एनएचपीसी लिमिटेड
(भारत सरकार का एक नवरत्न उद्यम)
NHPC Limited
(A Government of India Navratna Enterprise)

CIN: L40101HR1975GOI032564

मानव संसाधन विभाग
Human Resource Department
एनएचपीसी ऑफिस कॉम्प्लेक्स, सैक्टर-33,
NHPC Office Complex, Sector-33,
फ़रीदाबाद (हरियाणा) – 121003
Faridabad (Haryana)-121003

Advt. No: NH/TA /04/2026

NHPC NEEDS SERVICES OF A RETIRED OFFICIAL AS "CONSULTANT (SAFETY) " ON CONTRACT BASIS

NHPC Limited is a Navratna Enterprise of the Government of India. It is India's premier organization for hydropower development having capabilities to undertake all the activities from 'conceptualization to commissioning' of hydro power projects. NHPC has also diversified in the field of Solar & Wind power. The company was listed on NSE & BSE with effect from 01.09.2009 and has an authorized share capital of Rs. 17,500 crore. The company has earned Net Profit of Rs. 3618 crore in FY 2025-26.

NHPC Limited presently has an installed capacity of 9332.90 MW from 31 power stations including 1681.70 MW from 6 power stations with its joint venture companies, NHDC and BSUL. NHPC (including JVs / Subsidiaries) is engaged in construction of seventeen projects aggregating to 9204 MW, nine projects aggregating to 10207 MW are awaiting clearance and three Hydroelectric projects including two in Nepal and six pump storage projects aggregating to 9830 MW are under Survey & Investigation. NHPC is also actively looking at strengthening its portfolio in all forms of renewable energy.

To cover the safety aspects of all power projects under its purview, NHPC invites applications from qualified and experienced professional in safety discipline for their engagement as Consultant (Safety) on contract basis.

Last Date for receipt of hardcopy of applications: 23.11.2026

1. Eligibility Criteria:

The candidate should have Full-time engineering degree in Mechanical / Electrical / Fire & Safety /Electronics / Civil / Production / Chemical / Instrumentation or any other branch of engineering along with Diploma / Advanced Diploma / PG Diploma in Industrial Safety from Central or Regional Labour Institutes, Govt. of India.

Further, the candidate should have retired from Power Sector/Mining Sector/Infrastructure Projects / Govt. Sector / State Department (Experience in Safety Management) as Officer in the level of Senior Management not below the level of General Manager (Minimum E-8 or equivalent / Pay Matrix Level not below 14).

The candidate should have at least 10 years of experience of managing Safety functions in Construction & Operation/ Tunneling & Underground Construction works.

2. Scope of Work:

i. Comprehensive assessment of the existing safety arrangements at various power plants, construction projects, and maintenance work sites.
ii. Identification of major Hazards and Risks and assessment of necessary measures for their control.
iii. Review of the Safety Management System, Standard Operating Procedures (SOPs), Permit to Work System, Emergency Preparedness, and other safety procedures applicable at the work sites.
iv. Assessment of the effectiveness of safety management during both the Construction and Operation phases.
v. Review of safety measures specifically related to tunneling, underground works, excavation, blasting, heavy lifting, working at height, and heavy machinery operations.
vi. Identification of preventive and corrective measures based on the analysis of accidents, near-miss incidents, and potential risks.
vii. Assessment of the adequacy of Safety Manpower across various projects and determination of manpower requirements as necessary.
viii. Assessment of the required Personal Protective Equipment (PPE) for employees and contract workers, along with a review of its adequacy and usage.
ix. Evaluation of Emergency Response, Rescue, and Disaster Management preparedness.
x. Assessment of safety awareness, accountability, and responsibility at various levels.
xi. Review of the Action Taken Report (ATR) of External Safety Inspections / Internal Safety Inspections.
xii. Review and strengthening of Contractor and Sub-contractor Safety Management Systems.
xiii. Safety review of engineering designs, construction methodologies, temporary works, and workplans.
xiv. Establishment of a Safety Performance Monitoring and Evaluation System.
xv. Preparation of a time-bound Safety Improvement Plan.
xvi. Periodic presentation of safety findings to NHPC Management. To visit Projects/Power Stations of NHPC and its JVs/ Subsidiaries as per requirement for conducting safety review to assess safety arrangements and provide recommendation to improve the safety.

Note: The above list is only indicative and not exhaustive.

3. Period of Contract

The contract shall be initially for a period of one year, which may be extended on mutual consent not beyond the age of 65 years.

Remuneration

The consultant will be paid a fixed monthly consolidated remuneration arrived at by deducting the basic pension from the Pay (Basic +DA) drawn at the time of retirement. The amount of remuneration so fixed shall remain unchanged for the term of the contract. There will be no increment/ percentage increase during the contract period.

4. Allowances and facilities

a) Conveyance:

I. **Local Conveyance:** Official pool vehicle will be provided for performing official duty in Delhi/NCR.
II. **Outstation Conveyance:** Vehicle will be provided by Project/ Power Station from nearest railway station/ airport while on tour to projects/ power stations/units. In case of non-availability of official vehicle, the hire charge will be reimbursed as per actual.

b) Mobile & TA/DA Reimbursement:

Reimbursement	**Pay Matrix Level 14/15**
Mobile/ Telephone	Rs. 4,000/- (inclusive of all taxes) per month
Travel Allowance /Daily Allowance	As per the entitlement of NHPC's General Manager level (E-08).

5. No other allowance whatsoever except remuneration, Conveyance, Mobile Phone Reimbursement shall be provided to Consultant.

6. Leave

Consultant shall be eligible for paid leave of absence at a rate of 1.5 days for each completed month of service. Accumulation of leave beyond a calendar year is not allowed.

7. Tax deduction at Source

The Income Tax or any other tax, will be deducted at source as per the prevailing rules before effecting the payment for which TDS certificate will be issued.

8. GST:

GST shall be reimbursed on production of proof of payment.

9. Age Limit:

Age should not be more than 63 years on the closing date of application.

Head Quarter

Head quarter for the consultant will be NHPC Ltd. Corporate Office, Sector-33, Faridabad (Haryana). However, consultant is required to visit Projects/ Power Stations/ Offices / Units of NHPC Ltd and its JV's/ subsidiaries situated in India for safety matters as per requirement.

10. Office Time and Working Hours

Engagement of Consultant (Safety) shall be on full time basis. The Consultant (Safety) will not be allowed to take any other assignment during the period of contractual engagement with NHPC. The Consultant (Safety) may be called on Saturday/Sunday/other Gazetted holidays, in case of urgency, for which no extra remuneration will be paid.

11. Conflict of Interest

The Consultant (Safety) shall in no case represent or give opinion or advice to others in any matter which is adverse to the interest of the NHPC nor will be indulged in any activity outside the terms of the contractual assignment. The Consultant (Safety) will not be entitled for any benefit/compensation/absorption/regularization of service with this Department.

12. Confidentiality of data and documents:

The Intellectual Property Rights (IPR) of the data collected as well as the deliverables produced for the office shall remain with this office. No one shall utilize or publish or disclose or part with, to a third party, any part of the data or statistics or proceedings or information collected for the purpose of this assignment or during the course of the assignment for the office, without the express written consent of the office. The Consultant shall be bound to hand over the entire set of records of assignment to the office before the expiry of the contract, and before the final payment is released by the office.

13. Termination

The engagement shall be temporary in nature which can be terminated by serving 15 days' notice by either side.

14. Nodal Authority:

HOD (Safety), Safety Division, NHPC Corporate Office shall be the Nodal Authority for the Consultant.

15. NHPC shall not be responsible for any loss, accident, damage, injury suffered by the Consultant (Safety) what so-ever arising in or out of the execution of his work including travel to office/ projects/ site visits.

16. HOW TO APPLY:

Steps for Applying

Download/ Print the attached application format and fill all the relevant fields. Attach self-attested copy of following documents along with application form:

I. Marksheet & Passing Certificate of 10th, 12th, B.Tech/BE and Diploma / Advanced Diploma / PG Diploma in Industrial Safety etc.
II. Service Certificate/ Experience Certificate/ Any document in support of experience
III. Last Pay Certificate /Pension Statement
IV. Resume/CV

Eligible candidates should submit their applications in the prescribed application form (attached herewith) along with requisite documents in a sealed envelope superscribed by Notification No. NH/TA/04/2026. The application must reach on following address latest by **November 23, 2026.** Application not received in prescribed manner within the stipulated time are liable to be rejected.

Deputy General Manager (HR)
Human Resource-Talent Acquisition
Room No. H-009
Ground Floor, Jyoti Sadan,
NHPC Office Complex, Sector-33,
Faridabad (Haryana)-121003
+91 129-2250479

Applicants may send an **advance copy** of the applications along with requisite documents at email id- recttcell2023@nhpc.nic.in also.

17. Selection Process

- Candidates will be shortlisted based on relevance of their experience provided they meet the eligibility criteria.
- Shortlisted candidates will finally be selected through a process of Personal Interview (PI) by an expert panel.
- Candidates called for the interview, who come from places beyond a distance of 30 km from the interview venue will be reimbursed fare to and fro Air (Economy) whichever is shorter route on production of ticket.

GENERAL INFORMATION AND INSTRUCTIONS

1. Only Indian Nationals are eligible to apply.
2. Before applying, the candidate should ensure that he / she fulfills the eligibility and other norms mentioned in this advertisement.
3. Candidature of the candidate is liable to be rejected of any stage of recruitment process or after recruitment or joining, if any information provided by the candidate is found to be false or is not found in conformity with eligibility criteria mentioned in the advertisement.
4. Candidates are advised to keep the E-mail ID active for at least one year. No change in E-mail ID will be allowed once given. All future correspondence shall be sent via E-mall only.
5. Legal jurisdiction will be Faridabad in case of any dispute.
6. NHPC reserves the night to cancel/restrict/enlarge the recruitment process without assigning any reason thereof.
7. Candidates submitting incomplete application or testimonials will not be considered.

***Note**: The job offered is purely on temporary basis. THIS POST IS NOT AGAINST ANY PERMANENT VACANCY. This placement will not ensure any regular/permanent employment in NHPC in future.*