

Advt. No. CC/03/2019

Date : 11.06.2019

Recruitment of Experienced Professionals in Vigilance discipline

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 **153635 circuit kms of transmission lines along with 243 Sub-stations** (as on 30.04.2019) and wheels about 50% of total power generated in the country through its transmission network. POWERGRID also owns and operates approximately **60,946 kms of Telecom Network**, with **points of presence in approx. 688 locations and intra-city network in 105 cities across India.**

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. 35,661 Crore** and Profit After Tax of **Rs. 10,033 Crore** (FY: 2018 - 19).

POWERGRID invites application from experienced candidates in **Vigilance discipline** to fill the following vacancies:

VACANCIES and RESERVATION

Post ID	Post	No. of Vacancies	Category-wise breakup
176	Officer(Vigilance)/ E2	2	2 UR
177	Assistant Manager (Vigilance)/E3	1	1 UR
178	Deputy Manager (Vigilance)/E4	2	1 UR, 1 OBC(NCL)

JOB SPECIFICATION

Post ID	176
Post	Officer(Vigilance)
Grade/ Pay Scale	E2: Rs. 50,000-1,60,000
Essential Qualification	Full time graduate degree with minimum 50% marks from a recognized University/ Institute. <i>Preference will be given to candidates having degree in law.</i>

Post ID	176
Essential Experience	<p>Should have post qualification experience of at least five years in Central/state Govt. organizations/ departments, PSU, Autonomous bodies of Central/State Govt. or any organization established through an Act of legislature</p> <p>Out of this, the applicant should be working in IDA scale: Rs. 20,600-46,500 (pre revised)/ Rs. 50,000-1,60,000 – (revised) OR</p> <p>Should have at least 1 year experience in:</p> <p>IDA scale: Rs. 16,400 – 40,500 (pre-revised)/ Rs. 40,000 – 1,40,000 (revised) OR CDA scale: PB 2 – Rs. 9,300 – 34,800 + GP 4600/- or higher (pre-rev) i.e. pay matrix Level -7 or higher in revised scale.</p>
Profile Required	<p>At least 3 years' experience of working in vigilance department or investigative agencies having experience of vigilance matters such as complaint handling, preliminary inquiry, investigation, drafting of charge sheet, departmental enquiry, anti-corruption cases, economic offences, inspection/audit etc. in Central/state Govt organizations/ departments, PSU, Autonomous bodies of Central/State Govt or any organization established through an Act of legislature.</p> <p><i>Experience in organizations such as CBI, CVC, DRI, ED, CAG etc. and experience of handling court matters shall be preferred.</i></p>
Upper Age Limit	35 Years

Post ID	177
Post	Assistant Manager (Vigilance)
Grade/ Pay Scale	E3: Rs. 60,000-1,80,000
Essential Qualification	<p>Full time Graduate degree with minimum 50% marks from a recognized University / Institute.</p> <p><i>Preference will be given to candidates having degree in Law.</i></p>
Essential Experience	<p>Should have post qualification experience of at least eight years in Central/state Govt. organizations/ departments, PSU, Autonomous bodies of Central/State Govt. or any organization established through an Act of legislature.</p> <p>Out of this, the applicant should be working in IDA scale: Rs. 24,900-50,500 (pre revised)/ Rs. 60,000-1,80,000 – (revised)</p> <p>OR</p> <p>Should have at least 2 years' experience in:</p> <p>IDA scale: Rs. 20,600-46,500 (pre-revised)/ Rs. 50,000-1,60,000 (revised) OR CDA scale: PB 2 – Rs. 9,300 – 34,800 + GP 4800/- or higher (pre-rev) i.e. pay matrix Level - 8 or higher in revised scale.</p> <p>OR</p> <p>Should have at least 5 years' experience in:</p> <p>CDA scale: PB 2 – Rs. 9,300 – 34,800 + GP 4600/- or higher (pre-rev) i.e. pay matrix Level - 7 or higher in revised scale.</p>

Post ID	177
Profile Required	<p>At least 5 years' experience of working in vigilance department or investigative agencies having experience of vigilance matters such as complaint handling, preliminary inquiry, investigation, drafting of charge sheet, departmental enquiry, anti-corruption cases, economic offences, inspection/audit etc. in Central/state Govt organizations/ departments, PSU, Autonomous bodies of Central/State Govt or any organization established through an Act of legislature.</p> <p><i>Experience in organizations such as CBI, CVC, DRI, ED, CAG etc. and experience of handling court matters shall be preferred.</i></p>
Upper Age Limit	39 years

Post ID	178
Post	Deputy Manager (Vigilance)
Grade/ Pay Scale	E4: Rs. 70,000-2,00,000
Essential Qualification	<p>Full time Graduate degree with minimum 50% marks from a recognized University / Institute.</p> <p><i>Preference will be given to candidates having degree in Law.</i></p>
Essential Experience	<p>Should have post qualification experience of at least twelve years in Central/state Govt. organizations/ departments, PSU, Autonomous bodies of Central/State Govt. or any organization established through an Act of legislature</p> <p>Out of this, the applicant should be working in IDA scale: Rs. 29,100- 54,500 (pre revised)/ Rs. 70,000-200,000 - (revised)</p> <p>OR</p> <p>Should have at least 2 years' experience in: IDA scale: Rs. 24,900-50,500 (pre revised)/ Rs. 60,000-180,000 - (revised)</p> <p>OR</p> <p>Should have at least 1 year experience in: CDA scale: PB 3 - Rs. 15,600 - 39,100 + GP 5400/- (pre-rev) i.e. pay matrix Level - 10 in revised scale.</p> <p>OR</p> <p>Should have at least 4 years' experience in: CDA scale: PB 2 - Rs. 9,300 - 34,800 + GP 4800/- or higher (pre-rev) i.e. pay matrix Level - 8 or higher in revised scale.</p> <p>OR</p> <p>Should have at least 8 years' experience in: CDA scale: PB 2 - Rs. 9,300 - 34,800 + GP 4600/- or higher (pre-rev) i.e. pay matrix Level - 7 or higher in revised scale.</p>

Post ID	178
Profile Required	<p>At least 7 years' experience of working in vigilance department or investigative agencies having experience of vigilance matters such as complaint handling, preliminary inquiry, investigation, drafting of charge sheet, departmental enquiry, anti-corruption cases, economic offences, inspection/audit etc. in Central/state Govt organizations/ departments, PSU, Autonomous bodies of Central/State Govt or any organization established through an Act of legislature.</p> <p><i>Experience in organizations such as CBI, CVC, DRI, ED, CAG etc. and experience of handling court matters shall be preferred.</i></p>
Upper Age Limit	43 years

The pay scale/ monthly emoluments shall be verified from relevant pay certificate/ certified pay slip/ compensation statement. 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 cadre, pay scales & emoluments, period of service in different grades, mode of entry and position of applicant in the hierarchy etc. In case of insufficient documents, POWERGRID shall be at liberty to disqualify the candidature without giving any further opportunity.

The decision of POWERGRID shall be final and binding with regard to equivalence in pay and experience in such relevant pay scale/ equivalent level. Candidates are required to provide all supportive details themselves i.r.o. their eligibility.

RELAXATIONS AND CONCESSIONS

1. The posts have been identified suitable for the following subcategories of PwD:
 - a) Locomotor Disability: One Leg, Both Legs, One Arm, One Arm and Leg, Dwarfism. Also includes Acid Attack victims and Leprosy Cured persons with the above disabilities
 - b) Visual Impairment: Blind, Low Vision,
 - c) Hearing Impairment: Deaf, Partially Deaf
 - d) Combinations of Identified subcategories at (a), (b) and (c) above
 - e) Chronic Neurological Conditions-Multiple sclerosis/Parkinson's disease, Blood Disorders-Hemophilia/Thalassemia/Sickle Cell disease
2. Reservation/Relaxation/ Concession to candidates belonging to different categories shall be as per Government of India directives.
3. **Relaxation in Upper Age Limit:**
 - a) For OBC(NCL) candidates : 3 years (*only for reserved vacancy*)
 - b) For PwD candidates : As per Govt. of India directives
 - c) J&K Domicile / Ex-Servicemen/ Victims of riots : As per Govt. of India directives
4. **Relaxation/ Concession for J&K Domicile between 01.01.1980 to 31.12.1989/ 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.

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. **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.
7. **Reservation/ Relaxation for OBC (NCL)** will be subject to submission of a copy of **recent** 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.
8. **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.
9. **Persons suffering from not less than 40% of the relevant permanent disability shall only be eligible for the relaxation/ concession benefit for PwD as may be applicable.**
10. SC/ST/PwD/Ex-SM candidates are exempted from payment of application fees.
11. Candidates belonging to EWS/ SC/ ST/ OBC (NCL) categories can apply against Un-Reserved vacancies subject to meeting the general standards of eligibility.
12. 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 viz. a viz the advertised Job Specifications followed by Personal interview of shortlisted candidates. Applications of candidates shall be scrutinized based on the Job Specification given and the details of qualification and 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:

Unreserved Vacancies – 40%, Reserved Vacancies – 30%

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.

PAY SCALE & BENEFITS

Post-wise pay scales are given below:

Post ID	Post	Pay Scale
176	Officer(Vigilance)	E2/ Rs. 50,000-1,60,000
177	Assistant Manager (Vigilance)	E3/ Rs. 60,000-1,80,000
178	Deputy Manager (Vigilance)	E4/ Rs. 70,000-2,00,000

The compensation package is very attractive and 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.

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 12.06.2019 to 12.07.2019.** Candidates have to register themselves online at CAREER> JOB OPPORTUNITIES>OPENINGS 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. The online application will have one experience section divided into two parts. In one part, candidate will have to provide the details of his/her experience in relevant pay scale/equiv. level for required duration. In other part, he/she can include other post qualification experience.
6. Candidates will have to upload the following documents in .PDF format.

- a. Experience Certificates in chronological order (single file 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 in support of experience in relevant payscale for required duration: (Joining/promotion Order/Pay Certificate/ Pay Slips for the month of May & June for the requisite number of past years to substantiate the claim made for having number of years' of experience required in that payscale. E.g. For Post ID 178, a candidate claiming to have 5 years of experience in CDA scale PB 2 – Rs. 9,300 – 34,800 + GP 4800/- or pay matrix Level - 8 in revised scale or higher should upload Joining/promotion Order/Pay Certificate/payslips/ proof of pay scale for the months of May & June for the year 2014, 2015, 2016, 2017, 2018 and 2019, i.e. covering the duration of 5 years).

The above documents are to be submitted in support of experience in relevant pay scale/ emoluments/ equivalent level for the duration concerned.

Candidates working in PSU/ Govt. organizations must attach proof of experience for the duration concerned which should clearly indicate their date of entry in the relevant scale & level.

Candidates with experience in private sector can also submit Compensation statement in support of relevant pay.

- c. Date of Birth/ class X passing certificate as proof of DOB
- d. Caste certificate/PwD Certificate/Age relaxation Certificate
- e. Qualification Certificates & Marksheets

In case of any document being in language other than Hindi/ English, Candidate is required to attach a translated version of the same in Hindi/ English also.

7. On submission of valid application, the system will generate a “**Resume**” with unique **registration number**.
8. **Please make sure that all documents are clearly legible.**
9. **PAYMENT OF APPLICATION FEE (NON-REFUNDABLE RS. 500/-):**

For detailed instructions regarding payment of application fee **CLICK HERE** (<https://www.powergridindia.com/online-payment-application-fees>). Candidates are requested to go through the instructions carefully and ensure payment of fees on time

10. Last date of application fee submission is 12.07.2019 (Candidates are advised not to wait till last date for application submission and payment of fees to avoid any technical/internet/ server/ browser error).
11. Candidates are **not required to forward the hard copies** of their applications to POWERGRID.
12. 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 the 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.

13. 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.
14. Once application data is successfully registered, an email is sent to the email ID specified. Candidates are advised to save that email carefully.
15. Once applied, the applicants are advised to check the web site as well as their registered e-mail regularly for any updates.
16. **Please note that only those applications which are submitted along with proper documents and payment of application fees (if applicable) 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 case of any discrepancy / difference in nomenclature of qualification/ discipline, POWERGRID shall have the discretion in deciding on equivalence based on subjects studied, duration etc and the decision of POWERGRID shall be treated as final and binding.
6. **Application Fee is non-refundable** even if the candidature is rejected for any reason.
7. Candidates claiming reservation/relaxation under OBC (NCL) should belong to OBC - Non creamy layer as on last date of online submission of application to POWERGRID.
8. Vacancies may vary depending upon the requirement.
9. 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.
10. 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.

11. All computations of Age, qualification, experience etc. shall be as on **12-July-2019**. Date of issuance of final mark sheet shall be taken as the date of acquiring qualification.

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12. **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 with application as well as 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 submission of completed application with copies of relevant documents in the online application and deposit of application fee (if applicable) by the last date.**
 16. 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.
 17. All photocopies of documents uploaded along with the online application should be self attested by the candidate. Candidates shall always be responsible for the authenticity of the documents submitted.
 18. Candidates will have to produce the original documents for verification at the time of interview, if called for.
 19. Candidates currently employed in Central/state Govt. organizations/ departments, PSU, Autonomous bodies of Central/State Govt. or any organization established through an Act of legislature are advised to forward their applications through proper channel to *DGM(HR-Recstt), 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 center, venue shall be intimated to candidates. In case screening test is conducted, the same shall be qualifying in nature (40% for UR and 30% for reserved vacancy) and candidates qualified in screening test shall be shortlisted for interview based on their marks in screening test. However, selection shall be done based on marks secured in interview only.**
 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 then the last registered application shall only be considered as final.
 25. 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.
 26. 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 : "<POST> <POST ID> - Technical Issue - <subject

matter>”. For other recruitment related issue, mail may be sent with subject line: “<POST> <POST ID> - <subject matter>”.

27. No correspondence regarding this recruitment made in Complaint Management System of POWERGRID, will be entertained.
28. 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.
29. 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 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.
30. Legal jurisdiction will be NCT of Delhi in case of any cause / dispute.
31. 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
32. 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 and payment of application fee to POWERGRID	12.06.2019 (10 hrs)
Last Date of receipt of online application and payment of application fee	12.07.2019 (23:59 Hrs)
Cutoff date for Eligibility criteria	12.07.2019