



NTPC-SAIL POWER COMPANY LIMITED

(A Joint Venture of NTPC & SAIL)

4th Floor, NBCC Tower, 15 Bhikaiji Cama Place, New Delhi, India - 110066

Tel : 011-26172273 / 011-26168950

Advertisement 01/2026
NTPC SAIL POWER COMPANY LIMITED (NSPCL) is a Premier Joint Venture Company of two Maharatnas- NTPC Limited and SAIL. NSPCL has its Business Units at three locations viz. Bhilai, Durgapur & Rourkela with a total installed capacity of 1119 MW. NSPCL supplies power to SAIL Units, Union Territory of Dadra & Nagar Haveli, Union Territory of Daman & Diu and Chhattisgarh State. Further, NSPCL has also ventured into renewable energy domain.
Applications are invited from eligible, bright, dynamic and result oriented candidates to join NSPCL as:

Post	Sr. Assistant Officer (HR)	Sr. Assistant Officer (Law)	Sr. Assistant Engineer (Electrical)	Sr. Assistant Engineer (Mechanical)	Sr. Assistant Engineer (C&I)	Sr. Assistant Engineer (IT/ERP)
Qualification	Graduates with at least two years full time Post Graduate Degree/Post Graduate Diploma/Post Graduate Program in management with Specialization in Human Resource/ Industrial Relations/ Personnel management or Masters in Social Work or MHROD or MBA with specialization in HR from recognized Indian University/ Institutes recognized by appropriate statutory authority with not less than 60% marks, as per respective university/ institute norms. Computer knowledge is essential. Degree in law is desirable.	Bachelor's degree in law (LLB or equivalent – full time degree from recognized Indian university/ institute) with minimum 60% marks.	B.E/B. Tech Degree in Electrical/ Electrical & Electronics with at least 60% marks from a recognized University/ Institution.	B.E/B. Tech Degree in Mechanical/ Production with at least 60% marks from a recognized University/ Institution.	B.E/B. Tech Degree in Electronics/ Control & Instrumentation/ Instrumentation with at least 60% marks from a recognized University/ Institution.	B.E / B. Tech Degree in Information Technology / Computer Science / Electronics & Communication with at least 60% marks from a recognized University/ Institution.
Grade	E1					
Pay Scale	Rs. 40,000/- –1,40,000/- (IDA PATTERN)					
Age Limit	32 years (as on the last date of online application)					
No. of posts	04	01	04	04	02	02
Post qualification Experience	Minimum 02-years post qualification in-line experience in an organization of repute dealing with Human Resources/ Personnel & Administration matters, preferably in any of the following areas -Establishment matters/ Policy Advocacy/ Industrial Relations/ Recruitment and Promotion/ Manpower Planning/ Performance Appraisal System / General Administration activities/ Statutory Compliance / HR Policies and other related matters.	Minimum 02-years post qualification in-line experience in an organization of repute, dealing with litigation handling, drafting and vetting contracts and legal documents, providing legal opinions, arbitration and dispute resolution, statutory and regulatory compliance, coordination with advocates and regulatory authorities, and advise on legal matters. Experience in the power, infrastructure, engineering, or manufacturing sector shall be desirable.	Minimum 02 years of post-qualification executive experience (including training period, if any) in the power sector (Coal, Gas, Lignite) in Operation/ Maintenance/ Commissioning/ Erection/ Engineering or combination thereof in the relevant discipline in a power plant/power project.	Minimum 02 years of post-qualification executive experience (including training period, if any) in the power sector (Coal, Gas, Lignite) in Operation/ Maintenance/ Commissioning/ Erection/ Engineering or combination thereof in the relevant discipline in a power plant/power project.	Minimum 02 years of post-qualification executive experience (including training period, if any) in the power sector (Coal, Gas, Lignite) in Operation/ Maintenance/ Commissioning/ Erection/ Engineering or combination thereof in the relevant discipline in a power plant/power project.	Minimum 02 years of post-qualification executive experience (including training period, if any) in an organization of repute, handling and managing the IT infrastructure, systems and operations that may involve overseeing network security, software development, database management, and communication systems. Certified Network Engineer with CCNA/CCNP or equivalent valid certification is preferable.
Place of posting	The selected candidates can be posted, across India in any of projects/ stations including Subsidiaries/JV companies of NSPCL.					
Identified type of disabilities for the post	a) B, LV b) D, HH c) OA, BA,OL, BL,OAL,CP, LC, Dw,AAV,MDy d) SLD, MI,ASD e) MD involving (a) to (d) above	a) B, LV b) HH c) OL,OA, BA,BL, OAL, BLOA, BLA,CP, LC, Dw,AAV d) SLD e) MD involving (a) to (d) above	a) D, HH b) OA,OL,Dw, AAV c) ASD (M), SLD, MI d) MD involving (a) to (c)	a) D, HH b) OA,OL,Dw, AAV c) SLD, MI d) MD involving (a) to (c)	a) D, HH b) OA,OL, CP,LC, Dw, AAV c) ASD(M),SLD, MI d) MD involving (a) to (c)	a) B, LV b) D, HH c) OA, OL, BL, OAL, CP, LC, Dw, AAV d) SLD, MI, ASD(M) e) MD involving (a) to (d) above

NOTE: SC/ST/PwBD candidates with pass marks are eligible to apply.
Verification Criteria:
Pay for private sector shall be verified from: -
(I) Work experience certificate
(ii) Yearly compensation statements/ other pay related statements issued by organizations (if available).
(iii) At least 2-3 Salary slips per year (including start and end of the year) along with additional pay slips (for variable/special payments) covering experience claimed.
(iv) Form 16 & ITR in support of the emoluments

In case of experience in Govt./ Semi-Govt./ PSU/ Autonomous bodies/ Co-operative establishments, candidates are advised to attach copy of their online applications through proper channel with NOC or produce NOC from present employer at the time of interview. The decision of NSPCL shall be final and binding in this regard. Such candidates are required to provide all supportive details in respect of their eligibility along with the application.

SELECTION PROCESS:
Eligible candidates will have to appear for All India based Online Selection Test. The online selection test will have two parts i.e Subject Knowledge Test (SKT) & Executive Aptitude Test (EAT). The candidates are required to qualify both in Subject Knowledge Test (SKT) and Executive Aptitude Test (EAT), separately. Based on merit and requirement of the post; candidates will be short listed for Personal Interview. All shortlisted candidates after written test will have to secure minimum qualifying marks in Interview, as applicable. The final selection will be on the basis of 85% weightage of online selection test and 15% weightage of interview marks.

TEST CENTRES:
Candidates have to choose any two cities as preference-I and preference-II, as Test Centre and no change in any circumstance will be considered subsequently. However, NSPCL reserves the right to cancel or add any centre depending on the response of the candidates for that area / centre.

Post	Total	UR	EWS	OBC	SC	ST
Sr. Assistant Officer (HR)	04	03	-	01	-	-
Sr. Assistant Officer (Law)	01	01	-	-	-	-
Sr. Assistant Engineer (Electrical)	04	03	-	01	-	-
Sr. Assistant Engineer (Mechanical)	04	03	-	01	-	-
Sr. Assistant Engineer (C&I)	02	02	-	-	-	-
Sr. Assistant Engineer (IT)	02	01	-	01	-	-

- The vacancies are for PwBDs as per Govt. guidelines.
- RESERVATIONS / RELAXATIONS / CONCESSIONS:**
- Reservations, relaxations and concessions for SC/ST/OBC (non-creamy layer)/ XSM / PwBD (degree of disability 40% or above) candidates will be provided as per Government guidelines.
 - Candidates claiming to belong to any particular category shall necessarily have a valid EWS/SC/ST/Disability certificate/OBC (Non- Creamy Layer) as the case may be, from the competent authority (in the latest prescribed format of Govt. of India).
 - Category once filled in the online application form will not be changed and no benefit of other category will be admissible later on.
 - Where there is a vacancy identified for such category, upper age limit is relaxed by 5 years for SC/ST candidates, by 3 years for OBC candidates & by 10 years for PwBD candidates. Relaxation of age to Ex-Serviceman will be as per Govt. guidelines.

COMPENSATION PACKAGE:
Selected candidates will be placed in the initial basic pay of respective pay scale. The other benefits such as Dearness Allowance, other perquisites, allowances, terminal benefits, etc. will be admissible as per company rules in force from time to time.

SERVICE AGREEMENT BOND:
The selected candidates who belong to General category will be required to execute a service agreement bond of Rs. 5,00,000/- (Rs. 2,50,000/- for candidates belonging to SC, ST, PwBD categories) to serve NSPCL for at least 4 years after joining the company.

HEALTH:
The candidate should have sound health. Before joining, candidates will have to undergo medical examination at any of the NSPCL notified/ empanelled/project hospitals and the decision of NSPCL will be final and binding. No relaxation in health standards is allowed. Detailed medical norms are available on the website <https://www.nspcl.co.in/page/10>

- GENERAL INFORMATION AND INSTRUCTIONS:**
- Only Indian Nationals are eligible to apply.
 - All qualifications should be from Universities / Institutions recognized and approved in India. SC/ST/PwBD candidates with passing marks in the qualifying degree are also eligible to apply for the post.
 - All computations of age/ experience requirement / qualification etc. shall be done w.r.t. the last date of receipt of online application as mentioned in the advertisement.
 - Depending on the requirement, the Company reserves the right to cancel / restrict / curtail / increase the number of vacancies, if need arises, without any further notice and without assigning any reason thereof.
 - 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 post-qualification 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.
 - It is pertinent to mention that the mere fact that a candidate is fulfilling the minimum eligibility criteria as prescribed in the advertisement would not bestow on him/her the right to be shortlisted/called for written test/Interview or to be considered further for the selection process.
 - Posting shall be at any of the Stations/ Projects/ JVs/ Subsidiaries of NSPCL. All posts are transferable at the sole discretion of the Management.
 - 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 shortcomings are detected even after appointment his / her services are liable to be terminated without any notice. Canvassing in any form shall disqualify the candidate.
 - No manual / paper application will be entertained.
 - TA/DA will **not be paid** to any candidate appearing for the All India based Online Selection Test.
 - The admit card indicating roll number, name of the allocated test centre and guidelines for the test will be made available on the same site to the candidates found apparently eligible based on the online data. The candidate has to download his / her Admit card for appearing in the test from the website. **Please note that the Admit cards will not be sent by post.**
 - E-mail ID entered in online application form must remain valid for at least next one year. No change in the E-Mail ID will be allowed, once entered. All future correspondence would be sent via E-mail only.
 - A candidate can apply for one post only. In case, the candidate has applied for more than one post or has applied multiple times his last application will be considered for further selection process.
 - 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 Delhi and courts / tribunals / forums at Delhi only shall have sole and exclusive jurisdiction to try any such cause / dispute.
 - In case of any ambiguity/dispute arises on account of interpretation in versions other than English, the English Version will prevail.
 - Any further addendum/Corrigendum/update will only be published on our website.

- HOW TO APPLY:**
- Eligible candidates need to apply online on the website: <https://www.nspd.co.in/page/10>
 - Candidates will be required to upload their photograph and signature during online application.
 - Read the instructions carefully and fill-in the online application form giving accurate information. After successful registration, system will generate a **Unique Registration Number**. Candidates are required to keep the printout of the **Registration slip** that will be generated by the system after successful registration.
 - Please ensure that details are filled up correctly.** No request with respect to the change in any data entered by the candidate will be entertained once the application is submitted successfully.
 - Candidate belonging to General category is required to pay a non-refundable registration fee of Rs. 300/-. The candidates from SC/ST/PwBD/XSM category and female candidates need not pay the registration fee.
 - Payment in online mode:** Candidate have to pay the fees online (through Net banking / Debit Card / Credit Card/UPI). The online payment option will be available on the website.
 - Fee once paid will not be refunded under any circumstances. Candidates are therefore requested to verify their eligibility before paying the registration fee.
 - 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.
 - 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.

IMPORTANT DATES:	
a. Commencement of online application	07.09.2026 (from 10:00 AM)
b. Last date for online application	22.09.2026 (Till 06:00 PM)

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