



RURAL ELECTRIFICATION CORPORATION LIMITED

((A Government of India Enterprise)

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CAREER OPPORTUNITIES: REQUIREMENT OF PROFESSIONALS IN VARIOUS DISCIPLINES

Rural Electrification Corporation Limited (REC), a schedule "A" NAVRATNA Public Sector Enterprise under the administrative control of Ministry of Power, was incorporated on July 25, 1969 under the Companies Act 1956. From the formative years beginning in 1969 when the company financed mainly Pumpset Energisation and Village Electrification Schemes, the company has come a long way and today it is one of the leading Public Financial institutions in the country, funding almost all needs of entire power infrastructure space including generation, transmission and distribution projects. The Company has a consistent record of excellent all-round performance, growth and profitability over the last decade. The Company was listed on the stock Exchange in March, 2008. For the FY ending 31.03.2013, the Company had recorded a net worth of ₹ 17,454.38 cr & net profit of ₹ 3818 cr. 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, other fringe benefits & robust variable compensation linked to performance. The details of the vacancies available are as below:

S. No.	Name of the Post & IDA Scale of Pay (Provisional)	No. of Posts	Minimum Essential Qualification/s	Min Post Qualification executive exp. (years)#	Maximum age(yrs) @	Nature of experience	Experience in Immediate Lower Cadre	Remarks
Posts in Engineering (Engg.) Discipline								
1.	Addl. General Manager (Engg.), E-7A, (₹ 51,300 – 73,000)	1 (UR)	B.E/B.Tech in Electrical/ Mechanical or equivalent from a recognized Institute/University with Ist Div. or	18	50	Hands on experience in various fields of power sector operations /PSUs in the areas including Generation, Transmission & Distribution with an exposure to Project	Require minimum of 18 years of post-qualification executive experience out of which 2 years' experience in the IDA pay scale of ₹ 51,300-3%-73,000 (in the lowest grade of ₹ 51,300-3%-73,000 in PSEs where	<u>APPLY NOW</u>

			equivalent CGPA. <i>Desirable</i> : MBA/Proficiency in IT applications (for post at sl. no.1) , M. Tech (for posts at sl. no. 2- 3).			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 the level of AGM require high level of initiative, exceptional skills in communication, management, team building, coordination, result orientation etc.	this pay scale is operative for 3 grades) or 2 years' experience in the lower 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 8900 (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 3 years' experience in the pay scale of ₹ 43,200-66,000 shall be treated as eligible.	
2.	Manager (Engg.), E-5, (₹ 36,600 – 62,000)	2 (UR)		8	40		Require 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.	<u>APPLY NOW</u>

3.	Dy. Manager (Engg.), E-4, (₹ 32,900 – 58,000)	2 [UR-1, OBC(NCL) – 1]		6	38		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.	APPLY NOW
4.	Dy. General Manager (Engg.)-Civil, E-7, (₹ 51,300 – 73,000)	1 (UR)	B.E./B.Tech in Civil or equivalent from a recognized Institute/ University with Ist division or equivalent CGPA. Desirable: MBA / Proficiency in IT applications (for post at Sl. No. 4).	15	48	Hands on experience in construction & supervision of multistory building.	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.	APPLY NOW
5.	Engineer(Civil), E-2, (₹ 24,900 – 50,500)	2 (UR)		2	30		Require minimum of 2 years of post-qualification executive experience in the induction grade of 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.	APPLY NOW
Posts in Finance & Accounts (F&A) Discipline								
6.	Manager (F&A) E-5, (₹ 36,600 – 62,000)	2 (UR)	Graduate from a recognized University and CA/ICWA. Candidates	8	40	Hands on experience in reputed Financial Institutions, NBFCs, Nationalized banks, PSUs etc., in	Require minimum of 8 years of post-qualification executive experience out of which 2 years' experience in the IDA pay scale of ₹	APPLY NOW

			having MBA (Fin.) from a recognized Institute/ University with Ist Division or equivalent CGPA can also apply.			maintenance of corporate Accounts, Taxation, Mobilization of resources including international finance, policy matters, concurrence, Credit/ Entity Appraisal of Projects, Techno-Commercial Appraisal of power projects, preparation of RFQ/RFP Bid Documents for Tendering of Transmission Projects and related activities etc.	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.	
7.	Dy. Manager (F&A) E-4, (₹ 32,900 – 58,000)	1 (UR)	However, in case of MBA (Fin.) candidate should have passed Graduation in the area of B.Com or B.A Economics (Hons.).	6	38		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.	<u>APPLY NOW</u>
8.	Asstt. Manager (F&A), E3, (₹ 29,100 - 54,500)	2 [UR -1, OBC(NCL) - 1]		4	35		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.	<u>APPLY NOW</u>
9.	Officer (F&A) E-2, (₹ 24,900 – 50,500)	4 [UR -3, OBC(NCL) - 1]		2	30		Require minimum of 2 years of post-qualification executive experience in the induction grade of 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.	<u>APPLY NOW</u>

Post in IT Discipline								
10.	Engineer(IT), E-2, (₹ 24,900 – 50,500)	4 [UR -3, OBC(NCL) -1]]	B.E./B.Tech in Computers/IT or PG Degree viz. MCA/M.Tech/MC S/M.Sc in IT/Computers or equivalent from a recognized Institute/ University with Ist division or equivalent CGPA.	2	30	Experience in one or more of the following: Development/support experience in an ERP application in any module. Experience in acting as DBA under Oracle/MS- SQLR DBMS environment. Exposure in Software development Life Cycle processes, Web based architecture, Interface development (.Net, VB, C#, ASP, Java, OAF etc).Design, implementation of large-scale network or security project like WAN (>50 nodes) / LAN (>100 nodes) /MPLS-VPN/IPSEC VPN etc. Solution Design and tendering of large IT projects.	Require minimum of 2 years of post-qualification executive experience in the induction grade of 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.	<u>APPLY NOW</u>

Backlog Vacancies reserved for SC/ST/OBC-NCL

Posts in Engineering (Engg.) Discipline								
11.	General Manager (Engg.) E-8, (₹ 51,300 – 73,000)	1 (OBC – NCL)	B.E/B.Tech in Electrical/ Mechanical or equivalent from a recognized Institute/Universi ty with Ist Div. or	20	52	Hands on experience in various fields of power sector operations/PSUs in the areas including Generation, Transmission &	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	<u>APPLY NOW</u>

			equivalent CGPA. Desirable: MBA/Proficiency in IT applications.			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 the level of GM require high level of initiative, exceptional skills in communication, management, team building, coordination, result orientation etc.	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 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.	
12.	Dy. General Manager (Engg.) E-7, (₹ 51,300 – 73,000)	1 (ST)		15	48		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.	<u>APPLY NOW</u>
Posts in Finance & Accounts (F&A) Discipline								
13.	Dy. General Manager (F&A) E-7, (₹ 51,300 – 73,000)	1 (SC)	Graduate from a recognized University and CA/ICWA. Candidates having MBA (Fin.) from a recognized	15	48	Hands on experience in reputed Financial Institutions, NBFCs, Nationalized banks, PSUs etc., in maintenance of corporate Accounts,	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	<u>APPLY NOW</u>

			Institute/ University with Ist Division or equivalent CGPA can also apply. However, in case of MBA (Fin.) candidate should have passed Graduation in the area of B.Com or B.A Economics (Hons.).			Taxation, Mobilization of resources including international finance, policy matters, concurrence, Credit/ Entity Appraisal of Projects, Techno-Commercial Appraisal of power projects, preparation of RFQ/RFP Bid Documents for Tendering of Transmission Projects and related activities.	w.e.f. 2006) or equivalent level/ post profile for others.	
14.	Chief Manager (F&A) E-6, (₹ 43,200 – 66,000)	1 (ST)		12	45		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.	APPLY NOW

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

Applicants who are holding the posts in the pay scales specified above (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.

One post from S.No. 1 to 14 above is reserved for Hearing Handicapped (HH). 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
• Engineering	Post at S.No.1 to 5, 11& 12.	OL/ HH	OL=One Leg, BL=Both Legs, OA=One Arm, HH= Hearing Handicapped
• Finance& Accounts	Post at S. No. 6 to 9, 13 &14	BL/ OA/ OL/ HH	
• IT	Post at S.No.10	OA/OL/BL/HH	

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. In case of PG degrees such as MBA/M.Tech/M.Sc./MCS etc. it should be of minimum two years duration.
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 **30.11.2013**.
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 arising 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 to 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 advertisement will be issued 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.
19. Mere online submission of application form will not confer any right to the applicant for being called for the interview/ appointment.

HOW TO APPLY:

Eligible and interested candidates should click on "[APPLY NOW](#)" hyperlink shown against each post above for applying online. Application received in any other form 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.

Only General and OBC (NCL) candidates are required to pay a non-refundable fee of ₹ 500/ with an option to make such payment either through online mode or

through DD Mode (DD favoring Rural Electrification Corporation Limited payable at New Delhi). After applying online and paying the requisite fee, candidates are requested to take printout of the registration slip and send the same along with other necessary enclosures including DD (in case payment of fee is made through DD mode) by post to the address given below. A copy of the recent passport size colored photograph which has been uploaded in the application form, should also be affixed in the printout of registration slip.

The envelope duly super-scribed as 'Application for the post of _____' containing the duly signed **registration slip** printout along with the attested copies of the said enclosures and a non-refundable Demand Draft of ₹ 500/- (in case payment of fee is done through DD), should be sent to the DGM (HR), REC, at the address indicated below. **Last date for filling online application form and submitting/sending the same via post is 30.11.2013 till 06:00 P.M.**

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

Applications incomplete/ unsigned, without attested copies proving age, qualifications including specialization, class, % of marks, experience, reservation status, payment details etc., and applications received late due to postal delays etc. will not be considered and are liable for rejection.

In case of any query/help required while filling online application form, [call 0124-3954868](tel:0124-3954868) (Help desk number){(9:00 AM to 5:00 PM on all working days(Monday-Friday))}