

(Advt. No. CC /03/2024 dtd. 25.06.2024)

## Recruitment in Executive positions as **Engineer (Safety)**

**POWERGRID**, a 'Maharatna' Public Sector Enterprise under the Ministry of Power, 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 and operation of national & regional power grids.

**POWERGRID** operates around 1,77,790 ckm Transmission Lines along with 278 Sub-Stations (as on 31 May 2024) and wheels about 50% of total power generated in the country through its transmission networks. **POWERGRID** also owns & operates around approximately 1,00,000 kms of telecom network, with points of presence in approx. 3000 and intra-city network in 500 cities across India.

**POWERGRID** with its strong in-house expertise in various facets of the Transmission, Sub-Transmission, Distribution and Telecom sectors also offers consultancy services at National and International levels. **POWERGRID** has been making profit since inception, having Gross turnover of Rs. 45,815.37 Crores and Profit After Tax of Rs. 15,474.61 Crores (FY: 2023-24).

In order to strengthen and continuously support the system, **POWERGRID** is currently on the lookout for dedicated and talented professionals to join its fold as **Engineer (Safety)**.

### VACANCIES & RESERVATION

Post ID	Post	UR	OBC (NCL)	SC	Total
395	Engineer (Safety)	4	2	1	7

- Reservation for Persons with Benchmark Disability (PwBD)**

The post identified suitable for different sub categories of PwBD in Gr-A shall be as indicated below:-

<b>Engineer (Safety)</b>	a) HI:-Deaf, Hard of Hearing b) LD:-One Arm, One Leg, Both Leg, One Arm and one Leg, Cerebral Palsy, Leprosy Cured, Dwarfism, Acid Attack Victim, SD/SI without any associated neurological/limb dysfunction / SD/SI with associated limb dysfunction c) ID:-Specific Learning Disability, Mental Illness d) Multiple Disabilities involving (a) to (c) above
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## JOB SPECIFICATION

<b>Post</b>	<b>Engineer (Safety)</b>
Grade/ Pay scale	E2 IDA- Rs.50,000 -3%- 1,60,000/-
Upper Age Limit	<b>30 years</b> as on Last date of submission of online application
Essential Qualification	Full time Graduate Engineering Degree in Electrical/ Electrical (Power)/ Electrical & Electronics/ Power Engineering (Electrical)/ Power Systems Engineering / Civil/ Mechanical discipline with 65% marks from recognized University/Institute with full time Post Graduate Degree/ Diploma in Industrial Safety or equivalent discipline with 65% marks from Labour Institutes (Central Labour Institute or Regional Labour Institute)/ recognized University/ Board or Council for Technical Education.  OR  Full time Graduate Engineering Degree in Industrial Safety or equivalent discipline with 65% marks from recognized university/institute.
<b>Essential Experience</b>	Should have a post qualification executive experience of minimum one year in the IDA pay scale of Rs. 40000-140000 or equivalent level** as mentioned below:  ** Experience in Govt: - At least Gr-B Gazetted ** Experience in Private Sector: - Candidates should be in receipt of minimum monthly emoluments of Rs. 69,000/-.
<b>Profile Required</b>	<ul style="list-style-type: none"> <li>• Candidates should have experience in safety implementation at work sites.</li> <li>• Experience in erection/ operation and maintenance of 132Kv and above transmission system shall be preferred.</li> <li>• Should have creative attitude, cost and quality consciousness, leadership capability.</li> <li>• Experience in PSU /listed company particularly in power sector will be preferred.</li> </ul>

\* For instruction on conversion of CGPA into percentage, refer to points 9 & 10 of “[GENERAL INFORMATION AND INSTRUCTIONS](#)”.

## EQUIVALENT PAY FOR APPLICANTS HAVING WORK EXPERIENCE IN PRIVATE SECTOR

The monthly emoluments **should not be less than Rs.69,000/-** to be treated as equivalent level.

### Emoluments for the purpose:

#### Includes: -

- (i) Fixed components like Basic, DA, HRA and other regular allowances paid monthly as part of pay or any allowances paid quarterly/ half-yearly / annually as part of pay for services rendered every month.
- (ii) Variable components like Bonus, Incentive, Performance related pay, Exgratia, Commission, Retention pay, special allowances for specific project/assignment and other variable allowances which are paid monthly/quarterly/half yearly/ annually as part of pay for services rendered per month.

**Excludes: -**

- (i) Fringe Benefits / Perquisites: - 1. Company Accommodation, 2. Company Vehicle, 3. Paid / reimbursement of foreign travel for any purpose 4. Other Non-cash benefits (benefits not directly paid in cash to employee).
- (ii) Medical Benefits/ reimbursements.
- (iii) Employers contribution towards social security & Insurance
- (iv) One-time payments/ awards against rewards & recognition.
- (v) Leave Encashment
- (vi) Travel expenses and other work-related expenses and reimbursements which are not part of regular monthly pay.

**Verification Criteria:**

Pay for private sector shall be verified from: -

- (i) Yearly compensation Statements/ other pay related statements issued by organizations (if available).
- (ii) 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 the entire period of 2 years.
- (iii) Form 16 & ITR in support of the emoluments (as a deterrent against submission of false pay proofs).

In case of experience in Govt./ Semi-Govt./ PSU/ Autonomous bodies/ Co-operative establishments 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 POWERGRID 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.

## RELAXATIONS AND CONCESSIONS

1. Reservation/ relaxation/ concession to OBC (NCL)/ SC/ ST/EWS/ PwBD/ Ex-SM/ Victims of riots shall be as per Government of India directives for posts reserved for the respective category.
2. Relaxation in Marks in essential qualification for **SC/ST/PwBD** candidates:  
Qualifying Marks in essential qualification is relaxed to pass marks **for posts reserved for the respective category**.
3. Relaxation in Upper Age Limit:
 

a) For OBC(NCL) candidates	:	3 years (for posts reserved for the respective category)
b) For SC/ST candidates	:	5 years (for posts reserved for the respective category)
c) For PwBD candidates	:	As per Govt. of India directives
d) Ex-Servicemen/ Victims of riots	:	As per Govt. of India directives
4. **Reservation / Relaxation / Concession for SC / ST** will be subject to submission of relevant Caste Certificate in the prescribed Govt of India format issued by a competent authority at the time of application and interview, if called for..
5. **Relaxation / Concession for Victims of riots/Ex-SM** will be as per Govt. of India Guidelines in this regard.

6. **Reservation / Relaxation for OBC (NCL)** will be subject to submission of a copy of the latest OBC (NCL) (year 2024-25) 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 at the time of application and interview, if called for.
7. **Reservation for EWS** will be subject to submission of a copy of the latest (year 2024-25) Income and Asset Certificate issued by a Competent Authority at time of application and interview, if called for.
8. **Reservation / Relaxation / Concession for Persons with Benchmark 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 the time of interview, if called for.
9. In case Caste/Category certificate is issued in a language other than Hindi or English, candidates are advised to produce a certified translation of the same in either Hindi or English language at the time of Document Verification, if called for.
10. SC/ST/PwBD/Ex-SM candidates are exempted from payment of application fee.
11. Wherever posts are not reserved for SC/ ST/ OBC (NCL)/ EWS/ PwBD, candidates belonging to such categories can apply 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 and shortlisted on the basis of the Job Specification.

**"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."**

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 the screening test and in the prescribed ratio. The screening test shall be for elimination purpose only and will not have any weightage in final merit. In the case of Screening Test, details of test center, venue shall be intimated to candidates.

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 merit will be drawn purely on the basis of performance in the Interviews.

The qualifying marks in interview shall be as given below:

Unreserved (UR) posts including EWS	40 %
Other Reserved posts	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 the requirement. Selected candidates shall be notified through their login in Online application system.

Appointment of selected candidates will be subject to their being found medically fit in the Pre-Employment Medical Examination to be conducted as per [POWERGRID Norms and Standards of Medical Fitness](#).

## **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.powergrid.in](http://www.powergrid.in).

## **COMPENSATION PACKAGE**

The Corporation offers a very attractive pay package and is one of the best in the Industry.

Selected candidates will be placed in the pay scale of Rs. 50,000/- -3%- 1,60,000(IDA) on regularization.

Compensation package 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, digital services reimbursement, laptop facility, PF, Gratuity, Pension & Leave encashment, Group Insurance, Group Personal Accident Insurance, etc.

The Corporation also offers excellent facilities like short and long term Loans & Advances in subsidized rates including House Building Advance, Medical facilities for self and dependents etc. to its regular employees in accordance with the policies of the organization from time to time.

## **IMPORTANT INSTRUCTIONS FOR REGISTRATION/ APPLICATION**

1. Interested & eligible candidates should apply ONLINE only at POWERGRID website <https://www.powergrid.in>. Any other mode of submission of application would not be accepted.
2. **Application window for POWERGRID shall be open from 25.06.2024 to 17.07.2024.** Candidates have to register themselves online at POWERGRID website at **CAREER section of [www.powergrid.in](http://www.powergrid.in)**. All computations of Age, Qualification, Experience etc., shall be as on Last date for Online submission of Application. Date of issuance of final mark sheet shall be taken as the date of acquiring qualification.
3. Fill up other details in the application very carefully. Please take care while filling out the email/ alternative email fields since all important communication shall be through emails only.
4. Candidates should ensure the following while filling up the online registration form:
  - Qualification details are complete.
  - Complete Details of experience are mentioned separately for each organization along with pay details, if applicable.
  - Details of more than one post held within the same organization are mentioned separately along with the pay scales and area of experience, if applicable.

5. Upon completion, the candidate should submit the online application by clicking the Submit button at the bottom of the page. If the same is accepted, the system will generate a unique **Registration Number** which shall appear in the completed application form.
6. No hard copy of the application is required to be sent to any address by post.
7. In-complete applications / applications without application fees (if applicable) will be rejected.
8. Candidates will have to correctly declare their Name and Date of Birth as mentioned in their Birth certificate or class Xth marksheet/ 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.
9. Candidates must correctly enter the qualification details including date of acquiring qualification as mentioned in their certificates.
10. 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.
11. The candidate should take a print out of the completed application and keep with him/ her safely for future reference.
12. Candidates shall be required to bring a valid photo ID on the day of the interview, if called for. Photocopies of the original identification document shall not be acceptable. Candidates **will not be permitted** to appear for the interview if original and valid photo identification is not presented.
13. If you are not exempted from payment of application fees (only SC/ST/PwBD/Ex-SM are exempted), you are required to login to your candidate login section and then deposit **non-refundable application fees of Rs. 500/-** through online mode. On submission of application fees, your application process will be treated as complete.
14. **Payment of Application fee (Non-refundable Rs. 500/-)** For detailed instructions regarding payment of application fee [CLICK HERE \(https://www.powergrid.in/online-payment-application-fees\)](https://www.powergrid.in/online-payment-application-fees). Candidates are requested to go through the instructions carefully and ensure payment of fees on time.
15. **List of essential documents to be uploaded during online application registration:**
  - a. Latest Photograph & Signature
  - b. Documents related to Essential Qualification (Passing Certificate & Mark sheets.)
  - c. Documents related to Other Qualifications (Passing Certificate and Mark sheets)
  - d. Relevant essential certification wherever asked
  - e. Documents related to Experience (**Present as well as Previous**)
  - f. **Experience Certificate:**
    - Proof of experience in chronological order for present as well as previous employer indicating post held, period of service, pay scale/ emoluments & area of experience. In case of PSU/Govt. employees, indicate revised as well as pre-revised pay scales with period details. **Do not include trainee level/ teaching/ pre-qualification experience/Apprenticeship/ Internship.**
    - Certified Pay slip for the month of March-2023, April-2023, May-2023, March-2024, April-2024 & May-2024 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 pay scale & level.

- Along with the pay slips mentioned above, candidates should submit compensation structure/statement/pay slips of any other month which contains other elements like bonus, yearly/quarterly performance pay, incentives etc. which would help them establish total monthly emoluments as required by POWERGRID. In such cases, candidates are also required to submit a statement of such calculation.
- Certified Pay Certificate from employer in support of experience in relevant pay scale/ emoluments/ equivalent level.
- Form 16 TDS certificate.
- Candidates with experience in Govt. Department/ organization must produce certificate/ proof in support of their holding executive/ gazetted post.
- Hierarchical structure in case of Govt./ Semi-Govt./ PSU/ Autonomous bodies/ Co-operative establishments, where pay scales are different and not as per the specified pattern
- Compensation structure for private sector.
- **All proof of experience shall be duly certified by the organization concerned and self-attested by the candidate.**

**Candidates will have to produce the originals for verification at the time of interview, if called for.**

- g. Proof of Date of Birth (X class certificate/ Birth Certificate)
- h. Caste (SC/ST/OBC-NCL) Certificate/ Income & Asset declaration – EWS Certificate for claiming Reservation/ Relaxation/concessions (as applicable)
- i. Discharge Certificate (If applicable)
- j. Age relaxation –cum- domicile certificate (if applicable)
- k. Disability Certificate (If applicable)
- l. **Any other relevant document**

16. 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.

17. Once applied, the applicants are advised to check the web site as well as their registered e-mail regularly for any updates.

## GENERAL INFORMATION AND INSTRUCTIONS

1. Only Indian Nationals of age 18 years or above are eligible to apply for POWERGRID.
2. Before applying, the candidate should ensure that he / she 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. Vacancies may vary depending upon the requirement. Candidates selected in POWERGRID are liable to be posted anywhere in India and Abroad.
5. Management reserves the right to cancel / restrict /enlarge / modify / alter the recruitment/ selection process, if the need so arises, without issuing any further notice or assigning any reason thereafter.

6. 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.
7. Applications that are not in conformity with the requirements indicated in the advertisement, incomplete applications, without application fees as prescribed will be rejected.
8. All computations of Age, qualification, experience (if applicable), etc. shall be as on the last date of submission of online application. Date of issuance of final mark sheet shall be taken as the date of acquiring qualification. **Teaching experience/ Trainee period/ Internship/ Apprenticeship/ Pre-qualification experience** will not be counted as experience.
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 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. Candidates working in Govt. organizations / PSU are required to produce "No Objection Certificate" at the time of Interview.
12. Application Fee is non-refundable even if the candidature is rejected for any reason.
13. Applications in which the essential qualification cannot be fully ascertained will be liable for rejection. Hence candidates are advised to properly fill in the application and provide necessary documents if asked for.
14. Candidates claiming reservation under OBC (NCL) should belong to OBC- Non-creamy layer as on last date of online submission of application to POWERGRID.
15. For any queries regarding this recruitment please send email to [recruitment@powergrid.in](mailto:recruitment@powergrid.in) with "**Engineer (Safety)** \_\_\_\_\_" in the subject line. Candidates are required to add this email-id to their address book in order to avoid any email communication gap.

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. For technical queries relating to online application form or browsing issues, mail may be sent with subject line: "**Engineer (Safety)- Technical Issue - <subject matter>**". For other recruitment related issue, mail may be sent with subject line: "**Engineer (Safety)- <subject matter>**".

16. No correspondence regarding this recruitment made in the Complaint Management System of POWERGRID will be entertained.
17. Legal jurisdiction will be NCT of Delhi in case of any cause / dispute.



18. 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.
19. Mere submission of application to POWERGRID does not guarantee the adequacy of candidature for being considered for further selection process.
20. 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.
21. 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 correspondence shall be made through their registered e-mail ID or candidate login only.

### IMPORTANT DATES

<b>POWERGRID Online Application</b>	Commencement of Online Submission of Application to POWERGRID	25.06.2024 (17:00 hrs)
	Last date for Online submission of Application to POWERGRID	17.07.2024 (23:59 hrs)

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