



नॉर्थ ईस्टर्न इलेक्ट्रिक पावर कॉर्पोरेशन लिमिटेड

North Eastern Electric Power Corporation Limited

(भारत सरकार का उद्यम) (A Government of India Enterprise)

ब्रुकलैंड कम्पाउंड, लोअर न्यू कॉलोनी, शिलांग – 793003, मेघालय

Brookland Compound, Lower New Colony, Shillong – 793003, Meghalaya

Date 23-06-2026

Advertisement .No.NEEPCO- 02/2026

COMPANY PROFILE

North Eastern Electric Power Corporation Limited, (an equal opportunity employer) a Schedule –‘A’ "Mini Ratna" CPSE (Central Public Sector Enterprise) and a Wholly Owned Subsidiary of NTPC, has been a trusted power generation Company in the North Eastern Region of India and beyond since 1976, working under the Ministry of Power for the Country as a whole and specially for the north eastern states to act in their best interest in tapping the enormous power potential of the region and the country.

NEEPCO takes pride in operating the largest Hydro Power Plant in the North Eastern Region of the Country and being **the only CPSU having Hydro, Gas Based and Renewable Power Stations in operation**. NEEPCO is having exposure in planning, design & construction & operation of Hydro projects in highly difficult and Geo-Technically sensitive terrain of N.E. Region.

NEEPCO is looking for experienced professionals in the area of **ERP, Corporate Communication, Civil, Security, Law, Safety, Finance, Medical and CSR, on Fixed Term Basis** initially for 3 (three) years and extendable by further 2(two) years on yearly basis based on the performance and requirement, as per details given below:

1. Name of the Post: Executive (ERP)

Post Code No: FTB/5/HR/49

No. of Posts: 2 (Two) (UR-2)

Maximum Age: 37 years as on 01-01-2026

Period of Engagement: Initially for 3 (three) years and extendable by further 2(two) years on yearly basis based on the performance and requirement

Required Qualifications:

- Full- time Bachelor in Engineering / Bachelor in Technology / BSc. Engineering (in any field) from recognized University.
- SAP certification in HCM module (SAP Certified Application Associate – SAP HCM or SAP Success Factors Employee Central) is mandatory.



- Additional qualification in HR/Personnel Management (MBA/PG Diploma) will be an advantage.

Experience profile of the candidate: Minimum 7 years post-qualification experience in the following areas:

Core Experience (Must have):

- Hands-on experience in SAP ERP HCM module implementation/ support/ rollout.
- End-to-end implementation experience of at least 2 full-cycle SAP HCM projects.
- Expertise in configuration and support of Personnel Administration (PA), Organizational Management (OM), Time Management (TM), Payroll (India), and ESS/MSS.
- Integration knowledge with Finance (FI), Materials Management (MM), and Project Systems (PS) modules.
- Should have led or played a significant role in data migration, system testing (UT, IT, UAT), cutover, and go-live support.

Remuneration:

Consolidated minimum monthly compensation will be Rs 1,66,000/-

Additionally, HRA or Company Accommodation and Medical facility for self, spouse, 2 children and dependent parents.

Location: Shillong or any Offices/ Project sites of NEEPCO, anywhere in India.

2. Name of the Post: Executive (HR) (Corporate Communication)

Post Code No: FTB/5/HR/173

No. of Post: 1 (One) (UR-1)

Maximum Age: 37 years as on 01-01-2026

Period of Engagement: Initially for 3 (three) years and extendable by further 2(two) years on yearly basis based on the performance and requirement.

Required Qualification: Graduate with PG Degree / Diploma in Mass Communication / Journalism (2 yrs full time course) recognized by Government of India.

Experience profile of the candidate: Minimum 7 years of experience in relevant fields as detailed under:

- Experience in managing the public relations/corporate communication function.
- Skills in media planning, press relations, and content creation for various media (radio, television, print, and social media).
- Communication & Interpersonal Skills.
- The ability to research topics, gather information, verify facts, and analyze data is essential for effective communication.
- Creativity & Adaptability.
- Branding.
- Understanding and utilizing knowledge management systems to capture, assimilate, and retrieve both structured and unstructured knowledge within the organization.



Remuneration:

Consolidated minimum monthly compensation will be Rs 1,66,000/-

Additionally, HRA or Company Accommodation and Medical facility for self, spouse, 2 children and dependent parents.

Location: Shillong or any Offices/ Project sites of NEEPCO, anywhere in India.

3. Name of the Post: Executive (Civil)

Post Code No: FTB/5/HR/12

No. of Posts: 3 (Three) (UR-3)

Maximum Age: 37 years as on 01-01-2026

Period of Engagement: Initially for 3 (three) years and extendable by further 2(two) years on yearly basis based on the performance and requirement.

Required Qualification: Full time Bachelor Degree in Civil Engineering from a recognized University/ Institute of India.

Experience profile of the candidate: 7 years of post-qualification experience in planning/ survey & investigation/ civil construction works of Hydropower project/ PSP.

Preference for candidates with experience in:

- DPR preparation of Hydro / PSP projects.
- Survey & investigation works.
- ❖ Knowledge of CEA Guidelines for preparation of DPR for Hydro power project/ PSP is mandatory.
- ❖ Proficiency in working in SAP (S/4 HANA), report writing and technical documentation required.

Remuneration:

Consolidated minimum monthly compensation will be Rs 1,66,000/-

Additionally, HRA or Company Accommodation and Medical facility for self, spouse, 2 children and dependent parents.

Location: Shillong or any Offices/ Project sites of NEEPCO, anywhere in India.

4. Name of the Post: Executive (Civil)

Post Code No: FTB/4/HR/13

No. of Posts: 3 (Three) (UR-2, OBC-NCL-1)

Maximum Age: 34 years as on 01-01-2026

Period of Engagement: Initially for 3 (three) years and extendable by further 2(two) years on yearly basis based on the performance and requirement.

Required Qualification: Full time Bachelor Degree in Civil Engineering from a recognized University /Institute of India.

Experience profile of the candidate: 04 years of post-qualification experience in Hydropower project/ PSP.

Preference for candidates with experience in:

- Survey & investigation works of hydro power project/ PSP.

➤ DPR preparation for Hydro power project / PSP.

❖ Proficiency in working in SAP (S/4 HANA), report writing and technical documentation required.

Remuneration:

Consolidated minimum monthly compensation will be Rs 1,45,000/-

Additionally, HRA or Company Accommodation and Medical facility for self, spouse, 2 children and dependent parents.

Location: Shillong or any Offices/ Project sites of NEEPCO, anywhere in India.

5. Name of the Post: Executive (Civil)

Post Code No: FTB/1/HR/21

No. of Posts: 3 (Three) (UR-1, SC-1, OBC-NCL-1)

Maximum Age: 30 years as on 01-01-2026

Period of Engagement: Initially for 3 (three) years and extendable by further 2(two) years on yearly basis based on the performance and requirement.

Required Qualification: Full time Bachelor Degree/ 3 years Diploma in Civil Engineering from a recognized University/ Institute of India.

Experience profile of the candidate:

For candidates having bachelor's degree in Civil Engineering: 01 year of post-qualification experience in Survey & Investigation works of hydro power project/PSP.

For candidates having diploma in Civil Engineering: 05 years of post-qualification experience in Survey & Investigation works of hydro power project/ PSP

❖ Proficiency in working in SAP (S/4 HANA), report writing and technical documentation required.

Remuneration:

Consolidated minimum monthly compensation will be Rs 71,000/-

Additionally, HRA or Company Accommodation and Medical facility for self, spouse, 2 children and dependent parents.

Location: Shillong or any Offices/ Project sites of NEEPCO, anywhere in India.

6. Name of the Post: Executive (Security)

Post Code No: FTB/4/HR/291

No. of Posts: 4 (Four) (UR-2, SC-1, OBC-NCL-1)

Maximum Age: 34 years as on 01-01-2026



Period of Engagement: Initially for 3 (three) years and extendable by further 2(two) years on yearly basis based on the performance and requirement.

Required Qualification: Graduate in any discipline, recognized by Govt. of India.

Experience profile of the candidate:

Minimum 9 years of experience in Armed Forces in the rank of Captain / Major/ Lieutenant Colonel or in the rank of DSP/ SP or equivalent in Central/ State Police Organizations, with experience in different areas of overall Security System.

Remuneration:

Consolidated minimum monthly compensation will be Rs 1,45,000/-

Additionally, HRA or Company Accommodation and Medical facility for self, spouse, 2 children and dependent parents.

Location: Shillong or any Offices/ Project sites of NEEPCO, anywhere in India.

7. Name of the Post: Executive (Law)

Post Code No: FTB/4/HR/183

No. of Post: 1 (One) (UR-1)

Maximum Age: 34 years as on 01-01-2026

Period of Engagement: Initially for 3 (three) years and extendable by further 2(two) years on yearly basis based on the performance and requirement.

Required Qualification and Experience profile of the candidate: Bachelor's Degree in Law (LLB or equivalent-full time degree from recognized Indian University/ Institute) (+) 6 yrs practice in Court of Law as Advocate or Judicial Service or in CPSU / represent the PSU in the Court of Law or 9 yrs experience in the next below grade in CPSU / GOI / State Govt.

Remuneration:

Consolidated minimum monthly compensation will be Rs 1,45,000/-

Additionally, HRA or Company Accommodation and Medical facility for self, spouse, 2 children and dependent parents.

Location: Shillong or any Offices/ Project sites of NEEPCO, anywhere in India.

8. Name of the Post: Executive (Safety)

Post Code No: FTB/4/HR/83

No. of Posts: 2 (two) (UR-2)

Maximum Age: 34 years as on 01-01-2026

Period of Engagement: Initially for 3 (three) years and extendable by further 2(two) years on yearly basis based on the performance and requirement.



Required Qualification and Experience profile of the candidate: Engineering Degree in Mechanical/ Electrical/ Production from a recognized University/ Institution with a full time Diploma in Industrial Safety from Regional Labour Institute/ Institution recognized under the Factories Act/ Rules or Engineering Degree in Industrial Safety/ Fire & Safety from a University / Institution recognized under the Factories Act/ Rules.

Minimum 04 years working experience in compliance with safety regulations under the Factories Act. Developing, auditing and improving safety systems. Promotion of safety consciousness amongst employees and examination of machinery, equipment and building from the safety angle. Experience in organizing safety training and firefighting would be an added advantage.

Post qualification experience in relevant area shall be counted from the date a candidate has acquired the Degree in Engineering.

Remuneration:

Consolidated minimum monthly compensation will be Rs 1,45,000/-

Additionally, HRA or Company Accommodation and Medical facility for self, spouse, 2 children and dependent parents.

Location: Shillong or any Offices/ Project sites of NEEPCO, anywhere in India.

9. Name of the Post: Executive (Finance)

Post Code No: FTB/4/HR/257

No. of Posts: 6 (Six) (UR-5, OBC-NCL-1)

Maximum Age: 34 years as on 01-01-2026

Period of Engagement: Initially for 3 (three) years and extendable by further 2(two) years on yearly basis based on the performance and requirement.

Required Qualification: Graduate with CA/CMA or MBA or equivalent with specialization in Finance of at least two years duration recognized by GOI.

Experience profile of the candidate: Minimum 4 years of experience in the relevant field.

Remuneration:

Consolidated minimum monthly compensation will be Rs 1,45,000/-

Additionally, HRA or Company Accommodation and Medical facility for self, spouse, 2 children and dependent parents.

Location: Shillong or any Offices/ Project sites of NEEPCO, anywhere in India.

10.Name of the Post: Executive (Finance)

Post Code No: FTB/2/HR/256

No. of Posts: 6 (Six) (UR-2, SC-1, OBC-NCL-2, EWS-1)

Maximum Age: 30 years as on 01-01-2026

Period of Engagement: Initially for 3 (three) years and extendable by further 2(two) years on yearly basis based on the performance and requirement.



Required Qualification: Graduate with CA/CMA or MBA or equivalent with specialization in Finance of at least two years duration recognized by GOI.

Remuneration:

Consolidated minimum monthly compensation will be Rs 90,000/-

Additionally, HRA or Company Accommodation and Medical facility for self, spouse, 2 children and dependent parents.

Location: Shillong or any Offices/ Project sites of NEEPCO, anywhere in India.

11.Name of the Post: Executive (Medical)

Post Code No: FTB/3/HR/280

No. of Posts: 5 (Five) (UR-4, OBC-NCL-1)

Maximum Age: 31 years as on 01-01-2026

Period of Engagement: Initially for 3 (three) years and extendable by further 2(two) years on yearly basis based on the performance and requirement.

Required Qualification: MBBS preferably with Post graduate Degree / Diploma in one of areas of Medical Science (+) Registered with the Indian Medical Council.

Experience profile of the candidate: Preferable 1 year of experience in large industry / reputed Hospital after completion of Internship.

Requirements of the Job:

- He or she will be executing duties under a doctor of the corporation or as independent in charge of the Health Centre Dispensary in stations of the company in project locations of North East. The doctor may be transferred to any location if need arises.
- He/she is required to perform with a minimum desired level of competence and should be able to handle basic medical emergencies.
- He/she is required to comply with all statutory guidelines and laws in the purview of the Medical Wing.
- He is required to adhere to duties as a factory medical officer as well under stipulated statutory laws.
- He/she will be required to perform duties as and when directed by the Competent Authority in the interest of the Health and Welfare of the NEEPCO beneficiaries and local population.

Remuneration:

Consolidated minimum monthly compensation will be Rs 1,35,000/-

Additionally, HRA or Company Accommodation and Medical facility for self, spouse, 2 children and dependent parents.

Location: Shillong or any Offices/ Project sites of NEEPCO, anywhere in India.



12.Name of the Post: Executive (HR) (CSR)

Post Code No: FTB/2/HR/159

No. of Posts: 2 (Two) (UR-2)

Maximum Age: 30 years as on 01-01-2026

Period of Engagement: Initially for 3 (three) years and extendable by further 2(two) years on yearly basis based on the performance and requirement.

Required Qualification: A Master's Degree in Social Work, Community Organisation and Development Practice, recognized by GOI.

Preferable Experience:

- a) 1 (one) year experience in CSR/ Social Welfare works in any reputed organization (Govt/ Private).
- b) Experience of working in ERP Environment.

Remuneration:

Consolidated minimum monthly compensation will be Rs 90,000/-

Additionally, HRA or Company Accommodation and Medical facility for self, spouse, 2 children and dependent parents.

Location: Shillong or any Offices/ Project sites of NEEPCO, anywhere in India.

HEALTH

The candidate should have sound health. Before joining, candidates will have to undergo medical examination at the Hospital and obtain a Medical certificate from Govt. Chief Medical Officer/ Civil Surgeon of District Hospital authorized to issue such certificate stating that you are medically fit for taking up this assignment on the basis of your medical examination covering the following routine investigation (Reports to be enclosed at the time of joining):

- Physical Examination (Complete body examination including height, weight, blood pressure, etc)
- Eye Check-up (Refraction & Colour Vision)
- Haemogram
- Blood Grouping
- Blood Sugar-Fasting & PP
- Blood Urea
- Liver Function Test
- Urine R/E
- X-Ray Chest
- ECG

No relaxation in prescribe health standards is allowed.

GENERAL CONDITIONS

- 1) Only Indian Nationals above 18 years are eligible to apply.
- 2) All qualifications should be from Universities / Institutions recognized and approved in India. In terms of educational qualification, the candidate must have completed his/ her Graduation (in any discipline) or Degree in Law or Bachelor in Engineering/ BSc. Engineering or MBA or PG Degree Diploma or CA/CMA or MBBS with Post graduate Degree / Diploma, Master's Degree in Social Work, etc, in order to apply. SC/ST/PwBD candidates with only pass marks are eligible to apply for the aforementioned posts.
- 3) All computations of experience requirement / qualification shall be done w.r.t. the last date of receipt of online application as mentioned in the advertisement.
- 4) The upper age limit will be calculated as on 01-01-2026.
- 5) The category once filled in the online application form cannot be changed and no benefit of other category will be admissible later. Candidates claiming to belong to a particular category should necessarily have the applicable year's valid SC/ST/OBC-NCL/Disability/EWS certificate, as the case may be, from the Competent Authority (in the latest prescribed format of Govt. of India). Where there is vacancy identified for such category. Upper age limit is relaxed by 5 years for SC/ST candidates, by 3 years for OBC-NCL candidates, by 10 years for PwBD candidates. Relaxation of age to Ex-Serviceman will be as per Govt. guidelines.
- 6) Depending on the requirement, the company reserves the right to cancel/ restrict/ curtail/ enlarge the number of vacancies, if need so arises, without any further notice and without assigning any reason thereof.
- 7) **In-order to restrict the number of candidates for further selection process, if so required, the management reserves the right to conduct multi-stage selection process which may comprise of application shortlisting/screening (based on qualification/percentage of marks, no of years of experience, etc.), written/computer-based test, personal interview, etc. or combination of the above or to raise the minimum eligibility standards/criteria, as per requirement.**
- 8) It is pertinent to mention that the mere fact that a candidate has submitted application against the advertisement and apparently fulfilling the criteria as prescribed in the advertisement would not bestow on him/her the right to be called for further selection process.
- 9) Posting shall be at any of the Stations/ Projects/ Offices of NEEPCO. All posts are transferable at the sole discretion of the Management.
- 10) The posts are mostly for our project(s) located in the remote area of NE region hence, candidate willing to serve in the remote area need only apply.
- 11) While applying for the post, the applicant should ensure that he / she fulfills the eligibility and other norms mentioned above, as on the specified dates and that the particulars furnished are correct in all respects. In case it is detected at any stage of recruitment that a candidate does not fulfill the eligibility norms and/ or that he/she has furnished any incorrect/ false information or has suppressed any material fact(s), his/her candidature will stand automatically cancelled. If any of the above shortcoming(s) is/ are detected even after appointment his/ her services are liable to be terminated without any notice. Canvassing in any form shall disqualify the candidate.
- 12) Any proceedings in respect of any matter of claim or dispute arising out of this advertisement and / or an application in response thereto can be instituted only in Shillong, Meghalaya and courts / tribunals / forums at Shillong, Meghalaya only shall have sole and exclusive jurisdiction to try any such cause / dispute.



- 13) In case of any ambiguity/dispute arises on account of interpretation in versions other than English, the English Version will prevail.

HOW TO APPLY

Interested eligible candidates should apply ON-LINE only on the website by visiting Careers at <https://neepco.co.in/>. No other means/mode of application shall be accepted.

- 1) Candidates are required to possess a valid and active e-mail ID, NEEPCO will not be responsible for bouncing back of any e-mail sent to the candidates.
- 2) Candidates are advised to keep their e-mail ID, Mobile No. active till the declaration of results. No change in e-mail ID and Mob. No. will be allowed once entered. All future correspondences will be made through our Recruitment Portal.
- 3) **Candidate belonging to General /EWS /OBC category is required to pay a non-refundable Application fee of Rs 500/- (Rupees five hundred only). SC/ST/PwBD/ESM category and female candidates are exempted from the Application fee. However, SC/ST candidates applying for UR posts are required to pay the application fee.**

Payment of the application fee is accepted through online mode only:

- 4) Fee payment may please be made through SBI ePay favouring NEEPCO.
- 5) Fee once paid will not be refunded under any circumstances. Candidates are therefore requested to verify their eligibility criteria before paying the registration fee.
- 6) After applying online, the candidate is required to download the application slip generated by the system with unique application number. Copy of application slip may be retained by the candidate for future reference. No document is required to be sent to us by post.
- 7) It is mandatory that eligible candidates go through the full text of the advertisement and agree to all the conditions given, while applying for the post. Any further addendum/corrigendum/updates will only be published on our website.
- 8) Uploading of documents: The candidates should necessarily upload all documents while applying. Applications with incomplete/insufficient documents are liable to be rejected/not considered for further process.

List of documents required for upload to the Online Recruitment Portal

Personal Documents

- 1) Class X passing certificate /Marksheet/ Birth Certificate/ PAN Card for Name and DOB proof (Name & DOB should appear in conformity on all documents)
- 2) Caste/Disability certificate (For SC/ST/OBC-NCL/PwBD/EWS candidates) as applicable
- 3) OBC-NCL certificate should be in central format for the current financial year (FY 2026-27)
- 4) EWS candidates need to submit current year Income & Asset certificate in the prescribed format i.e. the certificate should be valid for FY 2026-27 based on the income of FY 2025-26.
- 5) Disability certificate should be as per the latest prescribed central Govt. Format generated online through the Swavalamban/UDID portal (clearly indicating the type and percentage of disability) in line with the identified disability for the posts as mentioned in this advertisement.

Qualification Documents

- 6) Complete set of mark sheets/ certificates in support of qualification i.e. X, XII, Graduation (in any discipline), Degree in Law , Bachelor in Engineering, BSc. Engineering, MBA, PG Degree / Diploma, CA/CMA, MBBS with Post graduate Degree / Diploma, Master's Degree in Social Work, etc, recognised by Govt. of India (Mandatory).
- 7) Marks conversion formula from the University/Institutes for conversion of marks in CPGA/CGPI/DGPA/CGI/CPI etc. into percentage (%).

Experience Documents

- 8) Documents in support of post Qualification working experience of the aforementioned posts to be uploaded in the Online Recruitment Portal.
- 9) All experience related documents for one organization/company need to be placed together in a chronological order, starting from the first to the last/current company.
- 10) An experience certificate issued by the appropriate authority is mandatory for all posts, excluding post at Sl. No. 10.

Schedule of online registration etc against **Advt. No- NEEPCO/02/2026**

Commencement of Online registration of Application	23-06-2026
Closing of Online registration of Application	13-07-2026

Contact e-mail ID of Recruitment Cell : recruitment@neepco.co.in