



Advt. No. 04/2018

Date: 10.12.2018

Contractual Opportunities for Experienced Professionals for TBCB, IOCL and Railway Consultancy Works in the state of Bihar

POWERGRID, the Central Transmission Utility (CTU) of India and a Navratna Public Sector Enterprise under the Ministry of Power, 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 and operation of National & Regional Power Grids.

POWERGRID has been assigned TBCB Works under ERSS – XXI package in the state of Bihar (Sitamarhi, Chandauti and Saharsa), Consultancy works in IOCL, Barauni and Railway Consultancy Works for construction of sub-stations and transmission lines, for which we are planning to engage manpower on short term contract basis. The engagement shall be purely on temporary & contract basis for a period of 24 months or till completion of extended period or completion of project, whichever is earlier.

The contractual period may be further extended depending on the project requirement as well as performance of the individual. The engagement will not entitle anyone to claim for any regular employment in POWERGRID or any relaxation in case of any requirement for regular posts in POWERGRID.

VACANCIES and RESERVATION

The manpower requirement is distributed according to the posts and disciplines as mentioned below:

Post ID	Post	Category-wise breakup						
		UR	OBC(NC L)	SC	ST	Ex-SM*	PwD*	Total
101	Field Engineer (Electrical)	4	2	1	0	0	0	07
102	Field Engineer (Civil)	4	4	2	0	0	1 (OH, OL, HH)	10
103	Field Supervisor (Electrical)	2	1	1	0	0	0	04

* Horizontal Reservation

JOB SPECIFICATION

Post	Field Engineer (Electrical/Civil)	Field Supervisor (Electrical)
Maximum Age	29 years as on 20.12.2018	
Qualification	Full time B.E./ B. Tech / Bsc. (Engg.) in Electrical / Civil discipline or equivalent from recognized University / Institute With Minimum 55% marks	Full time Diploma in Electrical Engineering or equivalent from recognized technical Board / Institute or B.E./ B. Tech / Bsc. (Engg.) in Electrical discipline or equivalent from recognized University / Institute With Minimum 55% marks

Discipline of Qualification	For Electrical –Electrical/ Electrical (Power)/ Electrical and Electronics/ Power Systems Engineering/Power Engineering (Electrical) For Civil – Civil	
Essential Post Qualification Field Experience	Should have one year Post Qualification Experience of design / engineering / construction / testing & commissioning / Electrical / Civil works, etc. in Rural Electrification (RE) / Distribution Management System (DMS) / sub Transmission / Transmission Lines (TL) / Sub Station (S/s), etc. Experience in PSU/Listed Company particularly in power sector shall be preferred.	Should have one year Post Qualification Experience of construction / testing & commissioning / electrical works, etc. in Rural Electrification (RE) / Distribution Management System (DMS) / sub Transmission / Transmission Lines (TL) / Sub Station (S/s), etc. Experience in PSU/Listed Company particularly in power sector shall be preferred.
Remuneration	Pay band of Rs. 30000-3%-120000/- + IDA + HRA + Perks @35% of Basic Pay	1 st Year : Rs. 23,000/- 2 nd Year : Rs. 25,500/- (Consolidated Monthly Remuneration)

RELAXATIONS AND CONCESSIONS

- Reservation/Relaxation / Concession to candidates belonging to different categories shall be as per Government of India directives.
- Relaxation in Upper Age Limit:**
 - For OBC(NCL) candidates : 3 years(*for vacancies reserved for them*)
 - For SC/ST candidates : 5 years (*for vacancies reserved for them*)
 - For PwD candidates : 10 years over and above category relaxation
 - Ex-Servicemen : As per Govt. of India directives
- Relaxation in percentage of marks in required qualification:** Requirement of 55% marks in essential qualification is **relaxed to pass marks in case of SC/ST/PwD candidates *only for vacancies reserved for them.***
- Reservation/ Relaxation/ Concession for Ex-Servicemen** will be subject to submission of Age relaxation cum Discharge certificate in the prescribed format issued by a competent authority along with the application at the time of interview for Field Engineer and at the time of joining for Field Supervisor.
- 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.
- Reservation /Relaxation / Concession for SC/ST candidates** will be subject to submission of Caste certificate in the GOI prescribed format issued by a competent authority along with the application and at the time of interview for Field Engineer and at the time of joining for Field Supervisor.

7. **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 competent authority alongwith the application and at the time of, interview for Field Engineer and at the time of joining for Field Supervisor.
8. **Reservation/ Relaxation / Concession for Persons with Disability** is subject to submission of Disability Certificate issued by a Government Medical Board in the format prescribed by Govt. of India alongwith the application and at the time of interview for Field Engineer and at the time of joining for Field Supervisor.
9. 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 reservation/ relaxation/ concession benefit for PwD as may be applicable.
10. SC/ST/PwD/ Ex-SM candidates are exempted from payment of application fees.

Relaxation in Upper Age Limit for Personnel Engaged by POWERGRID on Contractual basis

1. Candidates who have worked in POWERGRID as Field Engineers/Field Supervisors/AE (FTB) / JE (FTB) for at least one year and are still working or have separated, can apply fresh for the post of Field Engineers/Field Supervisors in POWERGRID. **They are allowed relaxation in upper age limit to the extent of period of service spent in POWERGRID subject to maximum 5 years (over and above the category relaxation).**
2. A certificate from concerned HR indicating / stating the duration of engagement, the name of the project and that the personnel has completed 01 year as on last date of online submission of application, is to be submitted by the candidate who are presently engaged on contract basis in other consultancy projects if called for, interview for Field Engineer and joining for Field Supervisor.
3. Such persons will have to write their POWERGRID Employee No. in the online application.

SELECTION PROCESS

For Field Engineer

1. Selection process will involve preliminary scrutiny of applications w.r.t. eligibility criteria and desired experience profile and Interview of the eligible and shortlisted candidates. **However, the Management reserves the right to raise the minimum eligibility standards / criteria and / or to conduct a screening test, in case large number of candidates are enrolled.**
2. Screening test, if conducted, shall be used to shortlist candidates for personal interview and will be for elimination purpose only. Marks obtained in screening test shall not have any weightage in final merit/selection/empanelment.
3. Screening test, if conducted shall be of 1 hr duration for 75 marks (in two parts:- Part-1: 50 questions on relevant discipline and Part-2: 25 questions on Aptitude). There will not be any negative marking. Qualifying marks in screening test for UR category shall be 40% and for reserved category 30%.
4. Candidates who qualify in screening test, if conducted, will be shortlisted and called for interview as per prescribed ratio i.e. 1: 5 for - 3 or less vacancies, 15 for 4 vacancies and 1 : 3 for - 5 or more vacancies, based on their performance in screening test.

5. **The merit will be drawn purely on the basis of performance in the Interview.** 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:

Unreserved (UR) posts	Reserved posts
40%	30%

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

For Field Supervisor:

1. Selections shall be made on the basis of scrutiny of applications w.r.t. eligibility criteria and desired experience profile and written test of the candidates found eligible after scrutiny.
2. Candidates qualifying in the written test shall be empanelled in the order of merit of marks obtained in written test.
3. The scheme of the test would be as follows:
 - The test would be of 1 hour duration
 - Sections and Number of questions:
 - Technical Knowledge Test – 50 questions based on Diploma syllabus in the relevant discipline.
 - Aptitude Test – 25 questions based on Logical reasoning, data interpretation, comprehension, vocabulary, data sufficiency and numerical ability.
 - All questions would be MCQ type with 4 options and carry equal weightage (1 marks each) and there shall be no negative marking
 - Qualifying marks would be minimum 40% for Unreserved and 30% for reserved vacancies.

4. The Offer for Contractual Engagement shall be issued to the suitable candidates in the order of category wise merit and based on requirement. However, the final engagement of selected candidates will be subject to their medical fitness as per the company's prescribed standards.
5. Applicants should have sound health. No relaxation in POWERGRID Medical Norms is allowed. (Refer to "Health" link on career page of our website for Standards of Medical Fitness)
6. The decision of POWERGRID regarding scrutiny of application and shortlisting shall be final and binding.

COMPENSATION & BENEFITS

For Field Engineers:

Field Engineers engaged on contract basis shall be paid remuneration in the pay band of Rs. 30000-3%-120000/- with initial basic pay of Rs. 30000/- + IDA + HRA + Perks @35% of basic pay.

HRA will be paid as per HRA rules of POWERGRID. Perks @35% of basic pay shall be paid cafeteria approach. They will be entitled to annual increment and CPI linked IDA.

Contract personnel will be entitled to 12 days Casual Leave, 10 days Sick Leave and 30 days Earned leave in a year besides EL encashment etc. as per T&C of engagement.

Contract personnel will be entitled for medical benefits for self during the first year of engagement and self & family (spouse & two dependent children) during the 2nd year of engagement subject to maximum ceiling as decided by management from time to time, every year for OPD cases. They will be provided medical insurance in case of IPD treatments during tenure of engagement.

For Field Supervisors:

The Contractual personnel will be paid consolidated monthly remuneration of Rs. 23,000/- for the first year and Rs. 25,500/- for the second year, as indicated in this advertisement above.

On satisfactory completion of each year of engagement, they will be paid an additional amount equivalent to their one month's consolidated remuneration paid during that year. They shall not be paid this amount if they leave the organization without satisfactorily completing the year during the concerned year on their own or terminated. In case they are separated due to completion of assignment and during the concerned year they completed less than one year, they shall be paid this amount on pro-rata basis.

Contract personnel will be entitled to 12 days Casual Leave, 10 days Sick Leave and 30 days Earned leave in a year besides EL encashment etc. as per T&C of engagement.

Contract personnel will be entitled for medical benefits for self during the first year of engagement and self & family (spouse & two dependent children) during the 2nd year of engagement subject to maximum 01 month consolidated remuneration every year for OPD cases. They will be provided medical insurance in case of IPD treatments during tenure of engagement.

##Other Terms and Condition of engagement will be detailed at the time of Offer of engagement.

HOW TO APPLY

1. **Application window shall be open from 11.12.2018 to 20.12.2018.** Interested eligible candidates are advised to log on to www.powergridindia.com -> Career Section -> Job opportunities -> Openings -> Regional Openings -> Eastern Region-I -> Contractual Positions and apply online.
2. Candidates will have to upload the following while filling up the application:
 - a. Their latest colour passport size photograph (.jpg file size not exceeding 50 kb)
 - b. Scanned copy of signature (.jpg file size not exceeding 30 kb)
 - c. Birth certificate/Class X certificate
 - d. Qualification final passing certificate & marksheet
 - e. Experience Certificate in support of minimum 1 year post qualification experience in relevant field as per requirement as specified in page 2 of the advertisement (e.g. experience certificate issued by the employer, pay slip, job assignment order, etc). **Candidates may please note that relevant experience must be clearly mentioned in the experience certificate.**
 - f. Caste certificate, as per Central Govt. format as mentioned on our website in career section (*if applicable*)

- g. Disability certificate(*if applicable*)
 - h. Discharge certificate from previous employer (*if applicable*)
3. Candidates should ensure that all important details like **Post, discipline and Section applied for**, name, date of birth, address, qualification, experience details etc. are duly filled in.
 4. On submission of valid application, the system will generate a “Resume” with a registration number. Candidate should take a print out of the completed application and keep with him/ her safely for future reference.

Application fee:

Post	Application Fee (Non Refundable)
Field Engineer	Rs 400
Field Supervisor	Rs 300

SC/ST/Ex-SM/PwD candidates are exempted from payment of Application fees.

5. Payment of Application Fees:

- 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 (**Go to Careers> Job Opportunities> Openings> Regional Openings > Concerned advertisement & candidate login link**).
- A button shall be available on the login 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 UPI.
- 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.

6. CANDIDATES ARE NOT REQUIRED TO FORWARD THE HARD COPIES OF APPLICATIONS TO POWERGRID.

7. Also, candidates should keep the following documents ready with themselves for any future requirement. (Self-attested copies):

- a) Copy of online generated resume
- b) Documents related to Essential Qualification (Passing Certificate & Mark sheets.)
- c) Documents related to Other Qualifications (Passing Certificate and Mark sheets)
- d) Proof of norms adopted by the University/ Institute to convert CGPA/OGPA/DGPA into percentage.
- e) Documents related to Experience (**Present as well as Previous**)
 - Experience / Service Certificate: Proof of experience indicating post held, period of service, pay scale/ emoluments & area of experience/ details of work assignment issued by the organization on its letter head.

- Latest Pay Slip
 - All proof of experience shall be duly certified by the organization concerned and self-attested by candidate.
 - Certificate issued by concerned HR department in case of personnel currently engaged on contractual basis in POWERGRID in consultancy projects.
- f) Proof of Date of Birth(X class certificate/ Birth Certificate)
 - g) Caste (SC/ST/OBC-NCL) Certificate for claiming Reservation/ Relaxation/concessions (as applicable)
 - h) Discharge Certificate (If applicable)
 - i) Disability Certificate (If applicable)
 - j) Any other relevant document

Candidate will have to bring these documents alongwith original for verification at the time of interview/ medical/ joining, if called for.

8. Candidates should submit only single application for a postand 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 sent to the candidates.
9. 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 through candidate login during the later stage of the recruitment process.
10. Once applied, the applicants are advised to check the web site as well as their registered e-mail regularly for any updates.

GENERAL INFORMATION AND INSTRUCTIONS

1. Only Indian Nationals of age 18 years or above are eligible to apply for POWERGRID.
2. **It is the responsibility of candidate to satisfy that he/ she meets the eligibility criteria (as mentioned in this advertisement) fully before applying. The online application form will not be checking the eligibility.**
3. **The engagement of personnel is purely temporary in nature and on contract basis for a period of 24 months or completion of the project, whichever is earlier.**
4. **Selected personnel shall generally be deployed in cities/towns/villages of Bihar as per requirement. However, Management reserves the right to post selected personnel at any of its project/office as per requirement.**
5. **The personnel engaged will not be entitled to claim for any regular employment in POWERGRID or any relaxations in case of any recruitment for regular posts in POWERGRID.**
4. The contractual engagement will automatically be terminated on expiry of 24 months or till completion of extended period or completion of project, whichever is earlier. The engagement will be project / state / region specific.
6. Management reserves the right to vary the no. of vacancies notified and operation of panel further as per requirement.
7. Essential qualification should be recognized in India and from a recognized Institution or University.
8. Application Feeis non-refundable even if the candidature is rejected for any reason.

9. Applications in which the essential qualification/ experience cannot be fully ascertained will be liable for rejection. Hence candidates are advised to properly fill the application and provide necessary documents asked for.
10. Applications should be submitted through online mode only. Applications not in conformity with the requirements mentioned above/not in given proforma /without relevant supporting documents/ incomplete / without application fees (if applicable) will be rejected and no correspondence shall be entertained in this regard
11. Training / Teaching period will not be counted as experience
12. Candidates claiming reservation under OBC (NCL) should belong to OBC - Non creamy layer as on last date of online submission of application to POWERGRID.
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/diploma 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 qualification.

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 **20.12.2018**. Date of issuance of final mark sheet shall be taken as the date of acquiring qualification.
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. Mere submission of Application does not guarantee the adequacy of candidature for being considered for further selection process.
18. In case of more than one online registration by same candidate, the application (or registration ID) against which fee is deposited shall only be considered for further scrutiny. Similarly where application fees are not applicable (SC/ST/EX-SM/PwD), the last registered application shall only be considered for further scrutiny.
19. Candidates working in Govt. / PSU are required to produce "No Objection Certificate" at the time of Interview.
20. Candidates called for interview (for FE post) shall be reimbursed second class rail/bus fare by shortest route for to & fro journey provided they meet the laid down criteria.
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 shall be intimated to candidates. Only SC/ST/PwD Candidates shall be reimbursed sleeper class rail/bus fare by shortest route for appearing for screening test, if conducted provided they meet the laid down criteria.
23. For any queries regarding this recruitment please send email to er1recruitment@powergrid.co.in
Candidates are required to add this email-id to their address book in order to avoid any email

- communication gap. Please write “**TBCB, IOCL and Railway Consultancy Recruitment - <subject matter>**” in the subject line of e-mail.
24. No correspondence regarding this recruitment made in Complaint Management System of POWERGRID will be entertained.
 25. 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.
 26. Candidature is liable to be rejected at any stage of recruitment/ selection process without notice or if joined services are liable to be terminated, 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/ personal resume / 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 or that the candidate has been shortlisted for next stage in the process/ has secured employment in POWERGRID through or adopting any unfair means.
 27. Legal jurisdiction will be in Bihar in case of any case/dispute.
 28. Candidates are supposed to visit the website regularly for updates.
 29. Every care has been taken for hosting of this advertisement; however, any printing, typographical, publishing error will be changed, if required.
 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.
 31. The contractual engagement will be regulated by Company’s rules and administrative orders that may be enforced from time to time during the period of engagement

IMPORTANT DATES

Commencement of Online Submission of Application to POWERGRID and online payment of application fees	11.12.2018 (10:00 Hrs)
Last date for Online submission of Application to POWERGRID and online payment of application fees	20.12.2018 (23:59 Hrs)
Last date for online payment of fees	22.12.2018 (23:59 Hrs)
Cutoff date for eligibility criteria (age, qualification, experience, etc.)	20.12.2018
Date of Written Test / Interview	Will be intimated later on website