

Advt. No. CC/05/2017

Date : 21.11.2017

## 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 1,42,989 circuit kms of transmission lines along with 226 Sub-stations (as on 30.09.2017) 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 to fill the following vacancies:

### VACANCIES and RESERVATION

| Post ID | Post                            | No. of Vacancies | Category-wise breakup   |
|---------|---------------------------------|------------------|---|
| 160     | Deputy Manager (Electrical)/ E4 | 15               | UR-8, OBC(NCL)-3, SC-3, ST-1  |
| 161     | Sr. Engineer (Electrical)/E3    | 25               | UR-13, OBC(NCL)-7, SC-3, ST-2, PwD*-Locomotor Disability- OL-1              |
| 162     | Asst. Engineer (Electrical)/E1  | 48               | UR-24, OBC(NCL)-12, SC-8, ST-4, PwD*- Locomotor Disability- OL-1, PwD*-HH-2 |

\*Reservation for PwD is horizontal.

### JOB SPECIFICATION

|   |  |
|---|--|
| Post ID                                 | 160  |
| Post                                    | Dy. Manager(Electrical)  |
| Grade/ Pay Scale                        | E4/ Rs. 32,900 – 58,000 (IDA)  |
| Essential Qualification                 | B.E/B.Tech/B.Sc.(Engg.) in Electrical Discipline from recognized Institutes/ University with <b>60 %</b> marks or equivalent CGPA  |
| Essential Post Qualification Experience | Should have a <b>post qualification executive experience of 9 years</b> in executive/gazetted officer cadre out of which <b>at least Two (2) years</b> in either of the following pay scales or equivalent level**:<br>IDA : Rs. 29100 – 54500<br>**Govt. : Rs. 15600 – 39100 (Grade Pay Rs. 6600) (Pre-Revised)<br>** Pvt. Sector : Monthly emoluments of <b>Rs. 74758/-</b> excluding medical, Leave encashment and employer's contribution towards Social Security. |
| Experience Profile                      | <ul style="list-style-type: none"> <li>Experience in any of the following areas:               <ol style="list-style-type: none"> <li>Design &amp; engineering of 132kV and above transmission system</li> <li>Erection or construction or testing &amp; commissioning of 132kV and above transmission system.</li> </ol> </li> </ul>  |



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|-----------------|--|
|                 | <p>(iii) Operation &amp; Maintenance of 132kV and above transmission system.</p> <ul style="list-style-type: none"> <li>• Knowledge of present design trends and practices.</li> <li>• Adequate understanding of design &amp; engineering, construction, operation, maintenance, erection, testing and commissioning activities of EHVAC/HVDC sub-stations, TL, HVDC B/B system; HVDC Bi-pole system.</li> <li>• Should have creative attitude, cost and quality consciousness, leadership capability with sound knowledge of power system, design and engineering.</li> <li>• Experience in PSU /listed company particularly in power sector will be preferred.</li> <li>• Preference will be given to candidates having experience in the Testing and Commissioning of Protection system/SCADA/SAS automation system area of 132kV and above transmission system.</li> </ul> |
| Upper Age Limit | <p><b>39</b> Years as on 21.12.2017<br/>(Candidates should have born on or after 22.12.1978)</p>   |

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| <b>Post ID</b>                          | <b>161</b>   |
| <b>Post</b>                             | <b>Senior Engineer (Electrical)</b>  |
| Grade/ Pay scale                        | E3 / Rs.29,100-54,500 (IDA)  |
| Essential Qualification                 | B.E/B.Tech/B.Sc.(Engg.) in Electrical Discipline from recognized Institutes/ University with <b>60 %</b> marks or equivalent CGPA  |
| Essential Post Qualification Experience | <p>Should have <b>six years post qualification experience</b> in Executive/ Gazetted officer cadre of which <b>at least two (2) years</b> in the following pay scale or equivalent level ##:</p> <p>IDA : Rs. 24900 - 50500</p> <p>## Govt : Rs. 9300-34800 and Grade Pay Rs. 5400 (Pre-Revised)</p> <p>## Pvt. Sector: Monthly emoluments of <b>Rs. 63968/- excluding medical, Leave encashment and employer's contribution towards Social Security.</b></p>  |
| Experience profile                      | <ul style="list-style-type: none"> <li>• Experience in any of the following areas: <ul style="list-style-type: none"> <li>(i) Design &amp; engineering of 132kV and above transmission system</li> <li>(ii) Erection or construction or testing &amp; commissioning of 132kV and above transmission system.</li> <li>(iii) Operation &amp; Maintenance of 132kV and above transmission system.</li> </ul> </li> <li>• Knowledge of present design trends and practices.</li> <li>• Adequate understanding of design &amp; engineering, construction, operation, maintenance, erection, testing and commissioning activities of EHVAC/HVDC sub-stations, TL, HVDC B/B system; HVDC Bi-pole system.</li> <li>• Should have creative attitude, cost and quality consciousness, leadership capability with sound knowledge of power system, design and engineering.</li> <li>• Experience in PSU /listed company particularly in power sector will be preferred.</li> <li>• Preference will be given to candidates having experience in the Testing and Commissioning of Protection system/SCADA/SAS automation system area of 132kV and above transmission system.</li> </ul> |
| Upper Age Limit                         | <p><b>36</b> years as on 21.12.2017.<br/>(Candidate should be born on or after 22.12.1981)</p>   |



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|---|--|
| <b>Post ID</b>                          | <b>162</b>   |
| <b>Post</b>                             | <b>Asst. Engr. (Electrical)</b>  |
| Grade / Pay Scale                       | E1 / Rs. 20600-46500 (IDA)   |
| Essential Qualification                 | B.E/B.Tech/ B.Sc (Engg.) in Electrical discipline from recognized University/Institute with <b>65%</b> marks or equivalent CGPA  |
| Essential Post Qualification Experience | Should have a post qualification executive experience of <b>one (1) year</b> in the executive/ gazetted officer cadre at least in the following pay scales or equivalent level @@<br>IDA : Rs. 16400 - 40500<br>@@ Govt : At least Gr-B Gazetted<br>@@ Pvt. Sector : Monthly emoluments of <b>Rs. 44165/- excluding medical, Leave encashment and employer's contribution towards Social Security</b>  |
| Experience profile                      | <ul style="list-style-type: none"><li>• Experience in any of the following areas:<br/>(i) Design &amp; engineering of 132kV and above transmission system<br/>(ii) Erection or construction or testing &amp; commissioning of 132kV and above transmission system.<br/>(iii) Operation &amp; Maintenance of 132kV and above transmission system.<br/>(iv) Design &amp; engineering or construction of distribution or rural electrification areas.</li><li>• Knowledge of present design trends and practices.</li><li>• Adequate understanding of design &amp; engineering, construction, operation, maintenance, erection, testing and commissioning activities of EHVAC/HVDC sub-stations, TL, HVDC B/B system; HVDC Bi-pole system.</li><li>• Should have creative attitude, cost and quality consciousness, leadership capability with sound knowledge of power system, design and engineering.</li><li>• Experience in PSU /listed company particularly in power sector will be preferred.</li></ul> |
| Upper Age limit                         | <b>30</b> years as on 21.12.2017.<br>(Candidate should be born on or after 22.12.1987)   |

The pay scale/ monthly emoluments shall be verified from relevant pay certificate/ certified pay slip. Candidates with private sector experience should be in position to produce ITR in support of claim as certified in pay slip. 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



3. **Relaxation in Post Qualification Executive/ Gazetted Cadre Experience:** The total post qualification experience requirements will be relaxed by 2 years for SC / ST candidates in Post ID 160/ 161 and for PwD-LD-OL candidates in Post ID-161.
4. **Relaxation in Qualification Marks:** Percentage of marks in qualification shall be relaxed to pass marks for SC/ST candidates for all posts. The same shall be relaxed to pass marks for PwD-LD- OL candidates in Post Id-161 and PwD-LD- OL/HH candidates in Post Id-162.
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. **Reservation/ 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. Details of reservation of vacancies shall be as indicated at Page 1 of this detailed advertisement.
13. Candidates who are already working as Field Engineers and have completed 1 year in POWERGRID as well as those who have worked as Field Engineers/ AE (FTB) in POWERGRID for at least one year and have separated are allowed relaxation in upper age limit to the extent of period of service in POWERGRID subject to maximum 5 years (over & above the category relaxation) for the post ID-162 (AE-Electrical).

Their aforesaid experience of at least one year in POWERGRID shall be considered as equivalent experience required for the Post ID- 162 (@@ as mentioned in Job Specification for the post of AE-Electrical at Page No- 3).



## 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)/PwD (LD-OL/ HH) – 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](http://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 (Rs.)* |
|---------|-----------------|------------|
| 160     | INR 32900-58000 | 19 Lakhs   |
| 161     | INR 29100-54500 | 17 Lakhs   |
| 162     | INR 20600-46500 | 12 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.

The pay scales are due for revision w.e.f. 01.01.2017.

*\* 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 ONLINE only. Any other mode of submission of application would not be accepted.
2. **Online Application window for all the Posts shall be open from 22.11.2017 to 21.12.2017.** Candidates have to register themselves online at CAREER> JOB OPPORTUNITIES>OPENINGS section of POWERGRID website [www.powergridindia.com](http://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 submit relevant certificate in prescribed format along with application and also at the time of interview. 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/ proof 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 October 2015, November 2015, October 2016, November 2016, October 2017 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 with experience in Govt. Department/ organization must produce certificate/ proof in support of their holding gazetted post.
  - d. Candidates who have separated from POWERGRID as FE/AE (FTB) shall submit service certificate issued by POWERGRID. Those who are currently working as FE shall send hard copy of Online resume to Corporate Centre through concerned HR department.
  - e. Date of Birth/ class X passing certificate as proof of DOB
  - f. Caste certificate/PwD Certificate/Age relaxation Certificate
  - g. Qualification Certificate & Final Marksheet
6. On submission of valid application, the system will generate a “Resume” with a **registration number**.

### **7. Payment of Application fee (Non refundable Rs. 500/-):**

#### **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. For paying 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 on the login home page. 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.

8. Last date of application fee submission is **21.12.2017**.



9. Candidates are **not required** to forward the hard copies of their applications to **POWERGRID**. (other than candidates currently working as Field Engineers in POWERGRID)

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

- Qualification 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 and correct in all respect 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. Candidates with essential qualification acquired through Distance Learning mode need not apply.
6. **Electrical Discipline shall include: Electrical/ Electrical (Power)/ Electrical & Electronics/ Power Systems Engineering/ Power Engineering (Electrical). POWERGRID's decision regarding equivalence of discipline shall be final and binding.**
7. 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. Subsequent claim for eligibility will not be entertained.
8. **Application Fee is non-refundable** even if the candidature is rejected for any reason.
9. Candidates claiming reservation under OBC (NCL) should belong to OBC - Non creamy layer as on last date of online submission of application to POWERGRID.
10. 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.

11. 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.
12. **All computations of Age, qualification, experience etc. shall be as on 21.12.2017.** Date of issuance of final mark sheet shall be taken as the date of acquiring qualification. **Teaching experience and Trainee period** will not be counted as experience
13. 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 and at the time of Interview, if called for.
14. 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.
15. 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.**
16. Candidates are not required to send any hard copy of application to any address (See How to apply section). However, in case POWERGRID asks 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.
17. All photocopies of documents uploaded along with the online application should be self-attested by the candidate.
18. Candidates will have to produce the original documents for verification at the time of interview, if called for.
19. Candidates currently employed in Public Sector/ Central or State Government/ Autonomous bodies/ Co-operative establishments are advised to forward copy of their online applications through proper channel to *Ch. Mgr.(HR-Rectt), POWERGRID, Corporate Office, Plot No-2, Sec-29, Gurgaon-122001, Haryana* or produce NOC at the time of interview.
20. 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
21. 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.
22. In case of Screening Test, details of test centre, venue, test procedure, criteria etc. shall be intimated to candidates.
23. Candidates selected in POWERGRID are liable to be posted anywhere in India and Abroad.
24. 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 or multiple application with fees are submitted, then the last registered application shall only be considered as final.





25. For any queries regarding this recruitment email may be sent to [recruitment@powergrid.co.in](mailto: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 : “**Lateral<POST> <POST ID> - Technical Issue - <subject matter>**”. For other recruitment related issue, mail may be sent with subject line: “**Lateral<POST> <POST ID> - <subject matter>**”.
26. No correspondence regarding this recruitment made in Complaint Management System of POWERGRID or any other e-mail/ social media will be entertained.
27. 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.
28. 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.
29. Legal jurisdiction will be NCT of Delhi in case of any cause / dispute.
30. 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 | <b>22.11.2017<br/>(10:00 Hrs)</b> |
| Last Date of receipt of online application and online payment of application fee                    | <b>21.12.2017<br/>(23:59 Hrs)</b> |
| Cutoff date for Eligibility criteria  | <b>21.12.2017</b>                 |

***Driven By Technology - Powered By Professionals***