

**UTTAR PRADESH METRO RAIL CORPORATION LIMITED**  
(A joint venture of Govt. of India & Govt. of UP)  
Administrative Building Vipin Khand, Gomti Nagar, Lucknow-226010  
Phone: 0522 – 2304014-15

VACANCY NOTICE NO.UPMRC/HR/D/8/2024

Date: 03.12.2024

**REQUIREMENT OF HOD/ IT & CYBER SECURITY IN UPMRC ON DEPUTATION/ABSORPTION BASIS**

Uttar Pradesh Metro Rail Corporation Ltd (UPMRC), a 50:50 jointly owned Company of Government of India and Government of Uttar Pradesh has been entrusted with the responsibility of implementation and operation of the rail based Mass Rapid Transit System (Metro) in various cities in the state of Uttar Pradesh where Metro projects have been approved by Government of India and upcoming Metro project of Gorakhpur, Prayagraj & Meerut whose DPRs have been prepared by RITES and are likely to be implemented. Metro is operational in the city of Lucknow, Kanpur & Agra (priority corridor). The works of Kanpur & Agra Metro Projects for the balance corridor are going on in full swing.

The corporation is planning to position itself as one of the best employers by adopting modern HR practices and has designed employee's friendly HR policy. To work with UPMRC will not only give exposure to its employees in terms of best in class technology but will also provide other benefits. To meet with the immediate requirement of Uttar Pradesh Metro Rail Corporation Limited, applications are invited from experienced persons of Indian Nationality working in various Government organisations, Public Sector Undertakings, Metro Companies, reputed Private Sector for the post of **HOD/IT & Cyber Security** having relevant experience **on deputation/absorption basis**. Pay Scales, age limit, educational qualification, experience and job description are as per detail mentioned below:-

Organization	Uttar Pradesh Metro Rail Corporation Limited
Title of the post	<b><u>HOD/ IT &amp; Cyber Security</u></b>
No of Posts/ Location	<b>01 (One)/ (Lucknow)</b>
Scale of pay	Parent pay plus Deputation Allowance on Deputation basis. Rs. 1,20,000-2,80,000/- on absorption basis.
Term of Appointment/Period of Appointment	i) <b><u>Absorption</u></b> ii) <b><u>Deputation</u></b> : Normal Tenure of deputation for a period of <b>3 years</b> , which may be extendable.
Educational Qualification	i) Full time four (04) years' Bachelor Degree in Engineering or Bachelor Degree in Technology with specialisation in Computer Science / Electronics / Electronics & Communication / Information Technology / Information Systems, or, Three (03) years full time MCA, with minimum 60% marks/equivalent CGPA from a recognized University / Institute. (Applicable only for candidates applying on <b><u>absorption basis</u></b> ) ii) Applicants holding 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) will have an added advantage.



Eligibility Criteria	<p><b>Pay Scale of CDA:</b> Executives should be either working or empanelled in SAG Pay scale Rs 1,44,200-2,18,200 (Revised/level-14)/ Rs. 37400-67000+Grade Pay Rs. 10,000(Pre-revised) or should have minimum 17 years of Group A/ Executive cadre service and presently working in Selection Grade Pay scale Rs 1,23,100-2,15,900(Revised/level-13)/ (Rs. 37400- 67000+Grade Pay Rs.8,700/-) (Pre-revised)</p> <p style="text-align: center;"><b>OR</b></p> <p><b>Pay Scale of IDA:</b> Executives working or empanelled in IDA pay scale of Rs.1,20,000-2,80,000 (Revised)/Rs.51300 - 73000/- (Pre-revised) or should have minimum 17 years service in executive level and presently working in IDA pay scale of Rs. 90,000-2,40,000 (Revised)/Rs.36600 - 62000/-.(Pre-revised).</p> <p style="text-align: center;"><b>OR</b></p> <p><b>For Candidates working in Private Sector:-</b></p> <p>Candidates working at comparable level with relevant post qualification experience of minimum of 17 years at an executive level in reputed private sector. For the purpose of comparable and equivalent level, candidates must have a minimum gross salary of Rs. 25 Lakh per year during any of the financial year 2022-23 or 2023- 24 as per Form-16/ITR.</p> <p><b>Note:</b> In case of inability to submit the Form-16/ITR for the year 2023-2024 by the closing date, candidates have to submit an undertaking that the same will be submitted before the date of interview.</p> <p><b>Sub-note:</b> An applicant currently not in Government or Public Sector but having earlier similar experience in Government or Public Sector, shall also be eligible. Also, the Executives presently working in CDA/IDA pay scales in Government/PSU/Metro Projects who have earlier worked in Private sector, their services in executive level in Private sector will be considered for computing 17 year's service in Executive level.</p>
Essential Work Experience	<p>(I) Minimum Post Qualification experience in IT and cyber security related work of 17 years (after completion of last qualification through full time course) with proven track record in the field of cyber security.</p> <p>(II) The candidate shall have</p> <ol style="list-style-type: none"> <li>a) Deep understanding of Information Security, application development, networking, operating system and data base.</li> <li>b) Good understanding of IT security standard, core security technologies, Database Management, scripting language, ISO 27001, risk management methodologies.</li> <li>c) 2-5 years experience in a professional environment preferably as part of an operational security function of vulnerability detection/Management/Review, application testing, technical project management.</li> </ol>
Desirable Work experience	<p>Experience in the following fields is desirable:</p> <ol style="list-style-type: none"> <li>1. Vulnerability Assessment &amp; Penetration Testing (VAPT)</li> <li>2. Web Application Security Assessment (WASA)</li> <li>3. Software Development Lifecycle (SDLC) Audit</li> </ol>



	<p>4. Information Security Audit of IT systems and Control</p> <p>5. Prescribed hardening guidelines, patch management guidelines, anti-virus/ malware guidelines, no privilege access on endpoints, regular review of access privileges and acceptable configuration guidelines.</p> <p>6. Configuration Management, Change Management, Incident Management and Problem Management etc.</p> <p>7. Handling of security threats / threat Intelligence tools and framework / threat attack methods / cyber forensics.</p> <p>8. Cyber security system development:</p> <ul style="list-style-type: none"> <li>▪ Information flow modeling and simulation of system.</li> <li>▪ Cyber security attack simulation and studying system behaviors.</li> <li>▪ Development of situational awareness under simulated cyber-attack scenarios.</li> </ul>
Job Description	<p><b>The incumbent for the post shall be responsible for the following work:</b></p> <ul style="list-style-type: none"> <li>• Strengthening UPMRC's policy framework in the area of cyber security.</li> <li>• 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.</li> <li>• Enhancing capacity building in UPMRC with respect to cyber security.</li> <li>• To develop stress testing mechanism to mitigate risk arising out of cyber-attacks.</li> <li>• To be responsible for taking corrective measures/prudent response in case of cyber-attacks at UPMRC.</li> <li>• To observe developments in cyber technology / security and prepare inputs for policy development.</li> <li>• To appraise the management about global developments and necessary action points in the area of cyber security.</li> </ul>
Age	55 years (Upper age limit) as on closing date of vacancy notice
Mode of Selection	<p>Eligible candidates would be called for interview at Lucknow &amp; selection is based on Interview basis. The Uttar Pradesh Metro Rail Corporation Limited reserves the right to shortlist candidates for interview. In the event of number of applications being large, UPMRC will adopt short listing criteria to restrict the number of candidates to be called for interview to a reasonable number by any or more of the following methods:</p> <ul style="list-style-type: none"> <li>(i) On the basis of Desirable Qualification (DQ) or any one or all of the DQs if more than one DQ is prescribed.</li> <li>(ii) On the basis of higher educational qualifications than the minimum prescribed in the advertisement.</li> <li>(iii) On the basis of higher experience in the relevant field than the minimum prescribed in the advertisement.</li> </ul>

*DP Singh*

	<p>The candidate should, therefore, mention all his/her qualifications and experience in the relevant field over and above the minimum qualifications.</p> <p>The Uttar Pradesh Metro Rail Corporation Limited reserves the right to shortlist candidates for interview. No correspondence in this regard shall be entertained. The candidate should be free from DAR/ Vigilance.</p>
How to Apply	<p>The candidates should submit their application to "<u>Additional General Manager/HR /Uttar Pradesh Metro Rail Corporation Limited, Administrative Building, Near Ambedkar Samajik Parivatan Sthal, Vipin Khand, Gomtinagar, Lucknow-226010</u>" as per enclosed application form before closing date. The candidate applying should submit application through proper channel as per enclosed application form requesting their parent organization to forward their application along with NOC, D&amp;AR and Vigilance Clearance and APARs ratings for the preceding 04 years. Submission of NOC before interview is must for candidates presently employed in Government Sector/Public Sector Undertaking (PSUs) for participating in the interview process.</p>
Web Address	<a href="http://www.upmetrorail.com">www.upmetrorail.com</a>
Whether the Company/Organization, has been exempted from the rule of permanent absorption.	Yes
Closing Date	30 days from the date of issue.

**NOTE:**

- i) Cut off date for age & eligibility criteria would be reckoned as on closing date of vacancy notice. The eligibility criteria(s) may be relaxed in case of deserving candidate as per sole discretion of the management.
- ii) The applicant should not only be fit in related field but should also be physically and medically fit.
- iii) The applicant should continue with their email address and mobile/phone number so as to reach them as and when required.
- iv) Applications received through proper channel and with verification of service particulars, SPE/ D&AR/ VIGILANCE clearance and enclosure of APARs will be preferred. However, a copy of application may also be sent by the applicant in advance to UPMRC. Applications received after closing date and time and incomplete applications shall not be entertained. The advance copy of the application along with all the supporting documents may be sent at the email id [recruitmentcellupmrc@gmail.com](mailto:recruitmentcellupmrc@gmail.com), however sending hard copy of the application is mandatory.
- v) Payment of TA: All the candidates called for interview shall not be paid any travelling allowance by UPMRC for attending the interview.
- vi) All appointees are to be deemed as public servants for the purpose of the UPMRC's Conduct, Discipline and Appeal Rules and such other statutes as notified by the government from time to time.
- vii) Candidates will be informed of the final result in due course through UPMRC website and any interim enquiries about the result are therefore, unnecessary and will not be attended to. UPMRC do not enter

*[Handwritten Signature]*

into correspondence with the candidates about reasons for their non-selection for interview/appointment.

ix) Management reserves the right to cancel/postpone the entire process itself due to various administrative reasons.

x) Candidates may note that they may be posted at any of the project sites/ offices at any location of UPMRC projects during their tenure in UPMRC.

**Additional information for candidates applying for the post on absorption basis-**

**1. 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.

**2. Surety Bond** - Applicable to those who will join on absorption basis from Govt./PSUs/Metros/ reputed Private Sector and not applicable to executives who will join on deputation basis. The candidate selected for the post will have to execute a Surety Bond of Rs. 3,00,000/- 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, will be required before seeking resignation from the Corporation.

**3. Physical & Medical Fitness:** The applicant should not only be suitable in related field, but should be physically and medically fit. Candidate selected from Private organization will have to undergo prescribed medical examination as per UPMRC Rules. 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.

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

For Managing Director

UPMRC





**PRESCRIBED PROFORMA FOR SUBMISSION OF APPLICATION ON  
DEPUTATION/ABSORPTION BASIS**

<b>Important</b> <i>(please don't leave blanks)</i>	<b>Vacancy Notice No.</b> <i>(appears on the top right side of notice)</i>	
	<b>File No.</b> <i>(appears on the left side of vacancy notice)</i>	
	<b>Post against which application has been submitted</b>	
	<b>Choice of station</b> <i>(wherever applicable)</i>	
	<b>Applied on the basis of (Please tick one)</b>	<b>Deputation/Absorption</b>

1.	<b>Name</b>	:	
2.	<b>Father / Husband Name</b>	:	
3.	<b>Gender</b>	:	
4.	<b>Service</b>	:	
5.	<b>Department</b>	:	
6.	<b>Category</b>	:	
7.	<b>Date of Birth</b>	:	
8.	<b>DITS</b> <i>(Date of entry into Time Scale)</i>	:	
9.	<b>Date of entry in Gr.B</b> <i>(wherever applicable)</i>	:	
10.	<b>Present pay band with Grade Pay and basic pay as on date of application</b>	:	
11.	<b>Present Designation &amp; Organization</b>	:	
12A.	<b>Correspondence Address</b>		
12B.	<b>Permanent Address</b>		
13.	<b>Contact Details</b>		
	<b>(a) Email ID</b>	:	
	<b>(b) Telephone (O)</b>	:	
	<b>(c) Telephone (R)</b>	:	
	<b>(d) Mobile Number</b>	:	

14. Educational Qualifications (Attach supporting documents):-

S.No.	Qualification/ Degree	Subjects	Institution/ University, Place/Country	% or CGPA	Passing Year

15. Experience Details (separate sheet may be attached along with supporting documents):-

For applicants in CDA PAY SCALES / IDA PAY SCALES/ CTC for Private Sector :-  
(Complete details of service / position held since joining)

Post Held	Organization Name with place of posting	CDA/IDA PAY SCALES ( Mention the substantive Pay Scale with GP/Level) (MACP not to be mentioned) / ANNUAL CTC (Private Sector)	Period (From – To) dd/mm/yy – dd/mm/yy

16. Essential and Desirable Educational Qualification:-

A.	Full time four (04) years' Bachelor Degree in Engineering or Bachelor Degree in Technology with specialisation in Computer Science / Electronics / Electronics & Communication / Information Technology / Information Systems, or, Three (03) years full time MCA, with minimum 60% marks/equivalent CGPA from a recognized University / Institute. (Applicable only for candidates applying on absorption basis)	YES/NO
B.	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)	YES/NO (Please tick the acquired certifications & attach supporting documents)

17. Essential and Desirable Work Experience :-		
A.	<p>(I) Minimum Post Qualification experience in IT and Cyber Security related work of 17 years (after completion of last qualification through full time course) with proven track record in the field of cyber security.</p> <p>(II) The candidate has</p> <p>d) Deep understanding of Information Security, application development, networking, operating system and data base.</p> <p>e) Good understanding of IT security standard, core security technologies, Database Management, scripting language, ISO 27001, risk management methodologies.</p> <p>f) 2-5 years experience in a professional environment preferably as part of an operational security function of vulnerability detection/Management/Review, application testing, technical project management.</p>	<p>YES/NO</p> <p>Attach detailed note with supporting documents</p>
B.	<p>Experience in the following fields is desirable:</p> <ol style="list-style-type: none"> <li>1. Vulnerability Assessment &amp; Penetration Testing (VAPT)</li> <li>2. Web Application Security Assessment (WASA)</li> <li>3. Software Development Lifecycle (SDLC) Audit</li> <li>4. Information Security Audit of IT systems and Control</li> <li>5. Prescribed hardening guidelines, patch management guidelines, anti-virus/malware guidelines, no privilege access on endpoints, regular review of access privileges and acceptable configuration guidelines.</li> <li>6. Configuration Management, Change Management, Incident Management and Problem Management etc.</li> <li>7. Handling of security threats / threat Intelligence tools and framework / threat attack methods / cyber forensics.</li> <li>8. Cyber security system development: <ul style="list-style-type: none"> <li>▪ Information flow modeling and simulation of system.</li> <li>▪ Cyber security attack simulation and studying system behaviors.</li> <li>▪ Development of situational awareness under simulated cyber-attack scenarios.</li> </ul> </li> </ol>	<p>YES/NO</p> <p>Attach detailed note with supporting documents</p>
C.	<p><u>Pay Scale of CDA:</u> Executives should be either working or empanelled in SAG Pay scale Rs 1,44,200-2,18,200 (Revised/level-14)/ Rs. 37400-67000+Grade Pay Rs. 10,000(Pre-revised) or should have minimum 17 years of Group A service and presently working in Selection Grade Pay scale Rs 1,23,100-2,15,900(Revised/level-13)/ (Rs. 37400- 67000+Grade Pay Rs.8,700/-) (Pre-revised)</p>	<p>YES/NO</p>
	<p><u>Pay Scale of IDA:</u> Executives working or empanelled in IDA pay scale of Rs.1,20,000-2,80,000 (Revised)/Rs.51300 - 73000/- (Pre-revised) or should have minimum 17 years service in executive level and presently working in IDA pay scale of Rs. 90,000-2,40,000 (Revised)/Rs.36600 - 62000/-.(Pre-revised).</p>	<p>YES/NO</p>
	<p><u>For Candidates working in Private Sector:-</u></p> <p>Candidates working at comparable level with relevant post qualification experience of minimum of 17 years at an executive level in reputed private</p>	<p>YES/NO</p>



	sector. For the purpose of comparable and equivalent level, candidates must have a minimum gross salary of Rs. 25 Lakh per year during any of the financial year 2022-23 or 2023- 24 as per Form-16/ITR.	
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18. Details of previous deputation/ Foreign assignment, if any (Attach supporting documents):-

S.No.	Organization	Designation	From	To

19.	Whether debarred from deputation? If yes, please furnish details.	:	
20.	Whether cooling off period completed? If yes, date of return from previous deputation with details, wherever applicable.	:	
21.	Whether applied for deputation under Central Staffing Scheme i.e. Central deputation. If yes, registration number (if any) allotted by supremo.gov.in	:	

22. APAR Ratings for last 04 years (Attach supporting documents):-

Year	Rating

23. Awards, if any (Attach supporting documents):-

S.No.	Name of Award	Brief Details

24.	Whether any conviction (by court of Law) /punishment/penalty (due to disciplinary action by employer) was awarded to applicant in last 10 years.	YES/NO
	If yes, details of case.	Separate sheet may be enclosed
25.	Whether at present any case is pending in the court of law or any disciplinary enquiry is going on, against applicant.	YES / NO
	If yes, details of case	Separate sheet may be enclosed
26.	NOC, Vigilance and D&AR status from current employer enclosed.	YES / NO
27.	Copies of Annual performance appraisal report for last 04 years enclosed.	YES / NO
28.	Whether appeared for interview in UPMRC in past. (If yes, details of the interview)	

**29. For candidates working in Private Sector-**

S.No.	Name of Private Organisation	Name of Head HR	Mobile No./ Official E-mail ID

I certify that the details furnished by me above are true and I am eligible for the post as per the criteria laid down in the vacancy notice.

**(Name and Signature of the applicant with place and date)**

**Certificate by the Employer**

a) The date of birth, qualifications and experience and other details furnished by Shri/Smt. indicated at S No. 1 to 29 in the application form have been verified and found correct as per service records of the officer.

- b) The department will be informed at the earliest, if any disciplinary proceeding is initiated or contemplated against the officer after his / her application is forwarded.
- c) Up-to date ACRs/APARs dossiers of the concerned officer for the last 04 years is enclosed or would be forwarded within the due date.

**(Signature of the Employer with stamp)**

**Checklist of documents to be enclosed:**

1. Educational Certificates. Full time four (04) years' Bachelor Degree in Engineering or Bachelor Degree in Technology with specialisation in Computer Science / Electronics / Electronics & Communication / Information Technology / Information Systems ,or, Three (03) years full time MCA, with minimum 60% marks/equivalent CGPA from a recognized University / Institute. (Applicable for candidates applying on absorption basis only)
2. 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)). (For all candidates)
3. Essential and desirable work Experience Certificate. (For all candidates)
4. NOC from present Employer. (For Government sector/ PSU candidates)
5. Vigilance and D&AR Clearance from present Employer. (For Government sector/ PSU candidates)
6. APARs of the Last 04 years. (For Government sector/ PSU candidates)
7. Form 16/ITR (For Private Sector candidates)