				
1A	POST NAME	Deputy General Manager (Cyber Security)				
B	POST CODE	01/DGM/IT				
C	BASIS FOR APPLYING THE POST	<input type="checkbox"/> Direct Recruitment <input type="checkbox"/> Deputation				
2	APPLICANT's NAME (Sh./Smt./Ms.)					
3	FATHER's / HUSBAND's NAME (Sh.)					
4	DATE OF BIRTH (dd/mm/yyyy)					
5	AGE as on 01/08/2023	YEARS	MONTHS	DAYS		
6	CORRESPONDENCE ADDRESS					
7	CONTACT NUMBER WITH STD CODE					
8	MOBILE NUMBER					
9	EMAIL ID					
10	CATEGORY (SC/ST/OBC/GENERAL)					
11	EDUCATIONAL QUALIFICATIONS					
	Qualification	Particulars (Name of degree)	Subject	Institute / University	% or CGPA	Passing Year
A	GRADUATION					
B	POST GRADUATION					
C	OTHERS					

12	WORK EXPERIENCE (AS ON 01/08/2023) (FILL ONLY THE APPLICABLE COLUMN)			
I	TOTAL WORK EXPERIENCE		YEARS	MONTHS
A	DATE OF LAST PASSED REGULAR EXAMINATION (DD/MM/YYYY)			
B	DATE OF JOINING FIRST REGULAR JOB (DD/MM/YYYY)			
IF YES, DETAILS OF EXPERIENCE				
II	FOR GOVT. SECTOR/ CPSEs/METRO's APPLICANT in <u>CDA</u> SCALE (Complete details of service / position held since joining) (separate sheet may be attached, if necessary) (Please mention the full pay scale below)			
	Post Held	Organization Name	Pay Scale (CDA)	Period (From – To) dd/mm/yy – dd/mm/yy
A				
B				
C				
D				
III	FOR GOVT. SECTOR/ CPSEs/METRO's APPLICANT in <u>IDA</u> SCALE (Complete details of service / position held since joining) (separate sheet may be attached, if necessary) (Please mention the full pay scale below)			
	Post Held	Organization Name	Pay Scale (IDA)	Period (From – To) dd/mm/yy – dd/mm/yy
A				
B				
C				
D				
IV	FOR PRIVATE SECTOR APPLICANT (separate sheet may be attached, if necessary)			
	Executive Post Held	Organization Name	Gross Salary/CTC per month	Period (From – To) dd/mm/yy – dd/mm/yy
A				
B				
C				
D				
V	ESSENTIAL WORK EXPERIENCE			
A	EXPERIENCE IN THE RELEVANT FIELD FOR MINIMUM 9 YEARS IN GOVT. SECTOR/ CPSEs/ METRO CANDIDATES/ 10 YEARS FOR PRIVATE SECTOR CANDIDATES			YES / NO

B	EXPERIENCE IN DESIRED CDA / IDA PAY SCALE, AS MENTIONED IN THE ELIGIBILITY CRITERIA, IN POINT NO. 2(B) OF ADVT. (IN CASE OF GOVT. ORGANIZATION/CPSEs/METRO CANDIDATES ONLY)	YES / NO
C	HAVING ANNUAL CTC OF RS. 25 LAKHS AS MENTIONED IN THE ELIGIBILITY CRITERIA, IN POINT NO. 2(B) OF ADVT. (IN CASE OF PRIVATE CANDIDATES ONLY)	YES / NO
D	HAVING ESSENTIAL WORK EXPERIENCE AS MENTIONED IN POINT 2 (A) OF THE ADVERTISEMENT	YES / NO
VI	ARE YOU EXISTING DMRC EMPLOYEE, WORKING IN AN ELIGIBLE PAY SCALE AND HAVING THE REQUIRED QUALIFICATION, EXPERIENCE AS MENTIONED IN 2 (A) & 2 (B) (II) OF ADVT.	YES / NO
VII	BREIF DESCRIPTION OF THE WORK EXPERIENCE	
13	WHETHER ANY CONVICTION (by court of Law) / PUNISHMENT/PENALTY (due to disciplinary action by employer) METED OUT/ AWARDED TO THE APPLICANT IN THE LAST 10 YEARS	YES / NO
	IF YES, DETAILS THEREOF	Enclose Separate sheet
14	WHETHER ANY CASE IS PENDING IN THE COURT OF LAW, OR, ANY DISCIPLINARY ENQUIRY IS GOING ON, AGAINST THE APPLICANT	YES / NO
	IF YES, DETAILS THEREOF	Enclose Separate sheet
15	NOC, VIGILANCE AND D&AR FROM CURRENT EMPLOYER ENCLOSED (IN CASE OF GOVT. APPLICANT)	YES / NO
16	COPIES OF ANNUAL PERFORMANCE APPRAISAL REPORT FOR LAST 5 YEARS ENCLOSED (IN CASE OF GOVT. APPLICANT)	YES / NO
17	WHETHER APPEARED FOR INTERVIEW IN DMRC IN PAST (IF YES, DETAILS OF THE INTERVIEW)	

18	ANY OTHER RELEVANT INFORMATION (DISTINCTION/AWARD/CERTIFICATE etc.)
19	HOBBIES/INTERESTS

I hereby declare that the particulars furnished above are true. I understand that my candidature will be cancelled, if any information is found to be incorrect or false at any point in time.

Date: _____

Place: _____

Signature of Candidate

Name: _____

Mobile No.: _____

Email ID: _____

Documents to be enclosed (whichever applicable)

1. Educational Certificates (Matriculation, Graduation, Post-Graduation & Others)
2. Work Experience Certificates
3. NOC from present employer along with D&AR & Vigilance clearance (in case of Govt. or CPSEs or Metro's applicant).
4. APARs of Last 5 years (in case of Govt. or CPSEs or Metro's applicant).