

WAPCOS LIMITED
NOTICE INVITING APPLICATIONS

Ad No.: WAP/HR/Empt./Advt./2026-02

For Empanelment of Retired Engineering Experts for Independent Quality Assurance/ Quality Control (QA/QC) Inspection of WAPCOS Projects.

Particular	Proposed Provision
Purpose	Independent QA/QC inspection and technical review of WAPCOS projects
Engagement	Empanelment followed by assignment-based engagement, as-and-when required
Indicative Panel	Approximately 50 experts, State-wise and discipline-wise
Validity	3 years, subject to annual performance review and continuation at WAPCOS's discretion
Nature	No assured assignment and only project based
EOI Reference / Date of Issue	To be specified in the final WAPCOS EOI / advertisement
Last Date & Time for Submission	To be specified in the final WAPCOS EOI / advertisement
Mode of Submission	As specified in the final WAPCOS EOI / advertisement (portal / e-mail / physical, as applicable)
Corrigenda / Clarifications / Contact	Through the official WAPCOS website / designated portal; designated officer and contact details to be specified in the final EOI / advertisement

- Applications are invited for the Empanelment of retired Government Departments/ PSUs/ Autonomous Bodies Engineering Experts for Independent Quality Assurance and Quality Control (QA & QC) of WAPCOS projects.
- The detailed EOI/empanelment notice and approved terms issued by WAPCOS shall prevail in case of any inconsistency with this indicative document.
- All applicable taxes and statutory deductions shall be dealt with in accordance with prevailing rules.
- Project-specific Assignment Orders may prescribe additional scope, deliverables, timelines, fees and reporting requirements.
- WAPCOS may suspend or remove an Expert for poor performance, repeated delays, conflict of interest, and breach of confidentiality, misconduct or submission of materially incorrect information.
- An Expert may decline an assignment; however, repeated refusals after confirming availability may be considered while reviewing future allocation / empanelment /continuation.
- Empanelment validity may be extended, curtailed or otherwise modified by WAPCOS in accordance with applicable approvals and performance requirements as per the WAPCOS discretion without citing any reason thereof.

- WAPCOS may vary the number of Experts, disciplines, States/locations and assignment requirements according to project needs.
- WAPCOS reserves the right to accept or reject any application, wholly or partly, without assigning any reason, subject to applicable rules.
- Selection does not merely confirm the allotment of assignment and remuneration or company facility and the allotment is purely temporary and assignment based.

GENERAL CONDITIONS

- Detailed Curriculum Vitae supported by education and experience documents from former organisations.
- Any additional document sought by WAPCOS for credential verification.
- Declaration regarding conflict of interest and accuracy of information.
- Recent photograph.
- PAN and bank details.
- Details of QA/QC, technical audit, TPQA or independent inspection experience.
- Detailed experience/service record and major project details.
- Educational and professional qualification certificates.
- Proof of last designation/rank and organisation served.
- Proof of age/date of birth and retirement.
- Completed application form in the prescribed format.

GENERAL DUTIES

- Site visits to projects and identify/classify deficiencies/ non-conformity in respect of standards/ Technical specifications/ contract documents.
- Assess compliance with approved drawings, specifications, QAP/ITP, contract conditions and applicable standards.
- Verify construction quality, workmanship, materials, testing and quality documentation.
- Undertake independent site inspections and technical reviews as authorized by WAPCOS.
- Verify compliance of observations raised during previous inspections.
- Submit prescribed inspection reports with photographs and evidence-based recommendations within the stipulated time.
- Maintain professional independence, confidentiality and integrity throughout the assignment.

KEY RESPONSIBILITIES OF EMPANELLED EXPERTS

Relevant Field/ Area	Indicative Scope
Civil / Buildings	Building construction, Reinforced Cement Concrete (RCC), Foundations, Masonry work, finishes and associated civil works
Roads / Highways	Roads, pavements, drainage and associated works
Bridges / Structures	Bridges, structural works and foundations
Water Supply / Sewerage	Water supply, sewerage, drainage and related infrastructure

Relevant Field/ Area	Indicative Scope
Electrical / MEP	Electrical, HVAC, plumbing, MEP and fire-fighting works
Structural / Specialized	Structural stability/ engineering and structural construction specialist
QA/QC / Technical Audit	Independent inspection, TPQA, QAP/ITP, quality records and technical audit
Testing & Materials	Material inspection, testing records and laboratory results
Irrigation & Agricultural Infrastructure	Irrigation, drainage channels, canals, , , , agricultural infrastructure and allied works, farm-level development works, water-management systems and associated civil works, Quality inspection and technical audit within the Expert's competence.
Mechanical	Hydro-mechanical, Gates, mechanical works and other ancillary works of the project

GENERAL ENGAGEMENT NORMS

- Applicants shall be required to maintain confidentiality of all project information and shall disclose any actual, potential or perceived conflict of interest.
- Assignments shall be issued only when a project requirement arises and shall be subject to availability, technical suitability, independence and project-specific approval.
- Selection/empanelment shall not confer any right to employment, regular appointment and minimum number of assignments or assured remuneration.
- WAPCOS may interact with shortlisted applicants and/or seek documentary verification before final empanelment.
- Empanelment shall be based on credentials, relevant experience, technical specialization, professional record, availability and other criteria prescribed by WAPCOS.
- Applicants may indicate one or more preferred States/locations and technical disciplines, subject to their qualifications and experience.
- Applications are invited only from eligible retired engineering professionals from Central/State Government Departments or PSUs or Autonomous Bodies, having relevant experience in the discipline for which empanelment is sought.

IMPORTANT INFORMATION FOR PROSPECTIVE APPLICANTS

1.0 Preamble

WAPCOS Limited intends to establish a panel of experienced retired engineering professionals for independent Quality Assurance and Quality Control inspection of its projects. The panel is intended to provide objective, evidence-based technical inputs to WAPCOS project offices and strengthen independent quality oversight.

Engagement shall be professional and assignment-based. Empanelment shall not create any right to regular employment, assured assignments or fixed monthly remuneration. Experts shall be deployed only against authorized assignments and within their declared technical competence.

2.0 Objective

- Establish a State-wise and discipline-wise panel of competent retired engineering professionals.
- Provide independent inspection of construction quality, materials, workmanship, testing and quality records.
- Identify non-conformities/deficiencies and recommend corrective actions.
- Verify compliance of observations raised during earlier inspections.
- Provide objective technical inputs without transferring contractual/statutory authority to the Expert.
- Maintain an expert database and assignment-wise performance record.

3.0 Applicability

The empanelment shall apply to eligible retired engineering professionals from Central Government, State Government, Public Sector Undertakings and Autonomous Bodies, normally retired at Executive Engineer/equivalent rank or above, having relevant construction, QA/QC, TPQA, Technical audit or Construction-management experience.

Experts shall be willing to undertake assignments on an as-and-when-required basis and travel within the States. Independence and absence of conflict of interest shall be mandatory.

4.0 Scope of Services

4.1 Independent Site Inspection

- Carry out authorized physical inspections independently and objectively.
- Assess actual site conditions against approved drawings, specifications, contract requirements and applicable standards.
- Inspect critical activities and stages identified by WAPCOS.
- Record factual observations supported by photographs.
- The Expert shall comply with project/site safety requirements, site induction and applicable PPE norms during inspection and shall promptly bring any observed imminent safety concern to the designated WAPCOS/site officer. Such reporting shall not transfer statutory safety responsibility to the Expert.

4.2 Review of Project Documents

- Review contract/agreement, approved drawings and specifications.
- Review Quality Assurance Plan (QAP), Inspection and Test Plans (ITP), method statements and quality control procedures.
- Review material test reports, concrete cube records, steel/soil/aggregate tests and other records.
- Review site registers and previous QA/QC reports along with compliances.

4.3 Physical / Workmanship Inspection

- Earthwork/excavation; PCC/foundations; reinforcement; formwork/alignment; concrete/RCC; curing; masonry; plaster/finishes; waterproofing.
- Doors/windows; flooring/painting; electrical; plumbing; HVAC; fire-fighting; roads/pavements; drainage; water supply/sewerage; boundary wall/landscaping.

4.4 Material Quality & Testing

- Verify material source/brand and physical condition.
- Review relevant certificates and test results.
- Testing of cement, steel, bricks/blocks, sand/aggregate, concrete, waterproofing and finishes.
- Review concrete cube, slump, steel, soil, aggregate, water, waterproofing and electrical tests, as applicable.

4.5 Non-Conformities / Corrective Action

- Record location/activity, deficiency, severity, corrective action and photograph number.
- Critical: structural/life-safety/major functional risk.
- Major: corrective action required before proceeding with the relevant subsequent activity.
- Minor: rectification during normal execution/finishing.
- Verify previous inspection compliance.

5.0 Inspection Types

Type	Purpose
Routine	Periodic independent quality review
Stage-wise	Inspection at critical construction stages
Critical Activity	Focused review of quality-sensitive work
Re-inspection	Verification of rectification/compliance, if required
Complaint / Special	Independent review of specific concern
Pre-handover	Quality review before completion/handover
Compliance Verification	Verification against specified corrective actions

6.0 Method of Empanelment and Engagement

- WAPCOS shall invite applications through the prescribed EO/application process.
- Applications shall be screened for eligibility and evaluated using the approved selection matrix.
- State-wise and discipline-wise panels may be constituted; the indicative requirement is approximately 50 experts.
- Assignments shall be issued on an as-and-when-required basis after considering discipline, location, availability, relevant experience, prior performance, independence and travel willingness.
- Each Assignment Order shall specify project, location, purpose, specific inspection items, date, reporting requirements and applicable fee.
- Empanelment shall not establish any order of preference, seniority or entitlement to an assignment. Allocation may consider project requirement, discipline, location/proximity, availability, relevant specialization, independence/conflict position, prior performance and equitable rotation, wherever practicable.
- WAPCOS may allocate, defer, reallocate or withdraw an assignment in accordance with project requirements and applicable approvals; assignment-specific terms communicated by WAPCOS shall govern the deployment.

7.0 Eligibility Requirements

Requirement	Indicative Condition
Retirement	Retired Central/State Government/ PSUs / Autonomous Bodies engineering officer
Rank	Executive Engineer/equivalent or above
Experience	Relevant construction, engineering, QA/QC, TPQA, technical audit or construction-management experience
Technical competence	Relevant discipline matching panel category
Availability	Willingness to travel within States and as specifically required
Independence	No actual, potential or perceived conflict of interest
Documentation	Qualification, retirement/rank, experience, PAN, bank details and supporting records

8.0 Evaluation & Selection – 100 Marks

Parameter	Marks
Educational qualification (Min. B.E./B.Tech.)	20
(If M.E./ M.Tech.)	25
(If PhD holder)	30
Total relevant experience in particular field/ area	
(Min. 15 Years)	20
(15+ to 20 Years)	25
(20+ to 25 Years)	30
QA/QC / technical audit experience	
(Min. 15 Years)	15
(15+ to 20 Years)	20
(20+ to 25 Years)	25
Specialized technical expertise details	10
Integrity undertaking	5
TOTAL	100

A minimum qualifying score of 60 marks may be adopted, subject to verification of eligibility. WAPCOS may constitute separate State-wise and discipline-wise panels.

- The approved evaluation sheet shall specify the detailed sub-criteria / mark bands under each evaluation parameter, and the same methodology shall be applied uniformly to all applicants.

- Fulfilment of the prescribed minimum eligibility requirements shall remain mandatory irrespective of the marks secured. Where 70 marks is adopted as the considerable qualifying threshold, applicants qualifying below the threshold shall not be considered for empanelment.
- WAPCOS reserves the right to select/ reject any application without citing any further reason thereof.

9.0 Credential Verification

- Verify retirement and last designation/rank.
- Verify qualifications and relevant experience.
- Verify major project claims and QA/QC/technical audit credentials where available.
- Obtain conflict-of-interest declaration.
- Verify PAN and bank details before engagement/payment.
- Maintain performance record after each assignment.

10.0 Documents with Application

- Recent photograph.
- Proof of date of birth/age.
- Educational/professional qualification certificates.
- Retirement/relieving order and proof of last designation/rank.
- Experience/service record and major project details.
- PAN and bank details/cancelled cheque.
- QA/QC/technical audit certificates, if any.
- Other relevant supporting documents.

11.0 Reporting Requirements

The Expert shall use the WAPCOS-prescribed QA/QC Expert Site Inspection Record and Report. The minimum report structure shall include:

- Project details and construction progress.
- Expert details, discipline and assignment number.
- Purpose of inspection and specific items inspected.
- Documents made available and review remarks.
- Physical inspection checklist.
- Material quality and testing records.
- Non-conformities/deficiencies with severity, corrective action and photographs.
- Previous inspection compliance.
- Overall assessment and immediate actions.
- Photographic record.
- Final recommendation on whether work may proceed, including rectification conditions where applicable.
- Expert declaration and site representative acknowledgement.

12.0 Report Submission

The Expert shall normally submit the inspection report within three (3) working days of the inspection, unless otherwise specified in the Assignment Order. The report fee shall be

payable only after the report is found complete and technically satisfactory by the designated WAPCOS officer.

Reports, checklists and photographs may be required to be submitted through the WAPCOS-prescribed digital mode / portal / e-mail. Where feasible or specifically required for a project, inspection photographs may be date/time-stamped and/or geo-tagged for traceability.

13.0 Fee Structure and Compensation

- **Assignment-Based QA/QC Inspection Fee**

In addition to category-wise compensation for part-time engagement, the WAPCOS QA/QC assignment fee schedule provided in the project requirement may be applied for assignment-based inspections, as approved by WAPCOS:

The fee rates indicated below are indicative and shall remain subject to approval/revision by WAPCOS from time to time. The fee specified in the applicable Assignment Order shall prevail for that assignment.

Activity	Fee
Local inspection within 50 km	₹5,000 per visit
Inspection 50–150 km	₹7,500 per visit
Inspection beyond 150 km within State	₹10,000 per visit
Standard QA/QC inspection report	₹5,000 per report
Detailed / specialist technical report	₹7,500–₹10,000 per report
Re-inspection for compliance	60%–70% of applicable visit fee
Special inspection / extended site presence	Separate approval

Normal assignment: ₹7,500 site inspection + ₹5,000 report = ₹12,500, excluding TA/DA and approved travel/local conveyance.

14.0 TA/DA and Travel

- TA/DA and approved travel/local conveyance shall be payable separately as per applicable WAPCOS rules.
- Travel shall be undertaken only against authorized assignment/approval.
- Supporting documents/receipts shall be furnished wherever required.

15.0 Payment

- Payment shall be processed on completion of the authorized assignment and acceptance of the prescribed report.
- Visit fee shall be payable against the authorized site inspection.
- Report fee shall be payable only after acceptance of a complete and technically satisfactory report.
- TA/DA and approved travel expenses shall be reimbursed separately under applicable WAPCOS rules.
- Any applicable Tax or GST, if applicable and legally admissible, shall be dealt with in accordance with prevailing law. TDS and other statutory deductions shall be made at the rates applicable at the time of payment.

16.0 Inspection Frequency

Frequency shall depend on specific project requirements as decided by WAPCOS. Major projects as decided by WAPCOS may ordinarily receive 2–4 independent inspections at critical stages, wherever required.

17.0 Limitations of Authority

- The Expert shall not issue contractual instructions, approve variations, certify payments or alter drawings unless specifically authorized in writing.
- The Expert shall not assume the statutory/contractual responsibilities of WAPCOS's Engineer-in-Charge/ Project in-charge.
- The Expert shall provide observations and recommendations within the Expert's competence.
- The Expert shall not enter into financial commitments or otherwise bind WAPCOS.

18.0 Conflict of Interest

- Actual, potential or perceived conflicts shall be disclosed before each assignment.
- An Expert shall not undertake an assignment where recent association with the contractor/consultant or financial/personal interest compromises independence.
- Any conflict arising during an assignment shall be immediately disclosed to WAPCOS.
- Before accepting each assignment, the Expert shall disclose any recent employment, consultancy, advisory, financial, business or close personal association with the client, contractor, consultant or any other agency materially connected with the project.
- WAPCOS may prescribe an assignment-specific cooling-off period or decline deployment where such association could reasonably affect, or be perceived to affect, the Expert's independence.

19.0 Confidentiality & Professional Conduct

- Maintain impartiality, professional integrity and objectivity.
- Base observations on evidence, documents and applicable requirements.
- Avoid direct disputes with contractor personnel and escalate serious quality/safety concerns to WAPCOS.
- Maintain confidentiality of drawings, documents, photographs, reports and project information.
- Do not disclose project information to third parties without written authorization.
- All inspection reports, photographs, checklists, working records and data prepared or collected under an authorized assignment shall be treated as WAPCOS records and shall not be published, reproduced or used for any third-party purpose without prior written authorization, subject to applicable law.
- The Expert shall return or securely dispose of project documents/data, including copies, whenever instructed by WAPCOS and in accordance with applicable record-retention requirements.

20.0 Performance Review and Removal

- Technical quality and accuracy of reports.
- Timeliness of inspection/report submission.
- Knowledge of specifications and applicable BIS/IS Codes/contract requirements.
- Independence/objectivity and usefulness of recommendations.
- Professional conduct and responsiveness.

WAPCOS may suspend/remove an Expert for repeated delays, poor-quality or materially incorrect reports, conflict of interest, misconduct, breach of confidentiality or materially incorrect information.

Submission of forged or false documents, material misrepresentation or deliberate suppression of material information may result in rejection of the application, suspension/removal from the panel and such further action, including debarment where permissible, as may be taken under applicable rules and due process.

21.0 Panel Validity / No Employment Relationship

The panel may initially be constituted for three years, subject to annual performance review and continuation at WAPCOS's discretion. Empanelment is purely professional and assignment-based and does not create an employer-employee relationship, regular employment, service benefits, minimum assignments or assured remuneration.

An empanelled Expert wishing to withdraw from the panel or declare temporary unavailability shall inform WAPCOS in writing. WAPCOS may update, suspend or restore the Expert's active status based on the communication received and project requirements.

Empanelled Experts shall keep their contact details, preferred locations, availability and any material change affecting eligibility or independence updated with WAPCOS during the validity of the panel.

22.0 Modification / Reservation of Rights

- WAPCOS may modify the number of experts, technical categories, States, remuneration, reporting formats and other terms, subject to applicable rules and approval.
- WAPCOS may accept/reject applications and vary panel strength according to project requirements.
- Project-specific Assignment Orders may prescribe additional requirements.
- Only empanelled Experts shall be considered for subsequent project-specific assignments, subject to suitability and availability.
- WAPCOS may call for clarification, additional documents, original certificates or interaction with shortlisted applicants at any stage of the empanelment process.
- Applications shall be liable to rejection where mandatory information/documents are not furnished or where the applicant does not satisfy the prescribed eligibility requirements.
- Applications shall clearly indicate the Expert Level, discipline(s), State(s)/location(s) preferred and availability for assignment.
- Applicants shall submit the prescribed application form along with all supporting documents within the period specified in the WAPCOS EO/advertisement

23.0 Indicative Application / Submission Procedure

- Applications shall be submitted through the mode and to the address / portal / e-mail specified in the WAPCOS EOI / advertisement, within the stipulated date and time. Incomplete or late applications may be rejected in accordance with the approved EOI conditions.
- Applicants shall ensure that all required supporting documents are legible, valid and appropriately self-attested/certified where prescribed. WAPCOS may seek originals or additional verification at any stage.
- Corrigenda, extensions, clarifications or amendments, if any, shall be communicated through the official WAPCOS website / designated portal. Applicants shall be responsible for checking such updates before submission.
- The online applications shall be submitted within 21 days from the date of advertisement.
- Submission of Application to be addressed to:

Chief Manager (HR)

WAPCOS Limited
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Haryana - 122015.
E-mail: hr@wapcos.co.in