

# ROAD INFRASTRUCTURE DEVELOPMENT COMPANY OF RAJASTHAN LTD.

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Applications are invited from Indian Nationals for filling up 01 post of  
**Chief Executive Officer, Location: Jaipur (HQ)**

**Edu. Qualification:** The incumbent should possess minimum B.Tech. (Civil) degree from well reputed Institute. **Work Experience:** Minimum 25 years post-qualification experience including 10 years at Senior Management level in reputed Organizations (preferably Highways Infrastructure & Toll Operations). Have management exposure to Project Execution, O&M, Corporate Governance, Stakeholder Management, Government Liaison, Performance Monitoring & Risk Management. **Age:** Not more than 55 years of age as on date of this advertisement. Last date for submission of application form is **20th March 2025**. Interested Individual fulfilling the above criteria may apply at [ridcorhr@ridcor.in](mailto:ridcorhr@ridcor.in) alongwith their updated CV and relevant documents. For further information please visit [www.ridcor.in](http://www.ridcor.in) (**career**).

## **BRIEF SYNOPSIS OF**

### **KEY RESULT AREAS – CHIEF EXECUTIVE OFFICER – RIDCOR**

#### **1. Strategic Leadership & Governance**

- i. Oversee the day-to-day affairs of the Company while ensuring compliance with corporate governance principles.
- ii. Act as the Key Managerial Person (KMP), ensuring adherence to all statutory obligations, governance frameworks, and fiduciary duties in the best interest of the Company and its' stakeholder..
- iii. Define and implement strategic plans, operational structures, and processes to enhance efficiency and growth.
- iv. Regularly evaluate and improve business performance metrics across all functions.
- v. Provide formal project progress and financial reports to senior leadership and external stakeholders as required.
- vi. Advise and guide the Executive Management Team in executing major projects and initiatives per established policies.
- vii. Lead and oversee high-value, complex capital works projects, ensuring compliance with industry best practices and statutory requirements.

#### **2. Project & Operations Management**

- i. Oversee proposal preparation and designs at feasibility, planning, and detailed design stages.
- ii. Identify and implement value-added, sustainable engineering, and lean process initiatives in infrastructure projects.
- iii. Manage end-to-end project delivery, including financial monitoring, risk assessment, and performance evaluation.
- iv. Ensure contracts are negotiated, awarded, and administered effectively, including claims assessment and documentation.
- v. Establish and enforce cost-control measures to keep projects within budgetary constraints.
- vi. Drive operational efficiency by setting and tracking departmental objectives and KPIs.

#### **3. Corporate Compliance & Stakeholder Management**

- i. Conduct and oversee Annual General Meetings (AGMs), Board Meetings, and Audit Committee Meetings as per regulatory requirements.
- ii. Assist the Board of Directors in enforcing and achieving the Company's strategic goals.

- iii. Develop and maintain effective stakeholder engagement strategies with government agencies, regulatory bodies, and key business partners.
- iv. Ensure adherence to legal, regulatory, and compliance frameworks, including PWD/NHAI/other statutory project management procedures.
- v. Responsible for effective management of litigations and arbitral matters of the Company

#### **4. Performance Monitoring & Risk Management**

- i. Conduct a quarterly strategic review of company performance, comparing actual results against predefined objectives and taking corrective action where necessary.
- ii. Identify potential risks, implement mitigation strategies, and ensure proactive risk management.
- iii. Make on-the-spot decisions to resolve project challenges efficiently and minimize operational disruptions.
- iv. Implement and oversee internal control mechanisms to maintain financial and operational integrity.

#### **5. Team Management & Organizational Development**

- i. Lead, mentor, and manage multi-disciplinary teams, including internal staff and external consultants.
- ii. Ensure effective delegation of responsibilities to executives for streamlined operations.
- iii. Establish clear reporting structures to enhance internal communication and accountability.
- iv. Conduct periodic performance evaluations of employees, recommending remedial actions and improvements.
- v. Oversee the recruitment, training, and development of high-potential employees to build a world-class organization.
- vi. Conduct annual performance appraisals, recommend salary adjustments, and propose promotions based on merit.

#### **6. Confidentiality & Ethical Conduct**

- i. Ensure strict confidentiality of all company-related proprietary and sensitive information.
- ii. Enforce a zero-tolerance policy for conflicts of interest and require disclosure of any personal, financial, or business interests that may affect impartiality.
- iii. Maintain transparent business practices and ensure compliance with ethical and corporate governance standards.