AGM
All PHODs
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भारत सरकार **Government of India**
रेल मंत्रालय **Ministry of Railways**
(रेलवे बोर्ड **Railway Board)**

No.2026/W-III/CT/3/(PGMS)-Part-I(3500694) **New Delhi dated 01.10.2026**

The Chief Administrative Officers (Construction),
All Zonal Railways / Production Units

Sub: Implementation of Project General Management Services (PGMS) – Adoption of the Approved Master List of Posts.

Ref: PGMS letter No. 2026/W-III/CT/3(PGMS) (E-3532628) dated 07.05.2026.

1. Earlier vide above reference, Railway Board had circulated the model document of Request for Proposal (RFP) for PGMS. After detailed review of the posts available in the RFP for PGMS contracts with Zonal Railways during the meeting held on 05.08.2026 at New Delhi, it has been decided to increase the categories and types of post required for project execution in PGMS.

2. Therefore, the Master List of Posts for PGMS has been updated covering 149 identified posts in six categories: Leadership, Key Experts, Domain Experts, Non-Key Experts, Technical Staff and
Supporting Staff. For each post, the list gives the designation, post code string, experience category (K1a to K6), minimum qualification and experience, and indicative roles and responsibilities. The list is enclosed at Annexure-A

3. All Zonal Railways shall implement PGMS with Approved Master list of Posts as per the enclosed Annexure.

   i. Post codes shall follow the prescribed format ZR-[Category]-[Discipline]-[Designation]-
   XXXX, with ZR replaced by the zone code and XXXX by the serial number of the post. No local or legacy codes shall be created or used.

   ii. Designations, qualifications, experience categories (K1a to K6) and roles shall not be
   altered at the zonal level.

   iii. The Team Leader and Chief Project Directors shall, as far as possible, be deployed at the HQ of CAO/C, and other posts as indicated against each post.

4. Tenders not yet opened: Tender documents (RFP, schedule of manpower, evaluation criteria) shall be aligned to the current master list before issue. Where tenders are already issued but bids are not yet opened, a corrigendum shall be issued.

5. Tenders opened but not yet finalized: Such zones shall examine the tenders against the current list and incorporate the necessary changes through corrigendum, as permissible under the tender conditions.

W.C.R.

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6. Other instructions:

i. Any discrepancy, clarification or proposal for addition or change in the list shall be referred to Board and not decided locally.

ii. Existing deployments shall be mapped to the new codes, with a check to avoid duplication or mismatch. Personnel already deployed shall be checked against the qualification and experience prescribed for the corresponding post in the approved master list and attach the corresponding post code string.

iii. The zone's post-wise manpower demand shall be consistent with the total posts in the master list.

7. A compliance report of status of tenders reviewed or amended shall reach Board by 31.10.2026. A monthly progress report shall follow until implementation is complete.

8. This issues with the approval of Competent Authority.

Encl: Annexure-A

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(किशन रावत)

निदेशक सिविल इंजीनियरिंग (जी)/रेलवे बोर्ड

[Rly No. 030-47598, MTNL No. 011-23047598]

e-mail address: padcegrb@gmail.com, dceg@rb.railnet.gov.in

Copy to:

i. General Managers, All Indian Railway for kind information.

ii. FA&CAO/Cs, All Indian Railways for kind information & necessary action.

महाप्रबंधक/प.म. रेल
Office of the G.M.W.C.R., JBP.
01 OCT 2026
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Categorisation of 149 Identified Posts for PGMS

S No.	Category	Designation	Overall	Civil	S&T	Electrical	Finance	Mechanical	Traffic	Misc.	Total	Category Total
1	Leadership	Team leader	1								1	9
		Chief Project Director	1	5	1	1					8	
2	Key Experts	Senior Project Director		5	1	1	1				8	21
		Senior Design Review Expert			1	1					2	
		Project Director		2	1	1		1	1		6	
		Project Architect		1							1	
		Sr. Safety Engineer		1		1		1			3	
		Welding Expert		1							1	
3	Domain Experts	Domain Experts		30	5	8	4	1	1	4	53	53
4	Non-Key Experts	Resident Engineer		3	1	2		1			7	15
		Sr. Accounts Manager					1				1	
		Accounts Manager					1				1	
		Sr. Resident Engineer		3	1	1					5	
		Information & Technology Expert								1	1	
5	Technical Staff	Site/Track/Design/Pway/CAD Engineer		14	5	6		2			27	27
6	Supporting Staff	Administration		6	2	2	1		1	5	17	24
		General		3	3	1					7	
		Total	**2**	**74**	**21**	**25**	**8**	**6**	**3**	**10**	**149**	**149**

Experience wise Category

Category	Experience
K1a	25 Years
K1b	20 Years
K2a	15 Years
K2b	12 Years
K2c	10 Years
K3	7 Years
K4	5 Years
K5	3 Years
K6	SSC Equivalent

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S No	Category	Designation	Post Code String	Minimum required educational qualifications and/or experience	Indicative Roles and Responsibilities	
Leadership (9)						1
	Posts in Overall category (2)					1
1	Leadership	Team leader (K1a)	ZR-L-O-TL-XXXX	A Graduate Degree in Civil Engineering with minimum of 25 years' experience in construction industry including Railway / Highway projects for a minimum experience of 15 years in Railway /Linear projects as Team leader for at least 3 years. (OR) B. At least 10 years' experience in SAG or equivalent Grade or above in Civil Engineering or in equivalent grade in Indian Railways/RITES/ IRCON/ RVNL or equivalent grades in Konkan Railway/ MRVC/ DFCCIL/ any JVs/SPVs with Ministry of Railways/State govt, any Metro Rail Corporation either individually or combined.	1. Overall head of PGMS contract responsible for resource deployment, contract management and reports to CAO/C 2. Preferably to be deployed in HQ of CAO/C	1
2	Leadership	Chief Project Director (K1b)	ZR-L-O-CPD-XXXX	A. Graduate Degree in Civil Engineering with minimum of 20 years' experience in construction industry including Railway / Highway projects for a minimum experience of 10 years in Railway/linear projects and worked as Chief/senior project director or equivalent position for a minimum of 3 years (OR) B. At least 5 years' experience in SAG or equivalent Grade or above in Civil Engineering or at least 7 years' service in SG & above in Civil Engineering Department or in equivalent grade in Indian Railways/RITES/ IRCON/RVNL or equivalent grades in Konkan Railway/ MRVC/DFCCIL/any JVs/SPVs with Ministry of Railways/State govt, any Metro Rail Corporation either individually or combined.	1. Responsible for the overall planning and interface Management of the complete basket of projects under PGMS along with coordination with field. 2. Preferably to be deployed in HQ of CAO/C	1

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	Posts in Civil Enginnering (5)					1
1	Leadership	Chief Project director (Civil) (K1b)	ZR-L-C-CPD-XXXX (N)	A. Graduate Degree in Civil Engineering with minimum of 20 years' experience in construction industry including Railway / Highway projects for a minimum experience of 10 years in Railway/linear projects and worked as Chief/senior project director or equivalent position for a minimum of 3 years (OR) B. At least 5 years' experience in SAG or equivalent Grade or above in Civil Engineering or at least 7 years' service in SG & above in Civil Engineering Department or in equivalent grade in Indian Railways/RITES/ IRCON/RVNL or equivalent grades in Konkan Railway/ MRVC/DFCCIL/any JVs/SPVs with Ministry of Railways/State govt, any Metro Rail Corporation either individually or combined.	1. Responsible for deployment and monitoring of Manpower for Civil Engineering posts in PGMS. 2. He should be assigned Project/Group of Projects for execution. 3. Preferably he should be deployed at adequate locations in Railway HQ or along project alignment.	1
2	Leadership	Chief Contract Management Expert (K1b)	ZR-L-C-CPDCM-XXXX (N)	A. Graduate Degree in Civil Engineering with minimum of 20 years' experience in construction industry including Railway / Highway projects for a minimum experience of 10 years in Railway/linear projects and worked as Chief/senior project director or equivalent position for a minimum of 3 years (OR) B. At least 5 years' experience in SAG or equivalent Grade or above in Civil Engineering or at least 7 years' service in SG & above in Civil Engineering Department or in equivalent grade in Indian Railways/RITES/ IRCON/RVNL or equivalent grades in Konkan Railway/ MRVC/DFCCIL/any JVs/SPVs with Ministry of Railways/State govt, any Metro Rail Corporation either individually or combined.	1. Responsible for providing contractual and commercial support to the Authority, including review and administration of contracts, tender documents, variations, claims, and extension of time proposals. 2. The Expert shall assist in procurement, dispute resolution, arbitration matters, and contractual risk management, while ensuring compliance with contract provisions and Railway policies. 3. Preferably to be deployed in HQ of CAO/C	1

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S No	Category	Designation	Post Code String	Minimum required educational qualifications and/or experience	Indicative Roles and Responsibilities	
3	Leadership	Chief Design and Review Expert (K1b)	ZR-L-C-CPDDR-XXXX (N)	A. Graduate Degree in Civil Engineering with minimum of 20 years' experience in construction industry including Railway / Highway projects for a minimum experience of 10 years in Railway/linear projects and worked as Chief/senior project director or equivalent position for a minimum of 3 years (OR) B. At least 5 years' experience in SAG or equivalent Grade or above in Civil Engineering or at least 7 years' service in SG & above in Civil Engineering Department or in equivalent grade in Indian Railways/RITES/ IRCON/RVNL or equivalent grades in Konkan Railway/ MRVC/DFCCIL/any JVs/SPVs with Ministry of Railways/State govt, any Metro Rail Corporation either individually or combined.	1. Responsible for reviewing and validating all engineering designs, drawings, specifications, technical reports, and design submissions associated with the project to ensure compliance with Railway standards, applicable codes, contract requirements, and good engineering practices. 2. The Expert shall provide technical guidance on design optimization, constructability, value engineering, identify design deficiencies and recommend corrective measures. 3. The Expert shall coordinate with designers, contractors, consultants, and Railway officials to ensure timely approval and implementation of designs. 4. Preferably to be deployed in HQ of CAO/C	1
4	Leadership	Chief Project Director (Procurement & Planning) (K1b)	ZR-L-C-CPDPP-XXXX (N)	A. Graduate Degree in Civil Engineering with minimum of 20 years' experience in construction industry including Railway / Highway projects for a minimum experience of 10 years in Railway/linear projects and worked as Chief/senior project director or equivalent position for a minimum of 3 years (OR) B. At least 5 years' experience in SAG or equivalent Grade or above in Civil Engineering or at least 7 years' service in SG & above in Civil Engineering Department or in equivalent grade in Indian Railways/RITES/ IRCON/RVNL or equivalent grades in Konkan Railway/ MRVC/DFCCIL/any JVs/SPVs with Ministry of Railways/State govt, any Metro Rail Corporation either individually or combined.	1. Responsible for developing project procurement strategies, Bid process management, costing estimation, planning and monitoring project schedules. 2. Preferably to be deployed in HQ of CAO/C	1

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S No	Category	Designation	Post Code String	Minimum required educational qualifications and/or experience	Indicative Roles and Responsibilities	
5	Leadership	Chief Safety & Quality Expert (K1b)	ZR-L-C-CSQE-XXXX (N)	A. Graduate Degree in Civil/Mechanical Engineering with minimum of 20 years' experience in construction industry including Railway / Highway projects for a minimum experience of 10 years in Railway/linear projects and worked as Chief/senior project director or equivalent position for a minimum of 3 years (OR) B. At least 5 years' experience in SAG or equivalent Grade or above in Civil/Mechanical Engineering or at least 7 years' service in SG & above in Civil/Mechanical Engineering Department or in equivalent grade in Indian Railways/RITES/ IRCON/RVNL or equivalent grades in Konkan Railway/ MRVC/DFCCIL/any JVs/SPVs with Ministry of Railways/State govt, any Metro Rail Corporation either individually or combined.	1. Responsible for overall safety and Quality, project quality assurance, safety management, technical audits, and compliance with Railway standards. 2. Ensuring safe execution of works, adherence to approved quality systems, and implementation of corrective and preventive measures across all project activities. 3. Preferably to be deployed in HQ of CAO/C	1
	Posts in S&T Enginnering (1)					1
1	Leadership	Chief Project director (S&T) (K1b)	ZR-L-ST-CPD-XXXX (N)	A. Graduate Degree in Electronics and communication Engineering with minimum of 20 years' experience in construction industry including Railway / Highway projects for a minimum experience of 10 years in Railway/linear projects and worked as Chief/senior project director or equivalent position for a minimum of 3 years (OR) B. At least 5 years' experience in SAG or equivalent Grade or above in Electronics and communication Engineering or at least 7 years' service in SG & above in Electronics and communication Engineering Department or in equivalent grade in Indian Railways/RITES/ IRCON/RVNL or equivalent grades in Konkan Railway/ MRVC/DFCCIL/any JVs/SPVs with Ministry of Railways/State govt, any Metro Rail Corporation either individually or combined.	1. Responsible for deployment and monitoring of Manpower for S&T posts in PGMS. 2. Preferably to be deployed in HQ of CAO/C	1

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S No	Category	Designation	Post Code String	Minimum required educational qualifications and/or experience	Indicative Roles and Responsibilities	
	Posts in Electrical Enginnering (1)					1
1	Leadership	Chief Project director (Electrical) (K1b)	ZR-L-E-CPD-XXXX (N)	A. Graduate Degree in Electrical Engineering with minimum of 20 years' experience in construction industry including Railway / Highway projects for a minimum experience of 10 years in Railway/linear projects and worked as Chief/senior project director or equivalent position for a minimum of 3 years (OR) B. At least 5 years' experience in SAG or equivalent Grade or above in Electrical Engineering or at least 7 years' service in SG & above in Electrical Engineering Department or in equivalent grade in Indian Railways/RITES/ IRCON/RVNL or equivalent grades in Konkan Railway/ MRVC/DFCCIL/any JVs/SPVs with Ministry of Railways/State govt, any Metro Rail Corporation either individually or combined.	1. Responsible for deployment and monitoring of Manpower for Electrical posts in PGMS. 2. Preferably to be deployed in HQ of CAO/C	1
Key Experts (21)						2
	Posts In Civil Engineering (10)					2
1	Key Experts	Senior Project Director (Civil) (K2a)	ZR-K-C-SPD-XXXX	A. Graduate Degree in Civil Engineering with minimum of 15 years' experience in construction industry for respective engineering positions and worked as project director or equivalent position for 3 years in Railways/Highways Projects. (OR) B. At least 5 years' experience in JAG or equivalent Grade or above in Civil Engineering or in equivalent grade in Indian Railways/RITES/ IRCON/ RVNL or equivalent grades in Konkan Railway/ MRVC/ DFCCIL/any JVs/SPVs with Ministry of Railways/State govt, any Metro Rail Corporation either individually or combined for respective engineering positions mentioned	1. Responsible for Planning, Execution and Management of one or multiple set of projects 2. He should be preferably deployed along the project alignment	2

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2	Key Experts	Senior Project Director Design (K2a)	ZR-K-C-SPD-XXXX (N)	A: Graduate in Civil Engineering (Master's in Structural Engineering preferred) with 15+ years of design experience in the construction industry including Rail/Road Bridge Design. OR B: Railway/PSU Engineer with 10+ years of experience in Design Offices (Open Line/Construction/RDSO) or as Manager & above in RITES IRCON RVNL Konkan Railway MRVC DFCCIL JVs/SPVs or Metro Rail Corporations in the field of construction design.	1. Responsible for design development, and validating all engineering designs, drawings, specifications, technical reports, and design submissions associated with the project to ensure compliance with Railway standards, applicable codes, contract requirements, and good engineering practices. 2. Preferably to be deployed in HQ of CAO/C	2
3	Key Experts	Senior Project Director (Procurement &Contracts) (K2a)	ZR-K-C-SPDPC-XXXX (N)	Qualification Graduate Degree in Civil with minimum of 15 years' experience in construction industry for respective engineering positions and worked as project director or equivalent position for 3 years in Railways/Highways Projects. (OR) B. At least 5 years' experience in JAG or equivalent Grade or above in Civil Engineering or in equivalent grade in Indian Railways/RITES/ IRCON/ RVNL or equivalent grades in Konkan Railway/ MRVC/ DFCCIL/any JVs/SPVs with Ministry of Railways/State govt, any Metro Rail Corporation either individually or combined for respective engineering positions mentioned	1. Overall in-charge of procurement and contract administration for the projects. 2. Reports to the Central Procurement Cell on procurement pipeline, contract compliance and dispute resolution. 3. Plan, prepare and finalize tender documents; invite and manage tenders through the prescribed e-tendering process; coordinate pre-bid activities, bid evaluation and negotiations; and facilitate contract award and issuance of purchase/work orders. 4. Plan, organise and finalize procurement strategy for materials, plant, equipment and sub-contracts as per project schedule. 5. Ensure compliance with Railway Procurement Manuals,e-tendering norms and statutory requirements. 6. Coordinate with Planning, Design and Site teams to align procurement with project schedule and cash flow. 7. Maintain contract registers, correspondence records and ensure timely certification of running account bills. 8. Assist in formulation of procurement and contracting policies, standardisation of procedures, and continuous improvement of procurement and contract management practices 9.Preferably to be deployed in HQ of CAO/C	2

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S No	Category	Designation	Post Code String	Minimum required educational qualifications and/or experience	Indicative Roles and Responsibilities	
4	Key Experts	Senior Project Director (Planning, Scheduling & Monitoring) (K2a)	ZR-K-C-SPDPSM-XXXX (N)	Qualification A. Graduate Degree in Civil with minimum of 15 years' experience in construction industry for respective engineering positions and worked as project director or equivalent position for 3 years in Railways/Highways Projects. (OR) B. At least 5 years' experience in JAG or equivalent Grade or above in Civil Engineering or in equivalent grade in Indian Railways/RITES/ IRCON/ RVNL or equivalent grades in Konkan Railway/ MRVC/ DFCCIL/any JVs/SPVs with Ministry of Railways/State govt, any Metro Rail Corporation either individually or combined for respective engineering positions mentioned Note: Preference will be given to personnel having proficiency in project monitoring and scheduling software, such as Primavera, MS Project, or equivalent software.	1. Develop and maintain the project schedules using Primavera/MS Project (or any other planning software), integrating design, procurement and construction activities. Establish baseline schedule, monitor progress (S-curve) and highlight critical path deviations. 2. Prepare periodic progress reports (daily/weekly/monthly) for client, management and statutory review meetings. 3. Coordinate resource and cash-flow forecasting with Finance, Procurement and Site teams. 4. Identify schedule risks and delays, recommend recovery/mitigation plans and re-base lining as required. 5. Preferably to be deployed in HQ of CAO/C	2
5	Key Experts	Senior Project Director (Permanent Way) (K2a)	ZR-K-C-SPD-XXXX (N)	A. Graduate Degree in Civil with minimum of 15 years' experience in construction industry for respective engineering positions and worked as project director or equivalent position for 3 years in Railways/Highways Projects. He should have minimum 10 years experience in Railways Construction projects like New Line/DL/GC. (OR) B. At least 5 years' experience in JAG or equivalent Grade or above in Civil Engineering or in equivalent grade in Indian Railways/RITES/ IRCON/ RVNL or equivalent grades in Konkan Railway/ MRVC/ DFCCIL/any JVs/SPVs with Ministry of Railways/State govt, any Metro Rail Corporation either individually or combined for respective engineering positions mentioned	1. Plan and supervise formation, ballasting, sleeper-laying, rail-laying, welding, linking and packing works as per RDSO/Railway specifications. Scrutiny of ESPs, LWR plans and Track design 2. Coordinate track-machine deployment (BCM, tamping, etc.), material supply (rails, sleepers, fittings, ballast) and construction sequencing. Ensure compliance with Indian Railway Permanent Way Manual, weld/track safety standards and geometry tolerances. 3. Oversee track linking, speed trials, oscillation trials and coordination with CRS (Commissioner of Railway Safety) inspection. 4. Monitor quality control/testing of track components and maintain quality/inspection records. 5. Liaise with Railway's Open Line/Engineering department for traffic and power blocks required for track works. 6. Guide resolution of site-level technical issues related to track geometry, welding defects and ballast quality. 7. Assist in policy formulation, standardisation of procedures, and continuous improvement of practices related to Permanent Way works. 8. Preferably to be deployed along the project alignment.	2

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S No	Category	Designation	Post Code String	Minimum required educational qualifications and/or experience	Indicative Roles and Responsibilities	
6	Key Experts	Sr. Safety Engineer-Civil (K2a)	ZR-K-C-SSE-XXXX (N)	Graduate Degree in Civil with minimum of 15 years' experience in construction industry for respective engineering positions and worked as project director or equivalent position for 3 years in Railways/Highways Projects. (OR) B. At least 5 years' experience in JAG or equivalent Grade or above in Civil Engineering or in equivalent grade in Indian Railways/RITES/ IRCON/ RVNL or equivalent grades in Konkan Railway/ MRVC/ DFCCIL/any JVs/SPVs with Ministry of Railways/State govt, any Metro Rail Corporation either individually or combined for respective engineering positions mentioned	1. Monitor and ensure implementation of project-specific safety plans, safe construction practices, traffic block safety, worksite safety measures, and compliance with Railway safety standards, statutory regulations, and approved method statements. 2. Conduct regular safety inspections and audits, identify hazards and unsafe conditions, recommend corrective actions, investigate incidents/accidents, and maintain safety records and compliance reports for review by the Authority. 3. Preferably to be deployed along the project alignment.	2
7	Key Experts	Project Director -Civil (K2b)	ZR-K-C-PD-XXXX	A. Graduate Degree in Civil with minimum of 12 years' experience in construction industry and at least 3 yrs in Railways/Highways Projects. (OR) B. At least 3 years' experience in JAG or equivalent Grade or above in Civil Engineering or in equivalent grade in Indian Railways/RITES/ IRCON/ RVNL or equivalent grades in Konkan Railway/ MRVC/ DFCCIL/any JVs/SPVs with Ministry of Railways/State govt, any Metro Rail Corporation either individually or combined for respective engineering positions mentioned.	1. Day-to-day management of civil construction activities. 2. Progress monitoring, site supervision, contractor coordination, quality control, measurement and billing verification. 3. Preferably to be deployed along the project alignment.	2

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S No	Category	Designation	Post Code String	Minimum required educational qualifications and/or experience	Indicative Roles and Responsibilities	
8	Key Experts	Project Director (P.Way) (K2b)	ZR-K-C-PDPWay-XXXX (N)	A. Graduate Degree in Civil with minimum of 12 years' experience in construction industry and at least 3 yrs in Railways/Highways Projects. (OR) B. At least 3 years' experience in JAG or equivalent Grade or above in Civil Engineering or in equivalent grade in Indian Railways/RITES/ IRCON/ RVNL or equivalent grades in Konkan Railway/ MRVC/ DFCCIL/any JVs/SPVs with Ministry of Railways/State govt, any Metro Rail Corporation either individually or combined for respective engineering positions mentioned.	1. Plan and supervise formation, ballasting, sleeper-laying, rail-laying, welding, linking and packing works as per RDSO/Railway specifications. Scrutiny of ESPs, LWR plans and Track design 2. Coordinate track-machine deployment (BCM, tamping, etc.), material supply (rails, sleepers, fittings, ballast) and construction sequencing. Ensure compliance with Indian Railway Permanent Way Manual, weld/track safety standards and geometry tolerances. 3. Oversee track linking, speed trials, oscillation trials and coordination with CRS (Commissioner of Railway Safety) inspection. 4. Monitor quality control/testing of track components and maintain quality/inspection records. 5. Liaise with Railway's Open Line/Engineering department for traffic and power blocks required for track works. 6. Guide resolution of site-level technical issues related to track geometry, welding defects and ballast quality. 7. Assist in policy formulation, standardisation of procedures, and continuous improvement of practices related to Permanent Way works. 8. Preferably to be deployed along the project alignment.	2

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