

Ref. no. RECPDCL/HR/2024/2

30.10.2024

HIRING OF EXPERIENCED PROFESSIONALS ON FIXED TERM BASIS

- REC Power Development and Consultancy Limited (RECPDCL) {formerly known as REC Power Distribution Company Limited} is a wholly owned subsidiary of REC Ltd., a “Maharatna CPSE” under Ministry of Power, Government of India. RECPDCL is rendering expert consultancy services across the value chain of Indian power sector. The spectrum of consultancy services includes inter-alia, Project Management Consultancy (PMC) works, IT implementation in Power Sector, Smart Metering, Smart Grid, Solar Projects, Third Party Quality Inspection, Monitoring of Rural Electrification works, Feeder Renovation Program, Energy Audit, HVDS study, Load flow study of power system networks, preparation of Detailed Project Reports (DPRs), Implementation of Power Transmission projects and such others. Also, RECPDCL is closely associated with various Govt. of India Schemes viz., R-APDRP, IPDS, PMDP, RFMS, NFMS etc. and is working in close association with the Central/ State power utilities across the Country.
- To meet its human resource requirements, RECPDCL invites applications from experienced professionals in Engineering, IT, Finance, Law etc. discipline for engagement on Fixed Tenure Basis initially for a period of Three (03) years which may be further extended depending upon the project requirement or deployment in its various projects in headquarter, Gujarat (Surat & Rajkot), J&K, Maharashtra, Goa, UT of Ladakh etc. & performance of the individual. The place of posting will depend on the project requirements and shall be communicated at the time of interview/ joining. The post-wise details of the vacancies are given as under:

Sr. No.	Name of Post and Grade	Minimum Essential Educational Qualification(s)	No. of Vacancies & reserved for	Min. Post Qualification on Executive Experience	Max Age (in years)	Nature of work
1	Sr. Executive (Tech.)- Distribution Expert/L5	Regular Full time BE/ B.Tech. or equivalent in Electrical/ Electrical & Electronics or equivalent from a recognized Institute/ University with minimum 60% marks or equivalent CGPA.	01 (UR)	13 years	48	Experience in implementation/monitoring of Power Distribution Projects including Contract Management and Project Management. Desirable: Candidates with post-graduation and having experience in handling AMI Metering projects, Roof Top Solar (RTS), MIS, etc will have added advantage.
2	Dy. Executive (IT)- IT Expert (Smart Metering)/L3	Regular Full time BE/ B.Tech. or equivalent in IT/ CS or MCA or equivalent from a recognized Institute/	03 (UR: 02, OBC-NCL: 01)	6 years	40	Experience in Power Distribution in the areas of IT/OT projects, AMI systems/Components/Communication protocols (eg. DLMS, COSEM)/Cloud platform for hosting

	(02 vacancies)	University with minimum 60% marks or equivalent CGPA.				MDMS/Smart Metering data & data integration between smart meters and billing systems. Desirable: Candidates having experience in database platforms (mySQL/ PostgreSQL/ MongoDB/ SQL)/understanding of cyber security frameworks, IoT protocols (eg. MQTT, CoAP) used in smart devices/experience in conducting routine inspections, maintenance of faulty meters-quality check will have added advantage.
3	Dy. Executive (IT)/L3 (01 vacancy)	Regular Full time BE/ B.Tech. or equivalent in IT/ CS or MCA or equivalent from a recognized Institute/ University with minimum 60% marks or equivalent CGPA.		06 years	40	Experience in Power Sector preferably in the area (s) of Development/ planning/ coordination with various agencies and having experience in Database management/ Data Centre/ Application Development/ Cloud services/ IoT enablement. Desirable: Candidates with post-graduation and/or having experience in handling metering projects will have added advantage.
4	Dy. Executive (Tech.)- Distribution Expert /L3 (01 vacancy)	Regular Full time BE/ B.Tech. or equivalent in Electrical/ Electrical & Electronics / Electronics/ IT/ CS or equivalent from a recognized Institute/ University with minimum 60% marks or equivalent CGPA.	03 (UR:02, SC:01)	6 years	40	Experience in implementation/monitoring of Power Distribution Projects including Contract Management and Project Management. Desirable: Candidates with post-graduation and having experience in handling AMI Metering projects, Roof Top Solar (RTS), MIS, etc. will have added advantage.

5	Dy. Executive (Tech.)- Transmission (TBCB)/L3 (01 vacancy)	Regular full time B.E./ B. Tech or equivalent in Electrical/ Electrical & Electronics or equivalent from a recognized Institute/ University with minimum 60% marks or equivalent CGPA.		6 years	40	Experience in dealing with Contracts & Procurements/ construction/ design & Engineering/ Testing & Commissioning of Power sector projects including Generation and /or Transmission and /or Distribution. Desirable: Candidates with post-graduation and having experience in Bid/Award process of EPC projects will have added advantage.
6	Dy. Executive (Tech.)- Renewable Energy/ L3 (01 vacancy)	Regular Full time BE/ B.Tech. or equivalent in Electrical/ Electrical & Electronics/Mechanical or equivalent from a recognized Institute/ University with minimum 60% marks or equivalent CGPA.		6 years	40	Experience in execution/monitoring of Renewable Energy projects. Desirable: Candidates with post-graduation and having experience in finalization of Technical Specification (TS)/ layout/drawings/ Bill of Quantity (BOQ) in Renewable Energy projects will have added advantage.
7	Asst. Executive (Tech.)- Utility Engg./L2	Regular Full time BE/ B.Tech. or equivalent in Electrical/ Electrical & Electronics / Electronics/ IT/ CS or equivalent from a recognized Institute/ University with minimum 60% marks or equivalent CGPA.	02 (UR:01, ST:01)	3 years	35	Experience in Power Sector viz. Generation/ Transmission & Distribution/ Smart grid/ Smart metering etc. in the area (s) of development/ planning/ coordination with various agencies. Desirable: Candidates with post-graduation and having experience in handling metering projects will have added advantage.
8	Dy. Executive (Tech.)- (Civil) /L3	Regular Full time BE/ B.Tech. or equivalent in Civil Engg. or equivalent from a recognized Institute/ University with minimum 60% marks or equivalent CGPA.	01(UR)	6 years	40	Experience in Civil/ Construction/ Designing of Engineering related matters of Transmission Lines and Sub-stations, Infrastructure/Industrial projects/ High Voltage Transmission Lines and substations. Desirable: Preference will be given to candidates

						associated in Transmission Projects works.
9	Executive (Tech.)- Civil /L4	Regular fulltime B.E/B.Tech in Civil Engg. or equivalent from recognized institute/ University with minimum 60% marks or equivalent CGPA.	01 (UR)	10 years	45	Experience in administrative support involving preparation of budgets, policies, planning, contracts, and Project Management with minimum 4 years relevant experience of CSR Projects.
10	Dy. Executive (Fin.)/L3	CA/ICWA/CMA or MBA in Finance with minimum 60% marks or equivalent CGPA.	01 (UR)	6 years	40	Experience in the area(s) of Corporate Accounts/ Direct and Indirect Taxation/ Accounts Payable / Receivables / Treasury Management/Financial Management & Analysis/ Audit Coordination.
11	Asst. Executive (Fin.)/L2		02 (UR)	3 years	35	
12	Dy. Executive (HR)/L3	Regular full time two-year course-MBA or Post Graduate Degree/ Diploma with specialization in Personnel Management & Industrial Relations/ Human Resource Management or equivalent from recognized Institution/ University with minimum 60% Marks or equivalent CGPA	01 (UR)	6 years	40	Experience in HR functions viz. Manpower Planning/ Policy Interventions/ Recruitment/ Training & Development, Succession Planning, Employee Engagement, Performance Appraisal, Career Progression, Industrial Relations and Related HR Functions etc.

13	Dy. Executive (Law)/L3	Regular full time Degree in Law (LLB - 3 years) with minimum 60% or equivalent CGPA OR Degree in 5 years integrated course in Law from a recognized University with minimum 60% or equivalent CGPA	01 (UR)	6 years	40	Experience of handling all kinds of litigation including arbitration and conciliation, service matters, labour matters, electricity regulatory matters, MSME matters etc. before different judicial and quasi-judicial forums. Desirable: Candidates having experience in drafting and vetting of various legal contracts/agreements, tenders, MOUs, replies to legal notices, pleadings before courts/judicial forums etc. and providing legal opinions in all commercial and contractual matters will have added advantage.
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Preference will be given to local candidates in Jammu for post at Sr.no.1, Srinagar and Rajkot for post at Sr.no. 2, Srinagar for post at Sr.no.4, Surat & Rajkot for post at Sr.no. 7.

3. **Post reserved for Persons with Benchmark Disabilities (PwBD)**-Reservation to PwBD shall be admissible in accordance with Government of India guidelines. Persons with Benchmark disability of not less than 40% as per Government of India guidelines shall only be eligible for the benefit of PwBD.

4. **Remuneration: -**

S. No.	GRADE/ LEVEL	DESIGNATION	EXPERIENCE	MCP* (Monthly Consolidated pay in Rs.)	REMARKS
(i)	L5	Sr. Executive	13	1,35,000/-	<i>*MCP-Monthly Consolidated pay is exclusive of all other benefits such as Mobile Set reimbursement, Laptop reimbursement, Office Bag reimbursement, hardship allowance for Ladakh posting, medical benefits, Group Personal Accident Insurance etc. as admissible under Company Policy.</i>
(ii)	L4	Executive	10	1,12,000/-	
(iii)	L3	Dy. Executive	06	85,000/-	
(iv)	L2	Asst. Executive	03	62,000/-	

5. **Relaxations / Concessions: -**

- Reservation/ Relaxation of age shall be as per Government of India guidelines as applicable to SC/ ST/ OBC-NCL/ EWS/ PwBD/ Ex-Servicemen.
- Maximum age limit shall be relaxed by 5 Years for Schedule Caste & Schedule Tribe and by 3 Years for Other Backward Classes (Non-Creamy Layer).
- Age relaxation in case of PwBD shall be 10 years in addition to age relaxation applicable to SC/ ST/ OBC-NCL category.
- Reserved category candidates applying against unreserved post shall be treated as General category.

6. **Selection process: -**

Shortlisted Candidates shall be called for Personal Interview to be conducted at Corporate Office, RECPDCL or through online mode as per decision of the management. RECPDCL may adopt higher criteria in case of receipt of more number of applicants meeting eligibility criteria. The offer of engagement shall be issued to suitable candidates in order of merit and based on the number of vacancies.

7. **General Instructions: -**

- a) The posts are purely temporary in nature and offered on fixed tenure basis initially for a maximum period of 3 years further extendable by 1 year and 6 months subject to satisfactory performance, i.e. maximum for a period a 4 years and 6 months. These positions are not against any permanent vacancy. The placement will not entitle the candidate for any regular / permanent employment in RECPDCL in future.
- b) Only Indian Nationals need to apply.
- c) All essential qualification should be from Universities/ Institutions recognized and approved in India by UGC/ AICTE/ Appropriate Statutory Authority(ies). Equivalence of qualification shall be decided at the discretion of RECPDCL management.
- d) Fraction of percentage in educational qualification will be ignored and will not be rounded off to next higher integer i.e., 59.9% will be treated as less than 60%.
- e) Teaching experience, Internship, Induction and any other training period will not be counted as experience.
- f) The cut-off date for ascertaining age and experience etc, will be last date of submission of application i.e. 28.11.2024.
- g) Mere fulfilling of eligibility criteria shall not confer any right to the applicant for being called for the interview/ appointment. Canvassing in any form will disqualify the candidate.
- h) The selected candidates will be posted at the discretion of management of the company to serve at any of the company's offices/ Transmission Lines/ Projects/ Unit.
- i) RECPDCL also reserves the right to cancel/ amend the advertisement and/ or the selection process there under. The number of positions to be filled may increase or decrease depending upon the requirements of REC PDCL.
- j) Candidates should be able to furnish all documentary evidence in support of their claim of meeting the criteria.
- k) OBC candidates who do not belong to "Non-Creamy Layer" should submit their application under unreserved category only.
- l) Applications should be submitted online through RECPDCL's website, i.e. www.recpdcl.in (Career Page).
- m) A candidate can apply for only one post failing which RECPDCL reserves the right to consider any one application only at its discretion.
- n) Candidates are advised to possess a valid e-mail ID & Mobile No. which is to be entered in the online application form. They are also advised to retain this e-mail ID and mobile no. for atleast an year as all communication to the candidates shall be made on this e-mail ID.
- o) Candidates if invited for personal interview will be reimbursed to and fro fare from the starting station or mailing address whichever is nearer to the place of interview by the shortest route on production of proof of journey as per the policy. Lodging charges will not be provided.
- p) Those working in Public Sector/ Government Sector/ Autonomous bodies of Government may apply "Through Proper Channel" or submit "No Objection Certificate" at the time of Interview or should submit proper relieving order from present employer at the time of joining.
- q) Incomplete applications will not be entertained.
- r) Candidates should ensure that they fulfill the essential eligibility criteria prescribed for the post for which they are applying. In case it is found at any stage of the selection process or even after

appointment that the candidate has furnished false or incorrect information or suppressed any relevant information/material facts or does not fulfill the essential eligibility criteria, his/her candidature / service is liable for rejection/termination without notice.

- s) No correspondence will be entertained from the candidates not called / selected for interview/ appointment.
 - t) Applicants should have sound health. Engagement of selected candidates shall be subject to medical fitness test as prescribed by RECPDCL. No relaxation in medical standards shall be allowed.
 - u) In case of any ambiguity/ dispute on account of interpretations in versions other than English, English version will prevail.
 - v) Corrigendum/Extension etc., if any, shall be published on our website www.recpdcl.in.
 - w) Candidates are not required to upload any self-attested copies of proof of age, qualification, post qualification experience and caste certificate along with the application. All supporting documents along with original certificates are to be produced at the time of selection process.
8. **Documents Required at the Time of Interview:** The following documents shall be required in original for verification at the time of selection process failing which the candidate will neither be allowed to appear for the process nor any fare shall be reimbursed to him/her. Details are as under:
- a) Aadhar Card/ Class X Certificate/ Valid Proof for Date of Birth.
 - b) Caste Certificate as per Government prescribed format, valid Disability Certificate, Discharge certificate in case of Ex- Servicemen, if applicable.
 - c) Mark Sheets of all semesters/ years in support of educational qualification, degree Certificate clearly showing class/ division/ CGPA/ percentage/ mode/ duration/ specialization of the qualification etc.
 - d) “No Objection Certificate” in case employed in a Government Department/ Undertaking/ PSU/ Autonomous Body etc.
 - e) Documents in Support of Work Experience:
 - f) Appointment letter along with joining & Relieving Letter from employer clearly indicating the date of joining and date of separation.
 - g) Experience/ Service Certificate (it should indicate date of joining and date of relieving from each organization where worked along with designations and nature of duties).
 - h) Relieving order (in case of experience with more than one organization)
 - i) Latest Pay Slip
 - j) Salary Certificates/proof of CTC together with ITR or Form-16 A issued by present / past employers
9. **How to Apply:**

Eligible applicants should register and apply online through RECPDCL’s website, i.e. www.recpdcl.in (Career Page). Before applying, candidates should read the instructions carefully mentioned in detailed advertisement and fill the online application form by providing correct information.

STEP 1: On-line Registration:

Interested eligible applicants should apply only for one post through RECPDCL online Recruitment portal.

- i. During registration, candidate has to provide valid E- Mail ID & Mobile No. Once registered successfully, Date of Birth, E-Mail ID & Mobile No. cannot be changed in main application form.
- ii. After registration, candidate will receive an Activation code on registered E- Mail ID for verification and activation of login to access Online Recruitment Portal.
- iii. Login to the portal using registered email id/ mobile number and click on “Apply” to start application for the desired post.

STEP 2: On-line Application:

- i. Before applying for the post, the applicant should keep the scanned copy of recent passport sized color photograph and signature ready in .jpg format with file size limit between 10KB to 100KB.
- ii. After successful login, candidate should select only one post mentioned in the advertisement for applying.

STEP 3: Fill the online application with relevant details and submit.

Important Instructions to Candidates for filling Online Application:

- a. Web Pages are best viewed in Chrome.
 - b. Before submitting the online application, the applicants are requested to go through the details of the post and content of the post on the website carefully.
 - c. The applicant should cross check all the details filled in the On-line Application, before finally submitting the same, as no correction will be possible at a later stage. Onus of filling the right details lies with the candidate
 - d. The applicants are not required to send hard copies of the application form.
 - e. Applicants are advised to retain the acknowledgement and printout of the submitted online application for future reference.
 - f. Incomplete applications in any respect are liable to be rejected summarily. No representation against such rejection will be entertained.
 - g. In case of difficulty in the submission of online application form, please email the queries to app.helpdesk@recpdcl.in, it@recpdcl.in for technical issues and for other issues recruitment@recpdcl.in.
10. The candidates should ensure that they are fulfilling all eligibility conditions/ requirements. Shortlisting shall be based on the details mentioned in the application. Verification of original documents will be done at the time of interview.

11. **Important Dates:**

Commencement of Online Submission of Applications	30.10.2024 (Wednesday), 10:00 AM
Closing of Online Submission of Applications	28.11.2024 (Thursday), 06:00 PM