

CAREER OPPORTUNITIES IN RECPDCL

1. REC Power Development and Consultancy Limited (REC PDCL) {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.

Vacancies

2. To meet its human resource requirements, RECPDCL invites applications from dynamic, committed, self-motivated and experienced professionals for various posts, the details of which are as under:

Sl. No.	Name of the post/ Grade & IDA scale of pay (w.e.f. 01.01.2017)	Number of posts (Reserved for)	Upper Age Limit (in years)	Prescribed minimum qualification(s)	Minimum post qualification experience & CTC required*	Nature of experience required (in companies registered under The Companies Act)
Engineering discipline						
1.	Dy. Manager (Engineering) E-4 ₹ 70,000-2,00,000	04 (UR:03, OBC-NCL:01)	39	Regular full-time B.E./B.Tech or equivalent in Electrical/Electrical & Electronics/ Mechanical/ Civil or equivalent from a	07 years' post qualification executive experience CTC of ₹ 13.5 Lakh p.a.	Experience in area(s) of Power Sector viz. Generation, Transmission & Distribution, Renewables, etc.

2.	Officer (Engineering) E-2 ₹ 50,000- 1,60,000	10 (UR:06, OBC- NCL:02, SC:01, EWS:01)	33	recognized institute/university with first division or equivalent CGPA Desirable qualification: MBA	02 years' post qualification executive experience CTC of ₹ 09 Lakh p.a.	<i>Preference may be given to candidates with experience in RE project development & execution, statutory clearances for project development and financial modelling; Formulation of DPR, Finalization of BOQ detailed surveying including statutory clearances for execution of Transmission lines for project development, Execution of Transmission lines & substations (132kV and above); and, Bidding under TBCB route & RE Bundling work and financial modelling for cost optimization; Implementation of Power Distribution projects and managing Smart Metering projects.</i>
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Finance & Accounts (F&A) discipline

3.	Deputy Manager (F&A) E-4 ₹ 70,000- 2,00,000	01 (UR)	39	Chartered Accountancy/ Cost and Management Accountancy	07 years' post qualification executive experience CTC of ₹ 13.5 Lakh p.a.	Experience in Financial Institutions/ Scheduled Commercial Banks/ NBFCs/ Public Sector Organizations/ Central Govt. / State Govt. / Multi- lateral organizations/ Other Institutions.
4.	Officer (F&A) E-2 ₹ 50,000- 1,60,000	01 (UR)	33		02 years' post qualification executive experience CTC of ₹ 09 Lakh p.a.	

Human Resource (HR) discipline

5.	Deputy Manager (HR) E-4 ₹ 70,000-2,00,000	01 (UR)	39	Regular fulltime two-year MBA / Post Graduate Degree/ Diploma or equivalent with specialization in HR/ Personnel Management & Industrial Relations or equivalent from recognized institute/ university with first division or equivalent CGPA	07 years' post qualification executive experience CTC of ₹ 13.5 Lakh p.a.	Experience in HR function in area(s) such as Manpower Planning, Policy Interventions, Recruitment, Training & Development, Succession Planning, Employee Engagement, Performance Appraisal, Career Progression, Industrial Relations and Related HR Functions etc. <i>Candidates with relevant experience from CPSEs may be given preference.</i>
6.	Officer (HR) E-2 ₹ 50,000-1,60,000	01 (UR)	33	Relations or equivalent from recognized institute/ university with first division or equivalent CGPA	02 years' post qualification executive experience CTC of ₹ 09 Lakh p.a.	

Information Technology (IT) discipline

7.	Deputy Manager (IT) E-4 ₹ 70,000-2,00,000	01 (UR)	39	Regular full time B.E./ B. Tech. or equivalent in Computer Science/ Information Technology or equivalent from recognized institute/ university with first division or equivalent CGPA	07 years' post qualification executive experience CTC of ₹ 13.5 Lakh p.a.	Experience in implementation/ upgradation/ Application design and architecting of progressive web app/windows-based software development/ PL-SQL/ enhancement of e-Business suite/ Open source & web development/ Advanced Data Structures/ Server administration (OS & Email)/ MDM/HES technologies/ Communication Infrastructure & Integration of IT/OT applications/ Computer Networks/ Database, Weblogic/ SAN/ NAS/ Storage/ Cyber Security
8.	Officer (IT) E-2 ₹ 50,000-1,60,000	01 (UR)	33	OR Post Graduate Degree viz. MCA/ M.Tech./ MCS/ MSc. in IT/ Computer Science or equivalent from a recognized Institute/ university with	02 years' post qualification executive experience CTC of ₹ 09 Lakh p.a.	Desirable Certification: Valid OEM Certification in Cloud computing,

				first division or equivalent CGPA		Database management/Open source Web/Mobile App designing and development, PHP. <i>Candidates with experience in Distribution companies will be given preference.</i>
Company Secretariat (CS) discipline						
9.	Deputy Manager (CS) E-4 ₹ 70,000-2,00,000	01 (UR)	39	Graduate with Associate/ Fellow membership of the Institute of Company Secretaries of India.	07 years' post qualification executive experience CTC of ₹ 13.5 Lakh p.a.	Experience in Secretarial department of companies. <i>Candidates with experience in listed companies and having a degree in Law may be given preference.</i>
10.	Officer (CS) E-2 ₹ 50,000-1,60,000	01 (UR)	33		02 years' post qualification executive experience CTC of ₹ 09 Lakh p.a.	
Law discipline						
11.	Deputy Manager (Law) E-4 ₹ 70,000-2,00,000	01 (UR)	39	Regular full time Degree in Law (LLB - 3 years) with first division or equivalent CGPA Or Degree in 5 years integrated course in Law from a recognized University with	07 years' post qualification executive experience CTC of ₹ 13.5 Lakh p.a.	Hands on experience in drafting/ vetting/ execution of legal documents of project financing, legal due diligence of loan proposals/ documents including in-depth knowledge of applicable corporate/ commercial legislations with expertise in DRT/ Civil/ Criminal Courts, arbitration proceedings in Banks/
12.	Officer (Law) E-2	01 (UR)	33		02 years' post qualification executive experience	

	₹ 50,000-1,60,000			first division or equivalent CGPA.	CTC of ₹ 09 Lakh p.a.	financial institutions. Must have core competence in the areas of analyzing various legal, security packages relating to project financing, etc. and must be in a position to handle all activities of documentation independently.
Corporate Social Responsibility (CSR) Discipline						
13.	Officer (CSR) E-2 ₹ 50,000-1,60,000	01 (UR)	33	Regular fulltime two-year MBA/ PGDM/ PGD or equivalent in Social Work or equivalent from recognized institute/ university with first division or equivalent CGPA	02 years' post qualification executive experience CTC of ₹ 09 Lakh p.a.	Experience in evaluation, implementation and monitoring of social work/rural development/community development projects, is required. <i>Preference may be given to the candidates who have qualified UGC-NET.</i>

* For applicants working in the private sector

Posts reserved for Persons with Benchmark Disabilities (PwBD)

From the posts indicated from Sl. No 1 to 13 in the table above, 01 post is reserved for Category a).

Reservation to PwBD shall be admissible in accordance with Government of India guidelines for the posts identified by RECPDCL as under:

Post/ Sl. No. in table above	Eligible PwBD for Reservation as per roster point
Deputy Manager/Officer in Engineering discipline Sl. No. 1 & 2	a) B, LV b) D, HH c) OA, BA, OL, BL, OAL, Dw, AAV, MDy d) MI e) MD involving (a) to (d) above
Deputy Manager/Officer in F&A discipline Sl. No. 3 & 4	a) B, LV b) D, HH c) OA, BA, OL, BL, OAL, BLOA, BLA, LC, Dw, AAV e) MD involving (a) to (c) above
Deputy Manager/Officer in HR discipline	a) B, LV b) D, HH c) OA, OL, BL, OAL, BA, BL, CP, LC, Dw, AAV d) SLD, MI

Sl. No. 5 & 6	e) MD involving (a) to (d) above
Deputy Manager/Officer in IT discipline Sl. No. 7 & 8	a) B, LV b) D, HH c) OL, CP, LC, Dw, AAV d) SLD, MI e) MD involving (a) to (d) above
Deputy Manager/Officer in CS discipline Sl. No. 9 & 10	a) B, LV b) D, HH c) OA, BA, OL, BL, OAL, CP, LC, Dw, AAV, MDy e) MD involving (a) to (c) above
Deputy Manager/Officer in Law discipline Sl. No. 11 & 12	a) B, LV b) D, HH c) OA, BA, OL, BL, OAL, BLOA, BLA, CP, LC, Dw, AAV d) SLD e) MD involving (a) to (d) above
Officer in CSR discipline Sl. No. 13	a) B, LV b) D, HH c) OA, OL, LC, Dw, AAV d) SLD, MI e) MD involving (a) to (d) above

Legend:

UR: Unreserved

OBC-NCL: Other Backward Classes- Non-Creamy Layer

SC: Scheduled Caste

ST: Scheduled Tribe

EWS: Economically Weaker Section

PwBD: Persons with Benchmark Disabilities

Category a): B=Blind, LV=Low Vision

Category b): D=Deaf, HH= Hard of Hearing

Category c): OA=One Arm, OL=One Leg, BA=Both Arms, BL=Both Legs, OAL=One Arm and One Leg, BLOA=Both Leg & One Arm , BLA=Both Legs Arms, CP=Cerebral Palsy, LC=Leprosy Cured, Dw=Dwarfism, AAV=Acid Attack Victims, MDy= Muscular Dystrophy

Category d) & e) : SLD= Specific Learning Disability, MI= Mental Illness, MD=Multiple Disabilities

Compensation Package:

3. The company offers an attractive compensation package at par with the best in the industry including Basic pay and DA (IDA pay pattern) with benefits such as HRA, Perks & Allowances under cafeteria

approach, performance related pay, medical insurance, CPF, gratuity etc.; as per applicable rules. Pay of candidates from private sector shall be fixed at minimum of the pay scale of the post to which he/she is appointed. For others, pay shall be fixed as per Pay fixation rules followed in the company.

Eligibility Criteria

4. **Nationality:** Only Indian Nationals are eligible to apply.
5. **Educational Qualifications:** The requirements regarding essential educational qualification for different posts are given in Table above. All qualification should be from a University/Institute recognized by Government of India and the courses should be approved by UGC/appropriate statutory authority for employment to the post and services of the Central Government. Candidates who have obtained their qualification through distance learning/part time mode are also eligible to apply provided that their qualification is recognized by the relevant statutory bodies for employment to the post and services of the Central Government. Equivalence of qualification shall be decided at the discretion of RECPDCL Management.
 - a) Fraction of percentage in educational qualification will be ignored and will not be rounded off to the next higher integer i.e. 59.9% will be treated as less than 60%.
 - b) 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. The applicant shall also submit the conversion formula for deriving CGPA to percentage equivalence issued by the concerned University/ Institution, failing which the application is liable to be rejected.
6. **Work Experience:** For being eligible for selection, the candidate must have experience as specified above. For posts indicated at Sl. No.1 to 13, candidates applying from Government organizations/PSEs/Public Sector Banks etc. having CDA/IDA/ other applicable payscales must presently be working in the immediately lower payscale (for example, candidates applying for E-2 (Rs. 50,000-3%-Rs. 1,60,000) should be currently working in the payscale equivalent to IDA Payscale Rs.40,000-3%-Rs.1,40,000). This is not applicable to candidates working in Government organizations/PSEs/ Public Sector Banks etc. in the equivalent pay scale or above than that of the post applied for. Only those applicants holding the post in the requisite lower pay scale in substantive capacity i.e. other than time scale, in situ basis, etc. will be considered eligible; similarly, candidates applying from private organizations should be working for at least one year in the post with CTC of at least the amount mentioned above. In case of multiple organizations in the last one year, the cumulative CTC should be as mentioned above.
7. For those on deputation, grade/rank/pay scale in parent department will be the reference point for the purpose of immediate lower post experience.
8. Teaching experience, period of sabbatical, Extra-ordinary leave will not be counted towards work experience for the purpose of eligibility and while applying for the posts, candidates must ensure that

they are not including such period as experience. For candidates having experience in more than one organization, any gap period of upto 15 days between date of relieving from one organization and date of joining the other organization shall be counted as experience.

9. In case of experience in Government/ Autonomous bodies/ Public Sector Banks etc. where pay scales are different and not comparable/do not have parity with CDA/ IDA pay scales, the equivalent levels/ lower pay scale for determining eligibility to the post applied for, 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 RECPDCL Management shall be final and binding in this regard. Such candidates are required to provide all supporting relevant details in respect of their eligibility along with the application.
10. **Age:** The candidates must not have an age more than that mentioned in the first Table above. Following relaxation in age shall be given, subject to production of required certificate from the prescribed authority as per Government of India norms:
 - SC category: Five years;
 - OBC-NCL (Non-creamy layer): Three years;
 - Persons with Benchmark Disabilities (PwBD): Ten years; in addition to the age relaxation permissible for SC/OBC-NCL category candidates subject to the condition that maximum age of the applicant including relaxation on the cut-off date shall not exceed 56 years;
 - Ex-servicemen: As per Govt. of India Directives.
 - In case no post is reserved for any particular category, no relaxation shall be applicable to such categories.
11. The cut-off date for ascertaining age and experience, etc. will be the last date of submission of online application, i.e. 25.07.2024.
12. Those working in Public Sector/ Government Sector/ Autonomous bodies of Government may forward application '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.
13. All appointments are subject to medical fitness as per the rules followed in the company.
14. No person shall be eligible for appointment if he/she has been convicted by a court of law for an offense involving moral turpitude.
15. No person shall be eligible for appointment who has previously been dismissed, removed or compulsorily retired from the service of a corporation or department of a state or central government or a local authority or from an autonomous statutory body.

16. No person who has more than one spouse or who has entered into a marriage with any person having a spouse living shall be eligible for appointment to any post unless such marriage is permissible under the personal law applicable to the candidate and the other party to the marriage.
17. Any canvassing directly or indirectly by the applicant may disqualify his/her candidature.

Selection Process

18. Incomplete applications shall be summarily dismissed. In case of any discrepancy in the application, the candidature will be summarily rejected.
19. Mere fulfilment of eligibility criteria shall not confer any right to the applicant for being called for the interview/ selection process.
20. Detailed scrutiny of the applications shall be done to ascertain the eligibility and with a view to select for the purpose of interview, only those candidates who are considered suitable in terms of the nature and quality of technical knowledge and professional expertise required for each specific post. Mere issuance of call letter for appearing in the selection process shall not imply that the candidate is eligible for the interview/post.
21. Applicants found suitable shall be called for written test and /or interview, the venue and time for which will be intimated through the portal and the email indicated along with the application.
22. Selection shall be based on interviews. In cases where both written test and interview are resorted to, weightage of 85% and 15% shall be allotted respectively. The details of written test, if any, will be intimated through the portal and email.
23. If the number of applications for any post is high, RECPDCL reserves the right to shortlist candidates with higher criteria than the minimum eligibility requirements mentioned above.
24. No TA/DA shall be payable for attending the written test, if any. However, outstation candidates called for interview will be reimbursed single to & fro fare restricted to the amount incurred through train AC 2 tier subject to submission of proof of journey and finding in order all testimonials/original documents for verification of age, qualification, experience, reservation/ relaxation, etc. and upon completion of interview. Also, Travelling Allowance for attending the interview will be reimbursed to candidates for journey from the address indicated in the application or as per journey proof, whichever is lower.
25. Any request for change in date or venue of the selection process (written test/ interview) will not be entertained.
26. Verification of documents shall be done before the interview. The candidates shall be required to get their original certificates for the interview.

27. Candidates shall be selected on the basis of the educational qualifications, work experience and performance in selection process including interview. List of selected candidates, in order of merit, subject to medical fitness and verification of character and antecedents, shall be published on the portal and selected candidates will be informed individually at the address for correspondence and/or e-mail given in the application.
28. Candidates working in Public Sector/ Government Sector/ Autonomous bodies of Government shall be required to submit proper relieving order from present employer at the time of joining.

General

29. RECPDCL reserves the right to increase/decrease the vacancies or cancel the recruitment process, if need so arises, without issuing any notice or assigning any reason thereof.
30. RECPDCL has operations all over the country and the selected candidate can be posted anywhere in the country.
31. The recruitment against these vacancies shall be governed broadly by the provisions of the rules followed in the company. The terms and conditions of appointment and the service conditions shall be governed by the notified Rules on the subject, as modified from time to time.
32. All information regarding this recruitment would be available in the 'Careers' tab on RECPDCL website <http://www.recpdcl.in>, herein called the website/portal. Applicants are advised to check the portal/ website periodically for updates. **Any corrigendum/ clarification on the advertisement, if required, shall be uploaded on RECPDCL website only.** No individual mails shall be sent.
33. In case of any ambiguity / dispute on account of interpretation in versions other than English, English version will prevail.
34. Candidates separated from any PSE/ PSU on VRS would be required to return VRS compensation to the concerned PSE/ GoI as the case may be, in the event of selection in RECPDCL.
35. No correspondence will be entertained from candidates not shortlisted/ not selected.
36. All disputes/ cases related to this recruitment process are subject to jurisdiction of courts of Delhi only.

Steps for Applying:

37. Candidates are required to pay a non-refundable fee of ₹ 500/- (Five Hundred only). Candidates belonging to Scheduled Castes, Scheduled Tribes, PwBD and Ex-servicemen are exempted from payment of this application fee.
38. While applying for a post, the candidate should ensure that he/she fulfils the prescribed eligibility criteria on the cut-off date/s and that the particulars furnished are correct in all respects. If at any stage of recruitment or thereafter it is detected that a candidate has furnished any incorrect/ incomplete information or has suppressed any material fact (s) to be considered as eligible, his/her candidature

will stand automatically cancelled. If any shortcoming (s) is/are detected after his/ her assumption of charge, his/her service is liable to be terminated without any notice.

39. If any document/certificate is issued in a language other than Hindi/English, candidates are required to submit a certified translation of the same in Hindi/ English along with the application and also at the time of Interview.
40. Candidates who want to avail relaxations available to SC/OBC- NCL/ PwBD / Ex-servicemen/EWS are required to furnish Valid Caste/ Category Certificate in the prescribed format issued by the Authority as per GoI guidelines (in case of SC/ OBC-NCL/ EWS).
41. Validity of such certificate shall be the responsibility of the candidate at the time of application and also its verification as and when required.
42. Persons with Benchmark disability of not less than 40% as per Government of India guidelines shall only be eligible for the benefit of PwBD.
43. Eligible and interested candidates should visit the 'Careers' tab on the RECPDCL website and click on the relevant opening. A candidate can apply for one post only.
44. Register on the portal using email id and mobile number.
45. Login to the portal using registered email id/ mobile number and click on "Apply" to start application for the desired post.
46. Fill the online application form with relevant details.
47. Self-attested scanned copies of following documents should be attached (File type should be .jpg/ .png/ .pdf and should not exceed 500 KB) at the time of filling the application in the separate space provided in the application portal:
 - a) Proof of Date of Birth (Tenth Class Certificate/ Birth Certificate)
 - b) Caste certificate/ relevant document for claiming Reservation/ Relaxation/Concessions issued by the Prescribed Authority as per GoI guidelines (in case of SC/ST/OBC-NCL/ Ex-servicemen/EWS)
 - c) Disability Certificate – issued by the Prescribed Authority as per GoI guidelines clearly indicating type of disability, % of disability etc.
 - d) Documents related to Essential Qualification (Pass certificate & Mark sheets showing class/ division/ CGPA/ percentage, mode, duration along with specialization) *. If Class/ Division and percentage is not indicated in the Certificate or Mark sheet, the applicant shall submit the conversion formula for deriving CGPA to percentage equivalence from the concerned University/Institution, failing which the application is liable to be rejected.
 - e) Documents related to Other Qualifications (Pass Certificate and Mark sheets) *
 - f) Documents related to experience such as: (present as well as all previous employment/s) starting from current employment in descending order*
- Appointment order/ joining order

- Experience Certificate: Proof of experience indicating post held, period of service (Relieving order/ Service Certificate- which clearly defines the joining date and relieving date (in case of experience with more than one organization), pay scale/ emoluments & area of experience (In respect of PSU/ Govt. employees indicating revised as well as pre-revised pay scales with period details)
- Relevance of experience need to be certified by the employer(s) to be considered authentic; self-declaration of nature of experience will not be considered without documentary proof
- Latest Pay Slip
- Pay Certificate from concerned organization (Govt./ Public/ Private sector) in support of experience in relevant pay scale/ emoluments. Documentary evidence for annual CTC such as Form 16, pay slips for last 12 months, certificate from employer etc. (in case of candidates from private sector)
- Last Promotion order, if applicable
- Orders of the company where the applicant is working presently clearly indicating executive grades & pay structure of the organization and position of the applicant in the hierarchy for relevant experience
- Documentary proof in support of Annual Turnover (Audited Balance Sheet) and listing status (on stock exchange) in case of candidates working in private sector
- Specific evidence showing relevant experience in the form of office orders/ office memorandums/ transfer orders/ work allocation orders/ experience certificate etc
- g) Certificate proving candidature under the category of J&K domicile, issued by the Competent Authority or any other category for which relaxation is admissible as per the advertisement.
- h) A recent passport size colour photograph
- i) Signature of candidate

48. Candidate should compulsorily upload self-attested scanned copies of above-mentioned documents in separate space given in the online application form. Further, candidates are requested to ensure the legibility of the documents before uploading. Poor quality/legibility of documents shall be rejected.

* All requisite documents pertaining to each educational qualification and each employment/ experience should be merged into a single file. File type should be .jpg/ .png/ .pdf and should not exceed 500 KB.

49. Submit the online application after filling in all details and making online payment of fee (fee mandatory for candidates belonging to Unreserved, OBC-NCL & EWS category). Fee shall not be accepted in any other mode. **The Online Application shall be deemed to be submitted only upon receipt of Application Fee (if applicable). The Applicant should save the application number for future reference.**

50. All the details given in the online application will be treated as final and no changes will be entertained later.

51. Incomplete applications / applications without supporting documents, application fees (if applicable) will be rejected.

52. **Candidates are NOT required to submit hard copy of application form at this stage.** However, in case RECPDCL asks for any document for further verification of eligibility and the same is required to be sent by post/ mail, then RECPDCL will not be responsible for any postal delay or loss of the same in transit.

Important Dates:

a)	Commencement of Online Application	26.06.2024
b)	Last date for submission of Online Application	25.07.2024

This advertisement is exclusively for recruitment in REC Power Development and Consultancy Limited (RECPDCL) and the selected candidates shall be on the rolls of RECPDCL. REC shall not have any legal obligation in the future.