



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: Professionals in various disciplines

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. Over the years, the company has witnessed phenomenal growth with net worth of ₹ 14,744 cr. in FY 2011-12. The Company also has a Training Institute in Hyderabad by the name 'Central Institute for Rural Electrification (CIRE)' which caters to the training and development needs of Power Sector employees both from India & abroad.

In pursuit of greater heights, REC desires to recruit professionals across varied disciplines. The company offers an attractive compensation package which is one of the best in the industry including Basic pay and DA (on IDA pay pattern) with benefits such as leased accommodation, perks & allowances as per cafeteria approach, medical facilities including post-retirement medical benefits, group insurance, pension, CPF, Gratuity and other fringe benefits. The details of the vacancies available are as below:

Sl. No.	Name of the post & IDA scale of pay (Provisional)	No. of posts	Minimum Qualification/s	Min. Post qualification executive exp.(years)#	Maximum age (Yrs) @	Nature of experience
Law discipline						
1.	General Manager (Law) E-8 (₹51,300-73,000)	01 [Genl.]	Degree in Law (LLB - 3 years) or Degree in 5 years integrated course in Law with atleast II division from a recognized University <i>Desirable: LLM Degree</i>	22	54	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/ 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
2.	Dy. Manager (Law) E-4 (₹32,900-58,000)	01 [Genl.]		06	38	
3.	Assistant Manager (Law) E-3 (₹29,100-54,500)	02 [Genl.]		04	35	

						documentation independently. The post at the level of GM requires high level of initiative, exceptional skills in communication, management, team building, coordination, result orientation, etc.
Company Secretariat (CS) discipline						
4.	Dy. Manager (CS) E-4 (₹32,900-58,000)	02 [Genl.]	Graduate with Associate/ Fellow Membership of the Institute of Company Secretaries of India <i>Desirable: Law Degree (3 years duration)/CA/ ICWA</i>	06	38	Experience in Company Secretary department preferably in a listed Company. Experience in Law / Chartered Accountancy /Cost Accountancy will have additional advantage.
5.	Assistant Manager (CS) E-3 (₹29,100-54,500)	01 [Genl.]		04	35	
CIRE (Hyderabad)						
6.	Director (CIRE) equivalent to GM E-8 (₹51,300-73,000)	01 [Genl.]	B.E./ B.Tech in Electrical /Mechanical or equivalent from a recognized Institute/University with I division or equivalent CGPA <i>Desirable: M.E./ M.Tech in Electrical/ Mechanical or equivalent/ MBA/ Post graduate diploma in Management from a recognized University / Institute</i>	20	52	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 liaisons 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, organizing training programmes for both international and national participation. The incumbent should have high level of initiative, exceptional skills in communication, management, team building, coordination, result orientation, etc.

7.	Faculty (CIRE) equivalent to Manager E-5 (₹36,600-62,000)	02 [Genl.]	BE/ B.Tech. in Electrical/ Mechanical or equivalent from a recognized Institute/University with I division or equivalent CGPA <i>Desirable: M.Tech.</i>	08	40	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.
BACKLOG VACANCIES RESERVED FOR SC/ ST & OBC-NCL						
Engineering (Engg.) discipline						
8.	General Manager (Engg.) E-8 (₹51,300-73,000)	02 [OBC- NCL]	B.E./ B.Tech in Electrical/ Mechanical or equivalent from a recognized Institute/ University with I division or equivalent CGPA <i>Desirable: MBA / Proficiency in IT applications (for posts at Sl. No. 8 & 9), M.Tech (for post at Sl. No.10)</i>	20	52	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.
9.	Dy.General Manager (Engg.) E-7 (₹51,300-73,000)	01 [ST]		15	48	
10.	Chief Manager (Engg.) E-6 (₹43,200-66,000)	01 [OBC- NCL]		12	45	Posts at the level of GM require high level of initiative, exceptional skills in communication, management, team building, coordination, result orientation, etc.
Finance & Accounts (F&A) discipline						
11.	Dy.General Manager (F&A) E-7 (₹51,300-73,000)	01 [SC]	Graduate from recognized University and CA/ ICWA	15	48	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,
12.	Chief Manager (F&A) E-6 (₹43,200-66,000)	01 [ST]		12	45	

13.	Accounts Officer E-2 (₹24,900-50,500)	01 [ST]		02	30	Concurrence, 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 (HR) discipline						
14.	Officer (HR) E-2 (₹24,900-50,500)	02 [OBC-NCL]	Full time MBA/ Post Graduate Degree/Diploma of 2 years duration from recognized/ reputed Institution/ University with specialization in Personnel Management & Industrial Relations/ Human Resource Management with not less than 60% marks or equivalent CGPA <i>Desirable- Law Degree (3 yrs. duration)</i>	02	30	Hands on experience in reputed organization with in depth knowledge in HR functions 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.

One post from S.No.2 to 14 and one post from S.No.6, 8 to 14 above is reserved for Orthopaedically Handicapped (OH) and Hearing Handicapped (HH) respectively. Reservation to PWDs shall be admissible in accordance with DoPT O.M.No. 36035/3/2004-Estt(Res) dated 29.12.2005. Disabilities identified for various disciplines are as follows:

DISCIPLINE	IDENTIFIED POSTS FOR PWD	TYPE OF DISABILITY	LEGEND
Law	Posts at S.No.2 & 3	OL/ BL/ OAL	OL=One Leg, BL=Both Legs, OA=One Arm, OAL=One Arm
Company Secretariat	Posts at S.No.4 to 5	OA/ OL/ BL	

CIRE	Post at S.No.6	OA/ OL/ BL/ HH	and One Leg, HH= Hearing Handicapped
CIRE	Post at S.No.7	OA/ OL	
Engineering	Post at S.No.8 to 10	OL/ HH	
Finance& Accounts	Post at S.No.11 to 13	BL/ OA/ OL/ HH	
Human Resource	Posts at S.No.14	OA/ OL/ HH	

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

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 (Law) at **SI.No. 1** requires minimum of 22 years of post-qualification executive experience out of which 2 years' experience in the IDA pay scale of ₹ 51,300-3%-73,000 (in one grade lower than the highest grade of ₹ 51,300-3%-73,000 in PSEs where this pay scale is operative for 3 grades) or 3 years' experience (in one grade lower than the highest grade of ₹ 51,300-3%-73,000 in PSEs where this pay scale is operative for 2 grades) or 2 years in the grade of ₹ 37,400-67,000 + GP 10,000 (CDA scale of pay w.e.f 2006) or equivalent level/ post profile for others. In PSUs where the scale of ₹ 51,300-3%-73,000 is operative for one grade only, those with 4 years' experience in the pay scale of ₹ 43,200-66,000 shall be treated as eligible.

Posts of General Manager at **SI.No. 6 & 8** require minimum of 20 years of post-qualification executive experience out of which 2 years' experience in the IDA pay scale of ₹ 51,300-3%-73,000 (in one grade lower than the highest grade of ₹ 51,300-3%-73,000 in PSEs where this pay scale is operative for 3 grades) or 3 years' experience (in one grade lower than the highest grade of ₹ 51,300-3%-73,000 in PSEs where this pay scale is operative for 2 grades) or 2 years in the grade of ₹ 37,400-67,000 + GP 10,000 (CDA scale of pay w.e.f 2006) or equivalent level/ post profile for others. In PSUs where the scale of ₹ 51,300-3%-73,000 is operative for one grade only, those with 4 years' experience in the pay scale of ₹ 43,200-66,000 shall be treated as eligible.

Posts of Dy. General Manager at **SI.No. 9 & 11** require minimum of 15 years of post-qualification executive experience out of which 2 years' experience in the IDA pay scale of ₹ 43,200-66,000 or 2 years in ₹ 37,400-67,000 + GP 8,700 (CDA scale of pay w.e.f. 2006) or equivalent level/ post profile for others.

Posts of Chief Manager at **SI.No. 10 & 12** require minimum of 12 years of post-qualification executive experience out of which 2 years' experience in the IDA pay scale of ₹ 36,600-62,000 or ₹ 15,600-39,100 + GP 7,600 (CDA scale of pay w.e.f. 2006) or equivalent level/ post profile for others.

Posts of Faculty (CIRE) at the level of Manager at **SI.No. 7** requires minimum of 8 years of post-qualification executive experience out of which 2 years' experience in the IDA pay scale of ₹ 32,900- 58,000 or 4 years' in the pay scale of ₹15,600-39,100 + GP 6,600 (CDA scale of pay w.e.f. 2006) or equivalent level/ post profile for others.

Posts of Deputy Manager at **SI. No. 2 & 4** require minimum of 6 years of post-qualification executive experience out of which 2 years' experience in the IDA pay scale of ₹ 29,100- 54,500 or in the pay scale of ₹ 15,600-39,100 + GP of 6,600 (CDA scale of pay w.e.f. 2006) or equivalent level/post profile for others.

Posts of Assistant Manager at **SI. No. 3 & 5** require minimum of 4 years of post-qualification executive experience out of which 2 years' experience in the IDA pay scale of ₹ 24,900-50,500 or in the pay scale of ₹ 15,600-39,100 + GP 5,400 (CDA scale of pay w.e.f 2006) or equivalent level/ post profile for others.

Posts of Accounts Officer & Officer (HR) at **SI.No. 13 & 14** require minimum of 2 years of post-qualification executive experience in the IDA pay scale or in the pay scale of ₹ 9,300-34,800 + GP 4,600/ 4,800 (CDA scale of pay w.e.f.2006) or equivalent level/ post profile for others.

GENERAL INFORMATION:

1. Only Indian Nationals are eligible to apply.
2. All qualifications should be full time and from Universities/Institutions recognized and approved in India by AICTE/UGC/Appropriate statutory authority.
3. 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.
4. 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.
5. 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 department will be considered for immediate lower cadre experience.
6. The cut-off date for ascertaining age and experience will be **28.02.2013**.
7. 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.

8. In case any ambiguity / dispute arises on account of interpretation in versions other than English, English version will prevail.
9. REC reserves the right to cancel / restrict / enlarge/ modify / alter the recruitment process, if need so arises, without issuing any further notice or assigning any reason whatsoever.
10. Those outstation candidates called for interview will be reimbursed - single to & fro economy airfare or AC I class rail fare by the shortest route for the post in the grades of E-7 & E-8, single to and fro AC II tier rail fare by the shortest route for the posts in the grades of E-2 to E-6 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.
11. OBC candidates belonging to creamy layer category should apply as general category and against general vacancies only.
12. Those candidates separated from any PSU/PSE on VRS would be required to refund VRS compensation received in the event of selection in REC.
13. All appointments will be subject to medical fitness as per REC rules.
14. No correspondence will be entertained from the candidates not called for interviews.
15. Any corrigendum/clarifications on this advertisement, if necessary, shall be uploaded on REC website and no separate press coverage is envisaged for this purpose.
16. The fraction of percentage in educational qualification will be ignored and will **not** be rounded off to the next highest integer i.e. 59.9% will be treated as less than 60%.
17. Applicants called for interview shall have the option to speak/ answer in Hindi.
18. 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 size 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 ₹ 500/- (in case of General & OBC-NCL candidates) favoring Rural

Electrification Corporation Limited payable at New Delhi should be sent to the Sr.Officer (HR) so as to reach REC by **28.02.2013** till **6:00 P.M.** at the address indicated below:

RURAL ELECTRIFICATION CORPORATION LIMITED
Core-4, SCOPE Complex, 7, Lodhi Road, New Delhi-110003



असीमित ऊर्जा, अनन्त संभावनाएं
Endless energy. Infinite possibilities.

APPLICATION FORMAT

*Affix recent
coloured passport
size photograph*

NAME OF THE POST :

I. PERSONAL PARTICULARS	Please fill the details below:
1. Name of the applicant	
2. Father's/ Husband's name	
3. Nationality	
4. Marital Status	
5. Gender (Male/Female)	
6. Contact No. with STD Code	
7. E-mail ID	
8. Nearest Railway Station	
9. Address for communication	

II. PRELIMINARY DETAILS	Please fill the details below:
1. Category (General/ SC/ ST/ OBC-NCL)	
2. Whether belonging to Minority Community (If yes, please specify)	
3. Are you a Domicile of J&K during 1.1.1980 to 31.12.1989 (Yes/No)	
4. Whether Ex-Serviceman (Yes/No)	
5. Total number of years of service	
6. Whether Person with Disabilities/PWD (Yes/No)	
7. Date of Birth (dd/mm/yyyy)	
8. Whether REC employee (Yes/No)	

III. DEMAND DRAFT DETAILS	Please fill the details below:
1. Name of the Bank	
2. Place and branch	
3. DD No.	
4. DD date	
5. Amount	

IV. EDUCATIONAL QUALIFICATION (Starting from SSC/ X with attested photocopies)				
Qualification	Month & year of passing (mm/yyyy)	Board/ University/ Institute	Main Specialization	Percentage of marks/ CGPA

V. EXPERIENCE DETAILS (Starting from most recent with attested photocopies)					
Name of the Organization	Position Held	Pay Scale in case of Govt./ PSU employee/ CTC (in ₹)	Duration (mm/yyyy)		Nature of duties/ responsibilities
			From	To	
Type of the present employer (Govt/ PSU/ Private/ JV/ MNC/ NGO/ Academic/ Others)					
Nature of the business of the present employer					
Present Basic Pay in case of Govt. and PSU employee (in ₹)					

Turnover of the Company during 2011-12 (for other than Govt. and PSU)	
Total experience required (as per advertisement in years)	
Total post qualification executive experience (excluding induction training/ teaching period) in years, months and days.	

VII. OTHER DETAILS

1. Academic achievements in not more than 20 words (optional)	
2. Professional achievements in not more than 20 words (optional)	
3. Date of next increment in case of PSU & Govt. employees	
4. Details of outstanding loans with the present employer	
5. No. of days required for joining, if offered, for joining before notice period	
6. Due date for next promotion	
7. Notice period required	
8. Languages known	
9. 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 submitted is true 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)

INDICATIVE CHECKLIST FOR SUBMITTING THE APPLICATION

- Duly filled in Application format with signatures affixed.
- Self-attested copies of mark sheets, degrees, certificates proving qualification, specialization, class/ division, percentage of marks, duration of the course etc.
- Self-attested copies of experience certificate, pay slips proving posts held, nature of experience, duration, CTC/ basic pay, grade pay etc.
- Self-attested copy of X certificate/ passport/ Birth Certificate issued by the Municipal Authority or the Office of the Registrar of Births & Deaths/ Aadhar card proving Date of Birth
- Self-attested copy of caste certificate, if applicable issued by the competent authority as per Gol guidelines
- Self-attested copy of disability certificate, if applicable issued by the competent authority as per Gol guidelines clearly indicating type of disability, % of disability etc.
- Self-attested copy of certificate proving candidature under the category of ex-servicemen/ J&K domicile issued by the competent authority or any other category for which relaxation is admissible as per the advertisement.
- Demand Draft of ₹ 500/-

