



Power System Operation Corporation Ltd.

Advt. No. CC/10/2019

Date: 30.05.2019

Recruitment of Experienced Professionals

Power System Operation Corporation Ltd. (POSOCO), a Govt. of India Enterprise, under Ministry of Power, Govt. of India, is a Knowledge based organization of national importance. It is responsible for managing the power system operations - a mission critical activity, with security, economy and reliability.

To achieve this, it has adopted a multi-disciplinary approach with state of the art technology. It ensures equitable use of Transmission Infrastructure and has invested significantly in its human capital and towards strengthening the whole power system faculty. It operates the National Load Despatch Centre and the five Regional Load Despatch Centers.

To take its growth curve to further heights, POSOCO is looking for experienced candidates to join its fold as Chief General Manager, Sr. General Manager and General Manager in the disciplines of Finance and HR.

VACANCIES AND RESERVATION

Details of number of vacancies and reservation are indicated below:-

Sl. No	Post Name	No. of Posts	Reservation Status
01	Chief General Manager (Finance)	01	UR-01, SC-NIL, ST-NIL, OBC (NCL)-NIL, PwD-NIL, EWS-NA
02	Senior General Manager (Finance)	01	UR-01, SC-NIL, ST-NIL, OBC (NCL)-NIL, PwD-NIL, EWS-NA
03	General Manager (HR)	03	UR-03, SC-NIL, ST-NIL, OBC (NCL)-NIL, PwD-NIL, EWS-NA
	Total	05	

The reservation of posts for PwD and identification of posts for different sub- categories of PwD (as per Govt. of India Notification shall be indicated as below.

Post	PwD Subcategories identified suitable
Chief General Manager / Sr. General Manager (Finance)	<p>a. Locomotor Disability</p> <ul style="list-style-type: none"> - Orthopedically Handicapped (One Leg/ One arm/ Both leg/ One Arm & Leg/Both Leg & one Arm) - Other Conditions: Cerebral Palsy, Dwarfism, Muscular Dystrophy, Acid Attacks, Leprosy cured persons. (The extent of orthopedic impairment arising out of the condition should not be more than the subcategories of orthopedic impairment identified suitable) <p>b. Hearing Handicapped.</p> <p>c. Autism and Learning Disability.</p> <p>d. Chronic Neurological Conditions/ Multiple sclerosis/ Parkinson's disease, Blood Disorders/ Hemophilia/ Thalassemia/ Sickle cell disease.</p>
General Manager (HR)	<p>a. Locomotor Disability</p> <ul style="list-style-type: none"> - Orthopedically Handicapped (One Leg/ One arm/ One Arm & Leg). - Other Conditions: Cerebral Palsy, Dwarfism, Muscular Dystrophy, Acid Attacks, Leprosy cured persons. (The extent of orthopedic impairment arising out of the condition should not be more than the subcategories of orthopedic impairment identified suitable). <p>b. Blind, Low Vision.</p> <p>c. Hearing Handicapped.</p> <p>d. Autism and Learning Disability.</p> <p>e. Chronic Neurological Conditions/ Multiple sclerosis/ Parkinson's disease, Blood Disorders/ Hemophilia/ Thalassemia/ Sickle cell disease.</p>

JOB SPECIFICATION

A. Chief General Manager (Finance)

Post	Chief General Manager (Finance)
Pay Scale	Rs. (Pay Scale – 120000-280000) (IDA) – (Revised w.e.f. 01.01.2017)
Level	E8
Essential Qualification	CA / CMA (ICWA) passed with demonstrable skill in use of MS Office and Windows.
Essential Experience	<p>Candidate should have 27 years of post-qualification experience in executive/ gazetted officer cadre out of which at least 05 years in the following similar pay scale or equivalent level** as mentioned below :</p> <p>PSU (IDA) : Rs. 120000-280000 (IDA) (Revised w.e.f. 01.01.2017)</p> <p>** Govt : Rs. 37400-67000 and Grade Pay Rs. 8900 (Pre-Revised) Rs.131100-216600(Revised)</p> <p>** Pvt. Sector : 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.</p>

		<table border="1"> <tr> <th>Post Name</th> <th>No. of Years in Eqv. pay (w.e.f. June, 2014)</th> <th>Minimum Emoluments (June, 2014 onwards)</th> </tr> <tr> <td>CGM (Finance)</td> <td>Five</td> <td>Rs. 121786[#]</td> </tr> </table>	Post Name	No. of Years in Eqv. pay (w.e.f. June, 2014)	Minimum Emoluments (June, 2014 onwards)	CGM (Finance)	Five	Rs. 121786 [#]
Post Name	No. of Years in Eqv. pay (w.e.f. June, 2014)	Minimum Emoluments (June, 2014 onwards)						
CGM (Finance)	Five	Rs. 121786 [#]						
		<i>Preference would be given to candidates working in Power PSUs.</i>						
Profile required		Minimum 05 years' experience in the similar pay scale i.e. (Rs. 120000-280000) is essential. Adequate exposure in budgeting, costing, management accounting, fund planning and mobilization, taxation, Payroll Management, international finances, finalization of accounts, procurement and work finance, internal audit and familiarity with computerized work environment is essential. Must have proven leadership with innovative skills and ability to strategic resource planning, fund management, overall business and finance acumen.						
Upper limit	Age	56 years for UR						

B. Sr. General Manager (Finance)

Post	Sr. General Manager (Finance)							
Pay Scale	Rs. (Pay Scale – 120000-280000) (IDA) – (Revised w.e.f. 01.01.2017)							
Level	E8							
Essential Qualification	CA / CMA (ICWA) passed with demonstrable skill in use of MS Office and Windows.							
Essential Experience	<p>Candidate should have 25 years of post-qualification experience in executive/ gazetted officer cadre out of which at least 03 years in the following similar pay scale or equivalent level** as mentioned below :</p> <p>PSU (IDA) : Rs. 120000-280000 (IDA) (Revised w.e.f. 01.01.2017)</p> <p>** Govt : Rs. 37400-67000 and Grade Pay Rs. 8900 (Pre-Revised) Rs.131100-216600(Revised)</p> <p>** Pvt. Sector : 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.</p>							
		<table border="1"> <tr> <th>Post Name</th> <th>No. of Years in Eqv. pay (w.e.f. June, 2016)</th> <th>Minimum Emoluments (June, 2016)</th> </tr> <tr> <td>Sr.GM (Finance)</td> <td>Three</td> <td>Rs. 134098[#]</td> </tr> </table>	Post Name	No. of Years in Eqv. pay (w.e.f. June, 2016)	Minimum Emoluments (June, 2016)	Sr.GM (Finance)	Three	Rs. 134098 [#]
Post Name	No. of Years in Eqv. pay (w.e.f. June, 2016)	Minimum Emoluments (June, 2016)						
Sr.GM (Finance)	Three	Rs. 134098 [#]						
		<i>Preference would be given to candidates working in Power PSUs.</i>						
Profile required		Minimum 03 years' experience in the similar pay scale i.e. (Rs. 120000-280000) is essential. Adequate exposure in budgeting, costing, management accounting, fund planning and mobilization, taxation, Payroll Management, international finances, finalization of accounts, procurement and work finance, internal audit and familiarity with computerized work environment is essential. Must have proven leadership with innovative skills and ability to strategic resource planning, fund management, overall business and finance acumen.						
Upper limit	Age	54 years for UR						

C. General Manager (HR)

Post	General Manager (HR)						
Pay Scale	Rs. (Pay Scale – 120000-280000) (IDA) – (Revised w.e.f. 01.01.2017)						
Level	E8						
Essential Qualification	Full Time Post Graduate Degree/Post Graduate Diploma of minimum two years duration in Business Management/Personnel Management/Industrial Relation/Social work with Personnel Management as a subject / MBA with specialization in HR from a recognized University/ reputed Institute.						
Essential Experience	<p>Candidate should have 22 years of post-qualification experience in executive/ gazetted officer cadre out of which at least 06 years in the following pay scale or equivalent level** as mentioned below :</p> <p>PSU (IDA) : Rs. 100000-260000 (IDA) (Revised w.e.f. 01.01.2017) ** Govt : Rs. 37400-67000 and Grade Pay Rs. 8700 (Pre-Revised) Rs.118500-214100(Revised) ** Pvt. Sector : 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.</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th>Post Name</th> <th>No. of Years in Eqv. pay (w.e.f. June, 2013)</th> <th>Minimum Emoluments (June, 2013 onwards)</th> </tr> </thead> <tbody> <tr> <td>GM (HR)</td> <td>Six</td> <td>Rs. 96725[#]</td> </tr> </tbody> </table> <p><i>Preference would be given to candidates working in Power PSUs.</i></p>	Post Name	No. of Years in Eqv. pay (w.e.f. June, 2013)	Minimum Emoluments (June, 2013 onwards)	GM (HR)	Six	Rs. 96725 [#]
Post Name	No. of Years in Eqv. pay (w.e.f. June, 2013)	Minimum Emoluments (June, 2013 onwards)					
GM (HR)	Six	Rs. 96725 [#]					
Profile required	Minimum 06 years' experience in the immediate lower level i.e. in E7 (Pay scale- Rs. 100000-260000) is essential with exposure to HRM, HRD, IR, Administration functions in large organizations is essential. Should be well conversant with formulation and implementation of policies related to HR planning, HR sourcing, Training and Development, HR need appraisal, counseling and organizational appraisal etc. Must have good communication, persuasion, negotiation and persuasive skills.						
Upper Age limit	51 years for UR						

#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 POSOCO 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
- b) For OBC(NCL) candidates : 5 years (Only where vacancy is reserved for SC/ST)
- c) For PwD candidates : 3 years (Only where vacancy is reserved for OBC)
- d) J&K Domicile /
Ex-Servicemen/
Victims of riots : As per Govt. of India directives (Only where vacancy is reserved for PwD)
: As per Govt. of India directives

3. **Relaxation in Marks in essential qualification for SC/ST/PwD candidates:** As there is no vacancy reserved for SC/ST/OBC (NCL)/PwD candidates, candidates belonging to such categories can apply against Un Reserved vacancies subject to meeting the general standards of eligibility.

4. **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 along with the application and at time of interview, if called for.

5. 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.

6. Details of reservation of vacancies shall be as indicated at Page 1 of this detailed advertisement.

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 along with the application and at time of interview, if called for. **(Only where vacancy is reserved for SC/ST)**

8. **Reservation/ Relaxation for OBC (NCL)** will be subject to submission of a copy of OBC (NCL) certificate along with NCL declaration in the format prescribed by the Govt. of India for "Appointment to Posts under Govt. of India" from a competent authority along with the application and at time of interview, if called for. **(Only where vacancy is reserved for OBC -NCL)**

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, along with the application and at time of interview, if called for. **(Only where vacancy is reserved for PwD)**

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. **(Only where vacancy is reserved for PwD)**

11. SC/ST/PwD/ Ex-SM/Departmental candidates are exempted from payment of application fees. **(Only where vacancy is reserved for particular Category)**

12. Wherever posts are not reserved for SC/ ST/ OBC (NCL)/ PwD, candidates belonging to such categories can apply against Un Reserved vacancies subject to meeting the general standards of eligibility.

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 POSOCO 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 (OH & 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 POSOCO Medical Norms is allowed. For details of standards on medical fitness, please visit career section of our website : www.posoco.in

COMPENSATION & BENEFITS

The Corporation offers a very attractive package and is one of the best in the Industry. Pay scale and other perks & allowances details are given below:

	Post	Pay Scale
1	Chief General Manager (Finance)	Rs. 120000-280000 (IDA) (Revised w.e.f. 01.01.2017)
2	Senior General Manager (Finance)	Rs. 120000-280000 (IDA) (Revised w.e.f. 01.01.2017)
3	General Manager (HR)	Rs. 120000-280000 (IDA) (Revised w.e.f. 01.01.2017)

Compensation package will include Basic Pay (as per pay scale indicated above), 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.

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 the post shall be open from 11.06.2019 to 10.07.2019.** Candidates have to register themselves online at CAREER section of POSOCO website www.posoco.in
3. 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 POSOCO. Candidates must correctly enter the qualification details including date of acquiring qualification as mentioned in their certificates.
4. Candidates will have to upload the following documents in the required 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 2013, June 2014, June 2015, June 2016, June 2017, June 2018 and May 2019, 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 and Final Marksheet.
5. On submission of valid application, the system will generate a **“Resume”** with a **registration number**.

6. **Payment of Application fee (Non-refundable Rs. 500/-)**

Online Method (Through SBICollect) - 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 in "Career" section of our website. 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 SBI Collect for the payment of requisite fee. Online payment can be made through Credit Card/ Debit Card/ Net Banking. Ex-SM / Departmental candidates are exempted from payment of application fees.

7. Last date of application fee submission is **10.07.2019**. Confirmation of receipt of payment shall be updated in candidate login in 5-7 business days.
8. Candidates are **not required** to forward the hard copies of their applications to POSOCO.
9. 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 along with 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. POSOCO will not be responsible for bouncing of any e-mail or delivery of any e-mail to junk mail folder of candidates.

10. Candidates are advised to make a note of their e-mail ID as entered in the application form and Registration Number generated in the 'Resume'. These would be required for accessing information during the later stage of the recruitment process.
11. Once applied, the applicants are advised to check the web site as well as their registered e-mail regularly for any updates.
12. **Please note that ONLY those applications which are submitted online along with documents as mentioned and payment of application fee 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 POSOCO.
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. *Professional practitioners* with CA/ICWA Qualifications (who are doing relevant work in areas pertaining to Finance) *may apply*. But their cases will also be subject to the minimum emoluments criteria as mentioned above for Pvt. Sector employees in the Job descriptions of Chief General Manager and Sr. General Manager. Such Candidates will be required to furnish ITR in support of income details. Only if the ITR reflect the minimum emoluments as specified in the criteria, the concerned candidates will be considered, no other documentary proof in this regard will be accepted. Decision of POSOCO shall be final and binding in this regard. Such candidates are required to provide all supporting documents i.r.o. their eligibility along with the application. Applications without necessary and proper supporting documents will be treated as incomplete and will not be considered.
6. 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.
7. **Application Fee is non-refundable** even if the candidature is rejected for any reason.
8. Candidates claiming reservation under OBC (NCL) should belong to OBC - Non creamy layer as on last date of online submission of application to POSOCO. **(Only where vacancy is reserved for OBC - NCL)**.
9. Vacancies may vary depending upon the requirement.
10. **All computations of Age, qualification, experience etc. shall be as on 10.07.2019.** Date of issuance of final mark sheet shall be taken as the date of acquiring qualification. **Teaching experience and Training period will not be counted as experience.**
11. **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.**
12. 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.
13. 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 by the last date and submission of copies of relevant documents in the online application.**
14. Candidates are not required to send any hard copy of application to any address (See How to apply section). However, in case POSOCO ask for any document for further verification of eligibility and the same is required to be sent by post/ mail, then POSOCO will not be responsible for any postal delay or loss of the same in transit.
15. All photocopies of documents uploaded along with the online application should be self-attested by the candidate.
16. Candidates will have to produce the original documents for verification at the time of interview, if called for.
17. Candidates currently employed in Public Sector/Central or State Government/Autonomous bodies/ Co-operative establishments are advised to forward their applications through proper channel to **Assistant Manager (HR-Recruitment), POSOCO, Corporate office, 9th Floor, IFCI Tower, 61, Nehru Place, Delhi-110019** or produce NOC at the time of interview.
18. 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.

19. 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.
20. In case of Screening Test, details of test centre, venue shall be intimated to candidates.
21. Candidates selected in POSOCO are liable to be posted anywhere in India and Abroad.
22. 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.
23. Applications in which the essential qualification and essential post qualification experience requirement cannot be fully ascertained will be liable for rejection at POSOCO's discretion. Hence candidates are advised to properly fill the application and provide necessary documents as asked for.
24. For any queries regarding this recruitment, candidates are advised to send mail to posocohr@posoco.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. No correspondence regarding this recruitment made on any other e-mail/social media 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 POSOCO employees or systems will not be entertained.
26. 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 POSOCO 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 POSOCO.
27. Legal jurisdiction will be NCT of Delhi in case of any cause / dispute.
28. All information regarding this recruitment process would be made available in the career section of POSOCO website only. Applicants are advised to check the web site periodically for important updates. Once registered for POSOCO, all correspondences shall be made through their registered e-mail ID or candidate login only.

IMPORTANT DATES	
Commencement of Online Submission of Application	11.06.2019
Last date for Online submission of Application	10.07.2019
Cut off date for Eligibility criteria	10.07.2019