

Advt. No. CC/03/2017

Date : 29.07.2017

Recruitment of Experienced Professionals

POWERGRID, the Central Transmission Utility (CTU) of India, one of the largest Transmission Utilities in the World and a Navratna Enterprise of Govt. of India is engaged in power transmission business with the mandate for planning, co-ordination, supervision and control over complete inter-State transmission system. POWERGRID operates around 140723 circuit kms of transmission lines along with 222 Sub-stations (as on 30.06.2017) and wheels about 50% of total power generated in the country through its transmission network. POWERGRID, with its strong in-house expertise in various facets of Transmission, Sub-Transmission, Distribution and Telecom sectors also offers consultancy services at National and International level. POWERGRID has been making profit since inception, having Gross turnover of Rs. 26,581 Crore and Profit After Tax of Rs. 7520 Crore (FY: 2016 - 17).

POWERGRID invites application from experienced candidates in various disciplines to fill following **CARRIED FORWARD/ BACKLOG** vacancies:

VACANCIES and RESERVATION

Post ID	Post	No. of Vacancies	Category-wise breakup
153	Dy. Manager(F&A)/E4	03	OBC(NCL)-01, SC-02
154	Dy. Manager(Electrical)/E4	04	UR-02, OBC(NCL)-02,
155	Sr. Engineer(Electrical)/E3	03	UR-01, OBC(NCL)-01, SC-01
156	Vigilance Officer/E2A	01	SC-01
157	Officer (Company Secretary)/E2A	01	OBC(NCL)-01
158	Asstt. Officer (Accounts)/E1	05	SC-03, ST-02

JOB SPECIFICATION

Post ID	153
Post	Dy. Manager(F&A)
Grade	E4 /Rs.32,900-58,000 (IDA)
Essential Qualification	CA / CMA (ICWA) passed with demonstrable skill in use of MS Office and Windows.
Essential Experience	Should have nine years post qualification experience in executive / gazetted officer cadre of which three years at least in the following pay scale or equivalent level **: PSU (IDA) : Rs.29100-54500 / Govt. : Rs. 15600 – 39100 (Grade Pay Rs. 6600) (Pre-Revised) <i>Preference would be given to candidates working in PSUs.</i>



Profile required	<ul style="list-style-type: none"> • Adequate exposure to funds and finance management covering resource planning, cash flow management, disbursements, treasury management, hedging accounting and book keeping in large organizations or systems. • Adequate knowledge of finance accounting, taxation and insurance policies. Proper understanding of cost management and international finance market is essential. • Cost conscious and adaptable to changing finance environment with strategic approach and ability to work in a computerized environment.
Upper Age limit	42 Years for OBC(NCL) and 44 years for SC candidates as on 28.08.2017 (Candidate should have been born on or after 29.08.1975 for OBC-NCL and 29.08.1973 for SC)

Post ID	154
Post	Deputy Manager (Electrical)
Grade/ Pay scale	E4 (Rs.32,900-58,000)
Essential Qualification	BE/B.Tech/BSc(Engg)/AMIE in Electrical/ Electrical(Power)/Power Systems Engineering or equivalent with at least 60% marks or equivalent CGPA from recognized Institutes/ University. M.Tech or Ph.D. in Power System Analysis or Power System Engineering is desirable.
Essential Post Qualification Experience	Should have nine years post qualification experience in executive / gazetted officer cadre of which at least three years in the following pay scale or equivalent level **: IDA : Rs. 29100-54500 Govt : Rs. 15600 – 39100 (Grade Pay Rs. 6600) (Pre-Revised)
Essential Profile	There must be more than 2 years of experience in SVC/STATCOM/HVDC substation in Engineering/ Construction/ System testing & commissioning/ Operation & Maintenance
Desired profile	<ul style="list-style-type: none"> ○ Should have experience in SVC/STATCOM/HVDC substation in Engineering/ Construction/ System testing & commissioning/ Operation & Maintenance ○ Adequate exposure in design and Engineering of HVDC systems ○ Knowledge of present design trends and practices is essential ○ Adequate understanding of Construction/Operation & Maintenance/ Erection/ testing and Commissioning activities of EHVAC/ HVDC substations, Transmission Lines, HVDC, B/B system ○ Must have creative and innovative ability to conceptualize, analyze and plan for evolving new projects as per the organizational requirements. ○ The candidate should have good communication skills, result oriented approach and commitment to quality and assigned targets.
Upper Age Limit	39 years as on 28.08.2017 (Candidate should be born on or after 29.08.1978)

Post ID	155
Post	Senior Engineer (Electrical)
Grade/ Pay scale	E3 / Rs.29,100-54,500 (IDA)



Essential Qualification	BE/B.Tech/BSc(Engg)/AMIE in Electrical/ Electrical(Power)/Power Systems Engineering or equivalent with at least 60% marks or equivalent CGPA from recognized Institutes/ University. M.Tech or Ph.D. in Power System Analysis or Power System Engineering is desirable.
Essential Post Qualification Experience	Should have six years post qualification experience in Executive/Gazetted officer cadre of which at least three years in the following pay scale or equivalent level **: IDA : Rs. 24900 - 50500 Govt : Rs. 9300-34800 and Grade Pay Rs. 5400(Pre-Revised)
Essential Profile	There must be more than 2 years of experience in SVC/STATCOM/HVDC substation in Engineering/ Construction/ System testing & commissioning/ Operation & Maintenance
Desired profile	<ul style="list-style-type: none"> • Should have experience in SVC/STATCOM/HVDC substation in Engineering/ Construction/ System testing & commissioning/ Operation & Maintenance • Adequate exposure in design and Engineering of HVDC systems • Knowledge of present design trends and practices is essential • Adequate understanding of Construction/Operation & Maintenance/Erection/ testing and Commissioning activities of EHVAC/ HVDC substations, Transmission Lines, HVDC, B/B system • Must have creative and innovative ability to conceptualize, analyze and plan for evolving new projects as per the organizational requirements. • The candidate should have good communication skills, result oriented approach and commitment to quality and assigned targets.
Upper Age Limit	36 years as on 28.08.2017 (Candidate should be born on or after 29.08.1981)

Post ID	156
Post	Vigilance Officer
Grade/Pay Scale	E2A/ Rs. 24900 - 50500/- (IDA)
Essential Qualification	Graduate from a recognized University / Institute. Preference will be given to candidates having degree in Law.
Essential Experience	Should have a post qualification executive experience of 2 years in the Executive/ Gazetted Officer Cadre at least in the following pay scales or equivalent level : IDA : INR 20600 - 46500
Essential Experience Profile	Relevant experience in vigilance matters, departmental enquiries, investigation & court cases etc. in central Govt. departments/ PSU/ Autonomous bodies/ Co-operatives. Experience in PSU/ Listed Company particularly in Power Sector will be preferred
Upper Age limit	43 Years as on 28.08.2017 (Candidate should have been born on or after 29.08.1974)



Post ID	157
Post	Officer (Company Secretary)
Grade	E2A/ Rs. 24900 – 50500/- (IDA)
Essential Qualification	Graduation and qualified Company Secretary (Associated Membership of the Institute of Company Secretaries of India). Additional qualification like Degree in Law or CA or ICWA is desirable.
Essential Experience	Should have a post qualification executive experience of 3 years in the Executive/ Gazetted Officer Cadre out of which at least 2 years in the following pay scale or equivalent level **: IDA : INR 20600 – 46500
Experience Profile	<ul style="list-style-type: none"> • Well versant with new Companies Act 2013, SEBI guidelines and listing agreement • Experience in drafting of Agenda, Minutes, Petitions etc., conducting Board meetings, Committee meetings, General Body meetings, complying with statutory requirements under Companies Act, SEBI guidelines, Listing Agreement and other allied Acts, liaison with Statutory bodies viz SEBI, RoC, CLB etc, developing a system of compliances of various laws and conduct periodical compliances and working in highly computerized environment • Experience in PSU/ Listed Company particularly in Power sector will be preferred.
Upper Age limit	36 Years as on 28.08.2017 (Candidate should have been born on or after 29.08.1981)

Post ID	158
Post	Assistant Officer (Accounts)
Grade	E1/ Rs. 20600 – 46500/- (IDA)
Essential Qualification	CA / ICWA passed candidates with demonstrable skill in use of MS Office and Windows
Essential Experience	Should have a post qualification experience of one year in the executive/gazetted officer cadre in the following pay scale or equivalent level **: IDA : Rs.16,400-40,500
Essential Experience Profile	<ul style="list-style-type: none"> • Experience in funds and finance management covering resource planning, cash flow management, disbursements, treasury management, hedging accounting and book keeping in large organizations or systems. • Knowledge of finance accounting, taxation and insurance policies. • Understanding of cost management and international finance market is essential. • Cost conscious and adaptable to changing finance environment with strategic approach and ability to work in a computerized environment. • Experience in PSU/ Listed Company will be preferred
Upper Age limit	35 Years as on 28.08.2017 (Candidate should have been born on or after 29.08.1982)



** For applicants having work experience in private companies, their monthly emoluments excluding Medical, Leave encashment and employer's contribution towards Social Security should be **at least as detailed below** to be treated as equivalent level.

Post ID	No. of Years in Eqv. pay	Total Emoluments
153, 154	Three	69083/-
155	Three	59113/-
156	Not Applicable	
157	Two	51397/-
158	One	42870/-

The same shall be verified from relevant pay certificate/ certified pay slip. Candidates should be in position to produce ITR in support of claim as certified in pay slip. In addition, in case of experience in Govt./ PSU where pay scales are different and not as per the specified pattern, the equivalent level will be decided considering the different hierarchical levels in the executive/ officer cadre, pay scales & emoluments, period of service in different grades and position of applicant in the hierarchy. The decision of POWERGRID shall be final and binding in this regard. Such candidates are required to provide all supportive details i.r.o. their eligibility along with the application.

RELAXATIONS AND CONCESSIONS

1. Reservation/Relaxation/ Concession to candidates belonging to different categories shall be as per Government of India directives.
2. **Relaxation in Upper Age Limit:**
 - a) For SC/ST candidates : 5 years (Only where vacancy is reserved for SC/ST)
 - b) For OBC(NCL) candidates : 3 years (Only where vacancy is reserved for OBC)
 - c) For PwD candidates : As per Govt. of India directives
 - d) J&K Domicile / Ex-Servicemen/ Victims of riots : As per Govt. of India directives

The age limit mentioned for Post ID 153, 156, 157 & 158 is inclusive of applicable age relaxation for SC / ST / OBC(NCL) categories respectively.
3. **Relaxation in Post Qualification Executive/ Gazetted Cadre Experience:** The total post qualification experience requirements have been relaxed by 2 years for SC candidates in Post ID 153 & 155. The total post qualification experience in case of post ID 156 is inclusive of relaxation for SC .
4. **Relaxation in Qualification Marks:** SC candidates with pass mark can apply for the post ID 155. Qualification required is relaxed to pass mark for SC candidates for post ID 156.
5. **Relaxation/ Concession for J&K Domicile / Ex-Servicemen/ Victims of riots** will be subject to submission of Age relaxation cum Domicile certificate /Discharge certificate in the prescribed format issued by a competent authority alongwith the application and at time of interview, if called for.
6. Ex-Servicemen with a minimum of six month continuous service are allowed age relaxation to the extent of the period spent in service plus three years subject to the condition that the resultant age after deducting his period of service from his actual age does not exceed the prescribed age limit by more than three years.



7. **Reservation/ Relaxation / Concession for SC / ST candidates (as applicable)** will be subject to submission of Caste certificate in the GOI prescribed format issued by a competent authority alongwith the application and at time of interview, if called for.
8. **Reservation/ Relaxation for OBC (NCL)** will be subject to submission of a copy of OBC (NCL) certificate alongwith NCL declaration in the format prescribed by the Govt. of India for "Appointment to Posts under Govt. of India" from a competent authority alongwith the application and at time of interview, if called for.
9. **Relaxation / Concession for Persons with Disability** is subject to submission of Disability Certificate issued by a Government Medical Board clearly indicating the category and sub-category of disability & percentage in the format prescribed by Govt. of India, alongwith the application and at time of interview, if called for.
10. Categories / Sub-categories of PwD eligible shall be as identified under Govt. of India notification. Persons suffering from not less than 40% of the relevant disability shall only be eligible for the relaxation/ concession benefit for PwD as may be applicable.
11. SC/ST/PwD/ Ex-SM candidates are exempted from payment of application fees.
12. Wherever posts are not reserved for SC/ ST/ OBC (NCL), candidates belonging to such categories can apply against Un Reserved vacancies subject to meeting the general standards of eligibility.
13. Details of reservation of vacancies shall be as indicated at Page 1 of this detailed advertisement.

SELECTION PROCESS

The selection process shall consist of Scrutiny of Applications and Personal interview of shortlisted candidates. Applications of candidates shall be scrutinized based on the Job Specification given and the details of experience to be given by candidates.

"The Management reserves the right to raise the minimum eligibility standards/ criteria and/ or to conduct a screening test, to restrict the number of candidates to be called for Personal Interview, if so required."

The decision of POWERGRID regarding scrutiny of application and shortlisting shall be final and binding.

Shortlisted Candidates will have to qualify in the Interview to be adjudged suitable for empanelment for Appointment. The qualifying marks in interview shall be as given below:

UR – 40%, SC/ST/OBC(NCL) – 30% (Depending on reservation of vacancies only)

Candidates shall have the option for appearing the Personal Interview in Hindi or English.

Empanelment of Candidates:

Candidates who qualify in the Personal Interview will only be adjudged suitable for empanelment.

The Offer of Appointment shall be issued to the suitable candidates in the order of category wise merit and based on requirement.



Appointment of selected candidates will be subject to their being found medically fit in the Pre-Employment Medical Examination.

HEALTH

Applicants should have sound health. No relaxation in POWERGRID Medical Norms is allowed. For details of standards on medical fitness, please visit career section of our website : www.powergridindia.com.

COMPENSATION & BENEFITS

The Corporation offers a very attractive package and is one of the best in the Industry. Post wise pay scale and approximate CTC* per annum are given below:

Post ID	Pay Scale-IDA	CTC
153, 154	INR 32900-58000	18.8 Lakhs
155	INR 29100-54500	17 Lakhs
156,157	INR 24900-50500	15 Lakhs
158	INR 20600-46500	12.75 Lakhs

Compensation package includes Basic Pay, Dearness Allowance, Perquisites and Allowance as per cafeteria approach, Performance Related Pay, Company Leased Accommodation / Company Quarters or HRA, Reimbursement of monthly conveyance expenditure, mobile facility, etc.

The Corporation also offers excellent facilities like Short and Long term subsidized Loans & Advances including House Building Advance, Medical facilities for self and dependents, Group Insurance, Personal Accident Insurance, Provident Fund, Gratuity, Pension & Leave encashment.

** CTC mentioned above is only indicative. Actual CTC shall depend on place of posting and other terms & conditions of appointment.*

HOW TO APPLY

1. Interested eligible candidates should apply ON LINE only. Any other mode of submission of application would not be accepted.
2. **Online Application window for all the Posts shall be open from 29.07.2017 to 28.08.2017.** Candidates have to register themselves online at CAREER section of POWERGRID website www.powergridindia.com.
3. Candidates will have to upload their latest colour passport size photograph (.jpg file size not exceeding 50 kb) and scanned copy of signature (.jpg file size not exceeding 30 kb).
4. Candidates will have to correctly declare their Name and Date of Birth as mentioned in their Birth certificate or matric certificate. Candidates will have to declare their category correctly and must be in a position to submit relevant certificate in prescribed format as and when asked by POWERGRID. Candidates must correctly enter the qualification details including date of acquiring qualification as mentioned in their certificates.
5. Candidates will have to upload the following documents in PDF format.
 - a. Experience Certificate in chronological order (for Present as well as Previous employment indicating start date, end date, designation, pay scale/ emoluments & area of experience). Do not include trainee level / teaching/ pre -qualification experience.
 - b. Duly certified pay slip/ pay certificate for June 2014, June 2015, June 2016 & June 2017, as the case may be in support of experience in relevant pay scale/ emoluments/



equivalent level for the duration concerned. Candidates working in PSU/ Govt. organisations must attach proof of pay scale & level.

- c. Candidates working in Govt. Department/ organization must produce certificate that they are holding gazetted post.
- d. Date of Birth/ class X passing certificate as proof of DOB
- e. Caste certificate/PwD Certificate/Age relaxation Certificate
- f. Qualification Certificate

6. On submission of valid application, the system will generate a “**Resume**” with a **registration number**.

7. Payment of Application fee (Non refundable Rs. 400/-):

Online Method – Through Payment Gateway

- After successful completion of registration candidates shall receive an email with details of their Login ID, Password and other information. Candidate is required to login to career page through candidate login link available on job opportunities section. If the candidate opts to pay the fees through ONLINE MODE, a button shall be available on the login home page which will guide the candidate to payment gateway. Candidate will be automatically directed to payment gateway website and return back to POWERGRID website automatically on completion of transaction.
- Online payment can be made through Credit Card/ Debit Card/ Net Banking or available e-Wallet.
- If the transaction is successful, the online payment button will disappear and transaction confirmation will appear. If the transaction fails and the amount is deducted, the candidates will have to wait for 2 hours to check any update in status on his/ her candidate login home page. In case of no change, he/ she will have to send mail stating the issue and quoting his/ her POWERGRID Registration No. Payment once done cannot be refunded. Hence candidates are advised not to wait till last date for submission of application or payment of fees.

9. Candidates are not required to forward the hard copies of their applications to POWERGRID.

10. Candidates should ensure the following while filling up the online registration form:

- Qualification & certification Details are complete.
- Complete Details of experience are mentioned separately for each organization alongwith pay details.
- Details of more than one posts held within the same organization are mentioned separately along with the pay scales and area of experience.

Candidates should submit only single application and application once submitted cannot be altered. A valid e-mail ID is essential for submission of the online application. POWERGRID will not be responsible for bouncing of any e-mail or delivery of any e-mail to junk mail folder of candidates.



11. Candidates are advised to make a note of their e-mail ID as entered in the application form and Registration Number generated at the top right hand corner of the 'Resume'. These would be required for accessing information during the later stage of the recruitment process.
12. Once applied, the applicants are advised to check the web site as well as their registered e-mail regularly for any updates.
13. **Please note that only those applications which are received along with documents as mentioned above will be treated as valid for further scrutiny.**

GENERAL INFORMATION AND TERMS & CONDITIONS

1. Only Indian Nationals of age 18 years or above are eligible to apply for POWERGRID.
2. Before applying, the candidate should ensure that she / he fulfills the eligibility criteria and other norms mentioned in this advertisement.
3. Essential qualification should be recognized in India and from a recognized Institution or University.
4. In case of qualification acquired from foreign Institute/ University, the same may be treated at par with qualification offered by Indian Institutes/ Universities provided the candidates are able to produce equivalency certificate for such qualification from Competent Authority.
5. In respect of candidates who have enrolled for AMIE/Other BE./B.Tech equivalent qualifications of professional societies after 31.05.2013, their candidature/ eligibility shall be subject to recognition of the degree by AICTE/MHRD.
6. Discipline for Dy. Manager (Electrical) and Sr. Engineer (Electrical): Electrical/ Electrical(Power)/ Electrical & Electronics/ Power Systems Engineering/ Power Engineering(Electrical) are considered equivalent.
7. For Officer (CS) post qualification experience shall be counted from the date of becoming Associate Member of ICSI.
8. Professional practitioners in CA/ICWA/CS may apply. But their cases will be considered as per discretion of POWERGRID and they will have to furnish ITR in support of income details.
9. Applications in which the essential qualification or eligibility w.r.t. specification cannot be fully ascertained will be liable for rejection. Hence candidates are advised to properly fill the application and provide necessary documents.
10. **Application Fee is non-refundable** even if the candidature is rejected for any reason.
11. Candidates claiming reservation under OBC (NCL) should belong to OBC - Non creamy layer as on last date of online submission of application to POWERGRID.
12. Vacancies may vary depending upon the requirement.
13. Wherever CGPA/OGPA/DGPA or Letter Grade in a degree / diploma is awarded, its equivalent percentage of marks must be indicated in the application form as per norms adopted by University / Institute.
14. Percentage of marks obtained by the candidate in the bachelor's degree / Qualifying examination shall be calculated based on the practice followed by the university/institution from where the candidate has obtained the degree. In case the candidates are awarded grades/CGPA instead of marks, the conversion of grades/CGPA to percentage of marks shall be based on the procedure certified by the university/ institution from where they have obtained the bachelor's degree.

In case the university/ institution does not have any scheme for converting CGPA into equivalent marks, the equivalence would be established by dividing the candidate's CGPA by the maximum possible CGPA and multiplying the result with 100.



15. All computations of Age, qualification, experience etc. shall be as on **28.08.2017**. Date of issuance of final mark sheet shall be taken as the date of acquiring qualification. For Officer (CS) post, date of acquiring Associate Membership of ICSI shall be treated as the date of acquiring qualification. **Teaching experience and Trainee period** will not be counted as experience
16. If any certificate etc. is issued in a language other than Hindi/English, candidates are advised to submit a certified translation of the same in either Hindi or English language at the time of Interview, if called for.
17. Applications that are not in conformity with the requirements indicated in the advertisement/ incomplete applications/ without signature/ without Photograph / application fee or without necessary document proofs as prescribed will be rejected.
18. Mere submission of Application does not guarantee the adequacy of candidature for being considered for further selection process. **Candidature shall be considered valid only after deposit of application fee (if applicable) by the last date and submission of copies of relevant documents in the online application.**
19. Candidates are not required to send any hard copy of application to any address (See How to apply section). However, in case POWERGRID ask for any document for further verification of eligibility and the same is required to be sent by post/ mail, then POWERGRID will not be responsible for any postal delay or loss of the same in transit.
20. All photocopies of documents uploaded along with the online application should be self attested by the candidate.
21. Candidates will have to produce the original documents for verification at the time of interview, if called for.
22. Candidates currently employed in Public Sector/Central or State Government/Autonomous bodies/ Co-operative establishments are advised to forward their applications through proper channel or produce NOC at the time of interview.
23. Management reserves the right to consider applicants for placement at a position lower than the advertised post, if suitable candidates are not available for the advertised positions
24. Management reserves the right to cancel / restrict /enlarge / modify / alter the recruitment/ selection process, if need so arises, without issuing any further notice or assigning any reason thereafter.
25. In case of Screening Test, details of test centre, venue shall be intimated to candidates.
26. Candidates selected in POWERGRID are liable to be posted anywhere in India and Abroad.
27. Candidate should submit correctly filled single application. In case of multiple applications/ registrations, the application against which fee is deposited shall only be considered as valid. If application fee is exempted then the last registered application shall only be considered as final.
28. Applications in which the essential qualification and essential post qualification experience requirement cannot be fully ascertained will be liable for rejection at POWERGRID's discretion. Hence candidates are advised to properly fill the application and provide necessary documents as asked for
29. For any queries regarding this recruitment email may be sent to **recruitment@powergrid.co.in**. However, candidates are advised to go through the advertisement in detail and not to raise any query which is already mentioned/ clarified in the advertisement. Candidates are required to add this email-id to their address book in order to avoid any email communication gap. For technical queries relating to online application form or browsing issues mail may be sent with subject line : **"BACKLOG<POST> <POST ID> - Technical Issue - <subject matter>"**. For other recruitment related issue, mail may be sent with subject line: **"BACKLOG<POST> <POST ID> - <subject matter>"**.



30. No correspondence regarding this recruitment made in Complaint Management System of POWERGRID, will be entertained.
31. Complaints attributable to the incompatibility of the Client Systems, ignorance of users, non-availability of internet connectivity or any other aspects beyond the direct control of POWERGRID employees or systems will not be entertained.
32. Candidature is liable to be rejected at any stage of recruitment/ selection process or after joining, if any information provided by the candidate is not found in conformity with the eligibility criteria notified or if POWERGRID comes across any evidence/knowledge that the qualification/ experience /and any other particulars indicated in application/other forms/formats are not recognized/ false/ misleading and / or amounts to suppression of information/particulars which should have been brought to the notice of POWERGRID.
33. Legal jurisdiction will be NCT of Delhi in case of any cause / dispute.
34. Candidates are advised to make a note of their e-mail ID as entered in the application form and Registration Number generated at the top right hand corner of the 'Resume'. These would be required for accessing information during the later stage of the recruitment process
35. All information regarding this recruitment process would be made available in the career section of POWERGRID website only. Applicants are advised to check the web site periodically for important updates. Once registered for POWERGRID, all correspondences shall be made through their registered e-mail ID or candidate login only.

IMPORTANT DATES

Commencement of Online Submission of Application to POWERGRID and online payment of application fee	29.07.2017
Last Date of receipt of online application and online payment of application fee	28.08.2017
Cutoff date for Eligibility criteria	28.08.2017

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