



रूरल इलेक्ट्रीफिकेशन कारपोरेशन लिमिटेड

RURAL ELECTRIFICATION CORPORATION LIMITED

(भारत सरकार का उद्यम) (A Government of India Enterprise)

Regd Office: Core-4, SCOPE Complex, 7 Lodi Road New Delhi 110003

Tele. 24365161 Fax 24360644 Email reccorp@recl.nic.in Gram RECTRIC

Website www.recindia.nic.in

REQUIRES: Professionals in various disciplines including Special Recruitment Drive for SC/ST/OBC

Rural Electrification Corporation Limited (REC) is a Schedule 'A' Navaratna Public Sector Enterprise under the administrative control of Ministry of Power engaged in financing and promotion of generation, transmission & distribution projects throughout India. The performance highlights and other details of the company may be seen by visiting REC website at www.recindia.nic.in. The following posts are proposed to be filled:

Sl. No.	Name of the post & IDA scale of pay (Provisional)	No. of posts (reserved for *)	Qualifications	Post qualification executive exp.(Yrs) #	Maximum age (Yrs) @
1.	General Manager (HR) E-8 (Rs. 51300-73000)	1 [Genl.]	Full time MBA/ Post Graduate Degree / Diploma of 2 years duration from recognized/ reputed University/ Institution, with specialization in Personnel Management & Industrial Relations/ Human Resource Management with not less than 60% marks. Desirable- Law Degree (3 yrs. duration)	20	52
2.	Company Secretary in the Grade of General Manager/ Additional General Manager E-8 / E-7A (Rs. 51300-73000)	1 [Genl.]	Graduate with Associate/ Fellow Membership of the institute of Company Secretaries of India. Desirable: Law Degree (3 yrs. duration) / CA / ICWA.	20 for GM 18 for AGM	52 for GM 50 for AGM

POSTS FOR (CIRE) HYDERABAD

3.	Director (CIRE) equivalent to General Manager E-8 (Rs. 51300-73000)	1 [Genl.]	First Class Post Graduate in Engineering-Electrical /Mechanical from a recognized University / Institute. Desirable: MBA/ Post graduate diploma in management from a recognized University / Institute.	20	52
4.	Faculty [CIRE] equivalent to Manager E-5 (Rs. 36600-62000)	2 [Genl.]	BE/ B.Tech. with Electrical/ Mechanical OR equivalent from a recognized Institute/University approved by AICTE with 1st Division. Desirable: M.Tech.	8	40

Professionals with Specialization in Power Distribution

5.	Deputy Manager (Engg.) E-4 (Rs.32900-58000)	2 Genl.	BE/ B.Tech. with specialization in <u>Electrical</u> or equivalent from a recognized Institute / University approved by AICTE with 1 st division. Desirable: M.Tech.	6	38
6.	Asstt. Manager (Engg.) E-3 (Rs. 29100-54500)	2 [1 Genl. 1 ST]		4	35

SPECIAL RECRUITMENT DRIVE FOR SC/ ST/ OBC

TECHNICAL DISCIPLINE

7.	General Manager (Engg.) E-8 (Rs. 51300-73000)	2 [OBC-NCL]	BE/B.Tech. with Electrical or Mechanical specialization or equivalent from a recognized Institute/ University approved by AICTE with 1st Division. Desirable: MBA / Proficiency in IT applications (for posts at Sl. No. 7 & 8), M.Tech (for posts at Sl. No. 9 &10)	20	52
8.	Dy. General Manager (Engg.) E-7 (Rs. 51300-73000)	1 [ST]		15	48
9.	Chief Manager (Engg.) E-6 (Rs. 43200-66000)	1 [OBC-NCL]		12	45
10.	Engineer E-2 (Rs.24900-50500)	2 [OBC-NCL]		02	30

FINANCE AND ACCOUNTS & HR DISCIPLINE

11.	Dy. General Manager (F&A) E-7 (Rs. 51300-73000)	1 [SC]	Graduate from recognized University and CA/ICWA	15	48
12.	Chief Manager (F&A) E-6 (Rs. 43200-66000)	1 [ST]		12	45
13.	Assistant Manager (F&A) E-3 (Rs. 29100- 54500)	1 [SC]		04	35
14.	Accounts Officer E-2 (Rs.24900-50500)	1 [ST]		02	30
15.	Officer (HR) E-2 (Rs.24900-50500)	3 [1 SC, 2OBC-NCL]	Full time MBA/ Post Graduate Degree / Diploma of 2 years duration from recognized/ reputed University/ Institution, with specialization in Personnel Management & Industrial Relations/ Human Resource Management with not less than 60% marks. Desirable- Law Degree (3 yrs. duration)	02	30

***2 posts** (1 post from special recruitment drive and 1 post from other vacancies from the above), out of the above are reserved for physically handicapped candidates as per the rules of Govt. of India.

@Relaxations for SC/ST/ OBC (NCL)/ PWD/ Ex servicemen/ JK domicile category will be as per Govt. guidelines.

Allowances such as HRA / Leased residential accommodation, conveyance reimbursement, medical reimbursement, performance related pay, CPF, Gratuity, Leave encashment, advances etc. are admissible as per the rules of the Corporation.

Out of the no. of years of experience indicated above, experience in the immediate lower cadre/ prescribed pay scales for PSU/ Govt. employees etc, or equivalent profile for others (to be decided at the discretion of REC management) is essential as given below :

EXPERIENCE IN IMMEDIATE LOWER CADRE

Applicants, who are holding the posts in the pay scales specified below (in the immediate lower grade) in substantive capacity i.e. other than time scale, in situ basis, etc., will only be considered eligible for all the positions.

Post of General Manager at SL.No. 1, 2, 3 & 7 requires minimum of 20 years of post qualification executive experience out of which 2 years experience in the IDA pay scale of 51300-3%-73000 (in one grade lower than the highest grade of 51300-3%-73000 in PSEs where this pay scale is operative for 3 grades) or 3 years experience (in one grade lower than the highest grade of 51300-3%-73000 in PSEs where this pay scale is operative for 2 grades) or 2 years in the grade of Rs. 37400-67000 GP 10000 (CDA pay scale w.e.f 2006) or equivalent profile for others. In PSUs where the scale of Rs. 51300-3%-73000 is operative for one grade only, those with 4 years experience in the pay scale of Rs. 43200-66000 shall be treated as eligible.

Post of Additional General Manager level at Sl.No. 2 requires minimum of 18 years of post qualification executive experience out of which 2 years experience in the IDA pay scale of Rs. 51300-3%-73000 (in the lowest grade of Rs. 51300-3%-73000 in PSEs where this pay scale is operative for 3 grades) or 2 years experience in the lower grade of Rs. 51300-3%-73000 (in the lower grade of Rs. 51300-3%-73000 in PSEs where this pay scale is operative for 2 grades) or 2 years in Rs. 37400-67000 GP 8900 (CDA pay scale w.e.f. 2006) or equivalent profile for others. In PSEs where the scale of Rs. 51300-3%-73000 is operative for one grade only, those with 3 years experience in the pay scale of Rs. 43200-66000 shall be treated as eligible.

Post of DGM at Sl.No. 8 & 11 requires minimum of 15 years of post qualification executive experience out of which 2 years experience in the IDA pay scale of Rs.43200-66000 or 2 years in Rs. 37400-67000 GP-8700 (CDA scale w.e.f. 2006) or equivalent level/post profile for others.

Post of Chief Manager at Sl.No.9 & 12 requires minimum of 12 years of post qualification executive experience out of which 2 years experience in the IDA pay scale of Rs.36600-62000 or Rs.15600-39100 GP 7600 (CDA scale of pay w.e.f. 2006) or equivalent level post profile for others.

Posts of Manager (Faculty) at Sl. No. 4 require minimum of 8 years of post qualification executive experience out of which 2 years experience in the IDA pay scale of Rs. 32900-58000 or 4 years in Rs.15600-39100 GP 6600 (CDA w.e.f. 2006) or equivalent level post profile for others.

Posts of Deputy Manager at Sl. No. 5 require minimum requires 6 years of post qualification executive experience out of which 2 years experience in the pay scale of Rs. 29100- 54500 (IDA pay scales w.e.f. 2007) or in the pay scale of Rs. 15600-39100 + GP of 6600 (CDA pay scale w.e.f. 2006) or equivalent level/post profile for others.

Posts of Assistant Manager at Sl. No. 6 & 13 require minimum of 4 years of post qualification executive experience out of which 2 years experience in the pay scale of in IDA pay scale of Rs. 24900-50500 or in the pay scale of Rs.15600-39100 GP 5400 (CDA w.e.f 2006) or equivalent post profile for others.

Posts of Engineer/ Accounts Officer/Officer (HR) at Sl. No. 10, 14 & 15 require minimum of 2 years of post qualification experience in the IDA pay Scale of Rs.20600-46500 or Rs.9300-34800 GP 4600/4800 (CDA w.e.f.2006) or equivalent post profile for others.

NATURE OF EXPERIENCE :-

Posts at Sl. No. 1 GM (HR) & 15 Officer (HR) require hands on experience in reputed organization with in depth knowledge in HR function including recruitment, Manpower Planning, Evolution of Policies/ Compensation Packages, Industrial relations, Succession planning ,Reservation policy, Establishment matters, Compliance with Govt. guidelines, Welfare matters, Labour Laws, Office administration, etc.

Post at Sl.No. 2 GM (CS) requires experience in Company Secretary department preferably in a listed Company. Experience in Law / Chartered Accountancy /Cost Accountancy will have additional advantage. (ii) Additional General Manager requires experience in Company Secretary department preferably in a listed Company.

Post at Sl. No. 3 Director, CIRE requires outstanding abilities in training at a senior position as faculty or as administrator with abilities to run a full fledged Training Institute independently. Should also possess good liaisoning abilities with various Govt. agencies, Power Sector Organizations, Training Institutions of repute, etc. The incumbent should possess leadership qualities with ability to direct conceptualization, designing, organization of training programmes for both international and national participation.

Posts at Sl.No.4 Faculty, CIRE require persons with good training or teaching background/ abilities in Power Sector related areas with up to date knowledge in the field of specialization. Flair for teaching and acumen for research are essential for faculty position. Good knowledge of working in a computerized environment is essential.

Posts at Sl.No. 5 Deputy Manager & 6 Asstt. Manager require specific and hands on experience in the Power Distribution especially in Operation & Maintenance of Distribution system preferably with the exposure to Tariff related matters, Reforms, Best Practices and Regulatory frame work in Power Distribution Sector.

Posts at Sl.No.7 to 10 GM (Engg.), DGM(Engg.), CM(Engg.) and Engineer require hands on experience in various fields of power sector/ PSUs in the areas including Generation, Transmission & Distribution with an exposure to Project planning, Formulation, Appraisal, Execution, Procurement, Contracts, Standardization, Cost Engineering, Quality Assurance & Inspection, Monitoring, Finalization of Power Purchase Agreements, Renewable Energy/ DDG Projects, etc.

Posts at Sl. No. 11 to 14 DGM (F&A), CM (F&A), AM (F&A) & Accounts Officer require hands on experience in reputed Financial Institutions, NBFCs, Nationalized banks, PSUs etc. in maintenance of Corporate Accounts, Taxation, Mobilization of resources including international finance, Policy matters, Concurrence, Credit / Entity Appraisal of DDG Projects, Techno-Commercial Appraisal of Power Projects, Preparation of Bid Documents, Tendering of Transmission Projects and related activities.

In addition to the above, all the posts at the level of GM require high level of initiative, exceptional skills in communication, management, team building, coordination, result orientation, etc.

GENERAL INFORMATION:

1. Only Indian Nationals are eligible to apply.
2. The incumbents are liable to be transferred/ posted anywhere in India at the discretion of REC. The selected candidate/s should be able to join at the earliest.
3. Those working in Govt./ PSUs may apply through proper channel/ submit NOC at the time of Interview or should submit proper relieving letter from present employer in the event of selection in REC.
4. Internal candidates (other than those on deputation) applying for suitable positions will be given age and fee relaxation as per Rules. However, internal candidates on probation will not be eligible. For those on deputation, rank in parent deptt. will be considered for immediate lower cadre experience.
5. The cut off date for age and experience will be 18.02.2012.
6. REC reserves the right to relax age/experience/qualification & other qualifying criteria in deserving cases. 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.
7. REC also reserves the right to cancel/amend the advertisement and/or the selection process there under. The number of positions filled may increase or decrease depending on the requirement of REC.
8. Those outstation candidates called for the interview will be paid to and fro IInd class AC rail fare by the shortest route for posts up to E-6 and Economy air fare for posts E-7, E7A & E-8 as per REC TA /DA Rules subject to submission of proof of journey and production of all original documents for verification of age, qualification, experience, reservation/ relaxation, etc and upon completion of Interview.
9. OBC candidates belonging to creamy layer category should apply as general category and against general vacancies only.
10. Those candidates separated from any PSU/PSE on VRS would be required to refund VRS compensation received in the event of selection in REC.

11.All appointments will be subject to medical fitness as per REC rules.

12.No correspondence will be entertained from the candidates not called for interviews.

13.Any corrigendum/clarifications on this advertisement, if necessary, shall be uploaded on REC website and no separate press coverage is envisaged for this purpose.

14.All disputes / cases related to this recruitment process are subject to jurisdiction of courts at Delhi only.

HOW TO APPLY: Eligible and interested candidates should visit/ log on to www.recindia.nic.in to download prescribed application format. Application received in any other format will not be entertained. A candidate can apply for one post only failing which REC reserves the right to consider any one application only at the discretion of REC management.

Applications Incomplete/ unsigned, without attested copies proving age, qualifications including specialization, class, % of marks, experience, reservations, etc., and applications received late due to postal delays etc. will not be considered. A recent pass port photograph should be affixed in the right hand top corner on the front page of the prescribed application format.

The envelope duly super-scribed as 'Application for the post of _____' containing the duly filled in and signed application (in the prescribed format) along with the attested copies of the said enclosures and a non refundable demand draft for Rs. 500/-** (in case of General & OBC candidates) favouring Rural Electrification Corporation Limited payable at New Delhi should be sent to the Deputy Manager (HR), so as to reach REC by 18.02.2012 6PM at the address indicated below.

Note: All the applicants who have earlier applied or called for interviews in response to our earlier advertisement/s of the posts covered in this advertisement are advised to reapply.

**Applicants who paid fees for the post of DM/ AM (Engg.) in response to our advertisement for distribution cell in September /October 2011 are advised to mention the reference of the DD/ DD No. in their application.

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