



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.com & www.recindia.nic.in

REQUIRES: Professional in Engineering, Finance and Human Resource Discipline

Rural Electrification Corporation Limited (REC) is Schedule 'A' Navaratna Public Sector Enterprise under the administrative control of Ministry of Power engaged in the financing and promotion of transmission, distribution & generation projects throughout India. The following posts are proposed to be filled:

ENGINEERING DISCIPLINE

1. General Manager (Engg.) - 4 Posts (2 Gen., 2 OBC)
2. Deputy General Manager (Engg.) - 6 Posts (3 Gen., 1 SC, 1 ST, 1 OBC)
3. Chief Manager (Engg.) - 9 Posts (4 Gen., 1 ST, 3 OBC, 1 PWD)
4. Manager (Engg.) - 2 Posts (2 Gen)
5. Deputy Manager (Engg.) - 7 Posts (4 Gen., 1 SC, 1 OBC, 1 PWD)

Qualifications for GM/ DGM/CM/Manager/Deputy Manager (Engg.) at Sl. no 1 to 5 above: 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.

Professional Experience:

Posts at Sl. No. 1 to 5 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, and execution. Some of the positions require expertise in the field of Procurement, Contracts, Standardization, Cost Engineering, Quality Assurance & Inspection, Monitoring, Finalization of Power Purchase Agreements, Renewable Energy Projects etc.

FINANCE DISCIPLINE

6. Deputy General Manager (F&A) - 1 Post (SC)
7. Chief Manager (F&A) - 2 Posts (1 ST, 1 OBC)
8. Deputy Manager (F&A) - 1 Post (Gen.)
9. Asstt. Manager (F&A) - 1 Post (SC)
10. Accounts Officer (F&A) -1 Post (ST)

Qualification for DGM (F&A) – CA/ ICWA

Qualifications for Chief Manager/ Deputy Manager/Asstt. Manager (F&A)/Accounts Officer (F&A) CA/ICWA or Full time MBA (Fin.) with 1st Division from renowned and recognized university.

Professional Experience:

Posts at Sl. No. 6 to 10 require hands on experience in reputed Financial Institutions, NBFCs, Nationalized banks, PSUs etc. in maintenance of Corporate Accounts, taxation, appraisal of power projects, mobilization of resources including international finance, policy matters, concurrence, etc.

Desired areas of works:- Some of the posts require expertise in the area of Credit / Entity Appraisal of DDG Projects, Techno-Commercial Appraisal of Power Projects, Preparation of Bid Documents, Tendering of Transmission Projects and related activities.

HUMAN RESOURCE DISCIPLINE

11. General Manager (HR) – 1 Post (Gen.)
12. Deputy General Manager -1 Post (Gen.)

Qualification for GM/DGM (HR) will be MBA (HR) / Post Graduate Degree / Diploma of 2 years full time duration from recognized, reputed University/Institution in Personnel Management and Industrial Relations/ Human Resource Management with not less than 60% marks.

Desirable – Law Degree

Professional Experience:-

Posts at SL.No.. 11 to 12 require hands on experience in reputed organization with in depth knowledge in HR function including recruitment, Manpower Planning, evolution of Policies/ Compensation Packages, Industrial relation, succession planning ,reservation policy, establishment matters, compliance with Govt. guidelines, welfare matters, Labour Laws, Office administration, etc.

II. Post wise IDA Scale of pay (w.e.f.1.1.1997), Maximum age & Requisite experience:

| Post | IDA Scale of pay * (Provisional) in Rs. | Age in yrs. @ | Post qualification executive experience in yrs. # / @ |
|------------------------|---|---------------------|--|
| General Manager | 20500-26500 | 52 | 20 |
| DGM | 19000-24750 | 48 | 15 |
| Chief Manager | 18500-23900 | 45 | 12 |
| Manager | 17500-22300 | 40 | 8 |
| Deputy Manager | 16000-20800 | 38 | 6 |
| Asstt. Manager | 13750-18700 | 35 | 4 |
| Accounts Officer (F&A) | 11225-17250 | 30 | 2 |

* Pay scales are due for upward revision w.e.f. 1.1.2007.

@ Relaxations in age for:

- i) SC/ ST- 5 years
- ii) OBC- 3 years
- iii) PWD – 2 nos posts are reserved for Persons with disabilities (Orthopaedically handicapped having a minimum of 40% physical defect or deformity which causes an interference with the normal functioning of the bones , muscles and joints), Relaxation in age will be provided by 5 years for PWD – General Category for general posts and 10 years for PWD –SC/ST category for SC/ST post and 8 years for PWD-OBC category for OBC posts as per Govt. of India guidelines.
- iv) Ex-Servicemen/ J&K domicile category as per Govt. of India Rules.

#@ Relaxation In experience/lower cadre experience for SC / ST candidates may be considered at the discretion of REC Management as per Govt. of India rules. The qualifying marks in their case at the prescribed degree level will be 50% (against a normal requirement of 60%, allowing a relaxation of 10%)

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 or 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 category) 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 requires 4 years combined experience in the pay scale of Rs. 19500-25600 and/or 19000-24750 (IDA pay scales w.e.f. 1997) or 4 years in Rs. 16400-450-20900(CDA scale w.e.f. 1996) or 2 years in the scale of Rs. 19500-25600(IDA pay scale w.e.f.1997) or equivalent level/ post profile for others. Candidates employed in central public sector undertakings where IDA pay scales specified above are not operative (subject to sufficient proof of the same) and are possessing 4 years experience in the IDA pay scale of Rs,18500-23900 (IDA 1997) will be considered eligible for the post.

Posts of DGM require 2 years experience in the pay scale of Rs. 18500-23900 (IDA pay scale w.e.f. 1997) or in the pay scale of Rs. 14300-400-18300 (CDA pay scale w.e.f. 1996) or equivalent level/post profile for others.

Post of Chief Manager requires 2 years experience in the pay scale of Rs. 17500-22300 (IDA pay scale w.e.f. 1997) or in the pay scale of Rs. 12000-375-16500(CDA pay scale w.e.f. 1996) or equivalent level/post profile for others.

Posts of Manager requires 4 years combined experience in the pay scale of Rs. 16000-20800 and/or 13750-18700 (IDA pay scales w.e.f. 1997) or 4 years in Rs. 10000-325-15200 (CDA scale w.e.f. 1996) or 2 years in the scale of Rs. 16000-20800 (IDA pay scale w.e.f.1997) or equivalent level/post profile for others.

Post of Deputy Manager require 2 years experience in the pay scale of Rs. 13000-18250/13750-18700/14500-18700 (IDA pay scales w.e.f. 1997) or 2 years in Rs. 10000-325-15200(CDA scale w.e.f. 1996) or equivalent level/post profile for others.

Post of Asstt. Manager requires 2 years experience in the pay scale of Rs. 12000 -17500 / 11225-17250 (IDA pay scale w.e.f. 1997) or in the pay scale of Rs. 8000-275-13500(CDA pay scale w.e.f. 1996) or equivalent level/post profile for others. Candidates employed in central public sector undertakings where IDA pay scales specified above are not operative (subject to sufficient proof of the same) and are possessing 3 years experience in the IDA pay scale of Rs,10750-16750 (IDA 1997) will be considered eligible for the post.

Post of Accounts Officer (F&A) requires 2 years of experience in the pay scales of Rs.10750-16750 IDA pay scales (w.e.f.1997) or Rs. 6500-10500 CDA pay scale (w.e.f.1996) or equivalent level/post profile for others.

Pay scales indicated above shall be equated/ recalibrated in case of candidates presently working in IDA/CDA pay scales effective from 01.01.07/ 6th Pay Commission pay scales effective from 01.01.2006 for determining the immediate lower scale experience.

III. GENERAL INFORMATION:

The incumbents are liable to be transferred/ posted anywhere in India at the discretion of the company. The selected candidate/s should be able to join at the earliest. 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. 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, their rank in parent deptt. shall be considered for immediate lower cadre experience. The cut off date for age and experience will be **31/12/09**. 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. The Corporation 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 at the time of appointment. Those called for the interview will be reimbursed journey fare as per REC TA/DA rules.

VI. HOW TO APPLY: Eligible and interested candidates should visit/ log on to www.recindia.com or 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. Applications Incomplete/ unsigned, without attested copies proving age, qualifications including specialization, class, % of marks, experience, reservations, 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 06/02/2010 up to 6.00 P.M. at the address indicated below.

RURAL ELECTRIFICATION CORPORATION LIMITED

(A Government of India Enterprise)

Core-4, SCOPE Complex, 7, Lodhi Road, New Delhi-110003

Tel.: 24365161, Fax: 24360644, E-mail:reccorp@recl.nic.in.

Website: www.recindia.nic.in or www.recindia.com

Disclaimer

“Rural Electrification Corporation Limited proposes, subject to receipt of requisite approvals, market conditions and other considerations, to make a further public offer of its equity shares and has filed a draft red herring prospectus (“DRHP”) with the Securities and Exchange Board of India (“SEBI”). The DRHP is available on the website of SEBI at www.sebi.gov.in as well as on the websites of the book running lead managers at www.kmcc.co.in, www.dspml.com, www.icicisecurities.com, www.jmfinancial.in and www.abnamro.co.in. Investors should note that investment in equity shares involves a high degree of risk and for details relating to the same, see the section titled “Risk Factors” of the aforementioned DRHP.

This advertisement is not an offer of securities for sale in the United States or elsewhere. Securities may not be offered or sold in the United States absent registration under the US Securities Act of 1933, as amended, or an exemption there from. Neither the issuer nor the selling security holder have registered nor intend to register any securities under the US Securities Act of 1933, as amended. There will be no public offering of the securities in the United States. The issuer is not and will not be registered under the US Investment Company Act of 1940, as amended, and investors will not be entitled to benefits of that Act. No money, securities or other consideration from any person is being solicited and, if sent in response to the information contained in this advertisement, will not be accepted”.

Application Format

Affix recent
Colour passport
Size photograph

Name of the post :-----

I. Preliminary details :

1. Category (General/SC/ST/OBC-NCL)
2. Are you a Domicile of J&K during 1.1.1980 to 31.12.1989 (Yes/No)
3. Whether Ex-Serviceman (Yes/No)
4. No. of years of service
5. Whether Person with disabilities/PH (Yes/No)
6. Date of Birth (00/00/0000)
7. Whether REC employëe (Yes/No)

II. Demand Draft details :

1. Name of the Bank
2. Place and branch
3. DD No.
4. DD date
5. Amount Rs. 500/-

III. Personal particulars :

1. Name
2. Father/Husband's Name
3. Nationality
4. Minority Community (Not applicable/Christian/Muslim/Sikh/Zorastian)
5. Marital Status (Married/Unmarried)
6. Gender (Male/Female)
7. Address for communication
8. Contact No. with STD Code
9. E-mail ID
10. Nearest Railway Station

IV. Educational qualification starting from SSC: with attested photocopies

| Qualification | Year of passing | Board/University/Institute | Main Subjects/ Specialization | %marks/ grade/ division/class |
|---------------|-----------------|----------------------------|----------------------------------|----------------------------------|
| | | | | |
| | | | | |
| | | | | |
| | | | | |
| | | | | |

V. Experience details :

21. Present position held from
22. Present Designation
23. Name of the Organization
24. Present Job Responsibilities
25. Type of the Organization (Govt/PSU/Private/JV/MNC/NGO/Academic/Others)
26. Turnover of the Company during 2005-06 (for other than Govt. and PSU)
27. Pay Scale in case of Govt./ PSU employee
28. Present Basic Pay in case of Govt. and PSU employee.
29. CTC in case of others
30. Nature of Business of the Company
31. Total experience required (as per advertisement)
32. Total post qualification experience (excluding induction training/ teaching period) in years, months and days.
33. Previous experience details with name of the organization, position held, pay details, nature of work etc. in chronological order and any other information regarding area of exposure / experience (In not more than 200 words)

VI. Other details :

34. Academic achievements in 20 words(optional)
35. Professional achievements in 20 words(optional)
36. Date of next increments in case of PSU & Govt. employees
37. Due date for next promotion
38. Outstanding loans
39. Notice period required
40. No. of days required for joining if offered, before notice period.
41. Language known
42. Extra Curricular activities, if any(optional)

Verify all details filled in once again

Declaration :

I hereby declare that I have verified the details indicated above and also confirm that all the information is submitted to the best of my knowledge. At any stage if it is found that any of the above information is incorrect and/or is suppressed, the management of REC shall have the right to take any action, as deemed fit as per extant rules.

Place :

Date :

(Signature)
(in the printout of the application)