



## Recruitment of Professionals for TELECOM Function

POWERGRID, the Central Transmission Utility (CTU) of India, one of the largest Transmission Utilities in the World and a Navratna Enterprise of Govt. of India is engaged in power transmission business with the mandate for planning, co-ordination, supervision and control over complete inter-State transmission system and ensures development of an efficient, coordinated and economical system of inter-state transmission lines for smooth flow of electricity from generating stations to the load centers. POWERGRID operates around **1,45,735** circuit kms of transmission lines along with 230 Sub-stations (as on 28.02.2018) and wheels about 50% of total power generated in the country through its transmission network.

POWERGRID also owns and operates **43,450 Kms. of Telecom network** having point of Presence in 662 locations and Intra-city network in 105 cities across India.

POWERGRID, with its strong in-house expertise in various facets of Transmission, Sub-Transmission, Distribution and Telecom sectors also offers consultancy services at National and International level. POWERGRID has been making profit since inception, having Gross turnover of Rs. 26,581 Crore and Profit after Tax of Rs. 7,520 Crore (FY: 2016 - 17).

To take the growth curve to further heights, POWERGRID is looking for Bright, Committed and Energetic candidates in the area of **TELECOM** as per details given below:

### Vacancies

Post ID	Name of the Post/ Level	Vacancy	Reservation Status
167	Engineer / E2A	10	Un-Reserved-05, OBC(NCL)-03, SC-01, ST-01

### Job Specification

Post ID- 167 : Engineer (for Telecom Functions)	
Essential Qualification	<p>Full Time BE/ B.Tech./B.Sc.Engg. in Electronics &amp; Telecommunication discipline or <u>equivalent</u> from a recognized university/ institute with minimum 60% marks.</p> <p>Candidates having ME/ M.Tech/MS/Equiv. degree in Electronics and Telecommunication Engg. will be preferred.</p> <p><i>The Electronics &amp; Telecommunication discipline or equivalent shall include Electronics / Electronics &amp; Communication/ Electronics &amp; Telecommunication / Electronics &amp; Electrical Communication / Telecommunication Engineering only.</i></p>
Experience	<p>Should have a <b>post qualification</b> experience of <b>Three (3) years</b> in the Executive/ Gazetted Officer Cadre out of which <b>at least Two(2) years</b> in the following pay scale or equivalent level **: IDA : INR 20600 – 46500 (Pre-Revised) **Govt : Candidates should be holding Gazetted Post (at least Gr-B) **Pvt. Sector : Candidates should be in receipt of minimum emoluments of Rs. 53600/- excluding medical, Leave encashment and employer's contribution towards Social Security every month for 2 years.</p>

<b>Experience Profile</b>	<ul style="list-style-type: none"> <li>○ Should have minimum <b>three years</b> post qualification experience in <b>Telecom/IT</b> sector in any one of the following areas: <ol style="list-style-type: none"> <li>1. Candidates should have experience in operation in NOC setup having in depth knowledge of fault monitoring, fault diagnosis, provisioning, performance monitoring/analysis in functions of Telecom network (SDH/DWDM/OTN).</li> <li>2. Candidates should have adequate knowledge and experience of installation &amp; commissioning, testing, basic configuration, operation and maintenance activities of optical fibre network system (SDH/DWDM/OTN etc.).</li> <li>3. Candidates should have experience in network/cyber security related IT functions e.g. firewall, RAS, security audit/running security/VA-PT tools/ any security tools, to monitor and check any security threat/concern.</li> <li>4. Candidates should have experience in network monitoring and administration of software program, servers &amp; NMS system NBI integration for OSS/NMS, hands on experience of S/W of platforms/OS e.g. Temip/SUN Solaris/Windows etc., updating S/W patches and optimization of NMS S/W tools etc.</li> <li>5. Candidates should have experience in Networking/MPLS/IP-VPN, Enterprise value added services like configuration of services, policies, CoS, QoS etc. Also, candidates should have experience in network equipment like analysers, switchers, routers and LAN servers etc.</li> </ol> </li> <li>○ Candidates should have basic knowledge of design/engineering of optical fibre network, transmission equipment e.g. DWDM, SDH, OTN, switches, routers, LAN, NMS etc.</li> <li>○ Candidates should have basic understanding of networking/LAN/MPLS/IP-VPN/Security etc.</li> <li>○ Experience in PSU/Listed company will be preferred</li> </ul>
<b>Upper Age limit</b>	<b>33 Years as on 31.05.2018</b> (Candidate should have been born on or after 01.06.1985)

\*\* The pay scale/ monthly emoluments shall be verified from relevant pay certificate/ certified pay slip. In case of experience in Govt./ PSU where pay scales are different and not as per the specified pattern, the equivalent level will be decided considering the different hierarchical levels in the executive/ officer cadre, pay scales & emoluments, period of service in different grades, mode of entry and position of applicant in the hierarchy. Candidates working in Govt. Organisations/ Departments must be holding gazetted post. Candidates from Pvt. Sector are required to submit all pay proofs in support and must be in a position to produce ITRs in support of Pay slip/ certificate i.r.o monthly emoluments (if asked for).

The decision of POWERGRID shall be final and binding with regard to equivalence in pay and experience in such relevant pay scale/ equivalent level. Candidates are required to provide all supportive details themselves i.r.o. their eligibility.

### Relaxations and Concessions

1. Reservation/Relaxation/ Concession to candidates belonging to different categories shall be as per Government of India directives.
2. **Relaxation in Upper Age Limit (as on 31.05.2018):**
  - a) For SC/ST candidates : 5 years
  - b) For OBC(NCL) candidates : 3 years
  - c) For PwD candidates : As per Govt. of India directives
  - d) J&K Domicile / Ex-Servicemen/ Victims of riots : As per Govt. of India directives
3. **Relaxation in Post Qualification Executive/ Gazetted Cadre Experience:** The total post qualification experience requirement shall be relaxed to Two (02) years for SC / ST candidates. However, the criteria of experience in relevant pay/ equiv. scale remain unchanged.

4. **Relaxation in Qualification Marks:** Percentage of marks in qualification shall be relaxed to pass marks for SC/ST candidates.
5. **Relaxation/ Concession for J&K Domicile / Ex-Servicemen/ Victims of riots** will be subject to submission of Age relaxation cum Domicile certificate /Discharge certificate in the prescribed format issued by a competent authority along with the application and at time of interview, if called for.
6. **Ex-Servicemen** with a minimum of six month continuous service are allowed age relaxation to the extent of the period spent in service plus three years subject to the condition that the resultant age after deducting his period of service from his actual age does not exceed the prescribed age limit by more than three years.
7. **Reservation/ Relaxation / Concession for SC / ST candidates (as applicable)** will be subject to submission of Caste certificate in the GOI prescribed format issued by a competent authority along with the application and at time of interview, if called for.
8. **Reservation/ Relaxation for OBC (NCL)** will be subject to submission of a copy of OBC (NCL) certificate along with NCL declaration in the format prescribed by the Govt. of India for "Appointment to Posts under Govt. of India" from a competent authority along with the application and at time of interview, if called for.
9. **Relaxation / Concession for Persons with Disability** is subject to submission of Disability Certificate issued by a Government Medical Board clearly indicating the category and sub-category of disability & percentage in the format prescribed by Govt. of India, along with the application and at time of interview, if called for.
10. Categories / Sub-categories of PwD eligible shall be as identified under Govt. of India notification. Persons suffering from not less than 40% of the relevant disability shall only be eligible for the relaxation/ concession benefit for PwD as may be applicable.
11. **SC/ST/PwD/ Ex-SM candidates are exempted from payment of application fees.**

## Selection Process

The selection process shall consist of Scrutiny of Applications and Personal interview of shortlisted candidates. Applications of candidates shall be scrutinized based on the Job Specification given and the details of experience to be given by candidates.

***"The Management reserves the right to raise the minimum eligibility standards/ criteria and/ or to conduct a screening test, to restrict the number of candidates to be called for Personal Interview, if so required."***

In case screening test is conducted, the same shall be qualifying in nature (40 % for UR and 30 % for reserved vacancy) and candidates qualifying in the screening test shall be shortlisted for interview based on their marks in screening test. Selection shall be done based on marks secured in interview only.

The decision of POWERGRID regarding scrutiny of application and shortlisting shall be final and binding. Shortlisted Candidates will have to qualify in the Interview to be adjudged suitable for empanelment for Appointment. The qualifying marks in interview shall be as given below:

UR	- 40%,
SC/ST/OBC(NCL)	- 30%

Candidates shall have the option for appearing the Personal Interview in Hindi or English.

### **Empanelment of Candidates:**

Candidates who qualify in the Personal Interview will only be adjudged suitable for empanelment.

The Offer of Appointment shall be issued to the suitable candidates in the order of category wise merit and based on requirement.

Appointment of selected candidates will be subject to their being found medically fit in the Pre-Employment Medical Examination.

## Health

Applicants should have sound health. No relaxation in Medical Norms is allowed. For details of Norms and Standards of Medical Fitness, please visit "[Health](#)" link on career page of our website: [www.powergridindia.com](http://www.powergridindia.com).

## Compensation

Pay scale	*CTC per annum (Approx)
E2A: Rs. 24900 – 50500/- (IDA)	15.0 Lacs

The compensation package is very attractive and one of the best in the Industry with excellent facilities. The compensation package includes Basic Pay, Dearness Allowance, Perquisites and Allowances under cafeteria approach, Performance Related Pay, Company Leased Accommodation/Company Accommodation or HRA, Reimbursement of monthly conveyance expenditure, telephone/mobile facility, Leave encashment, Group Insurance, Group Personal Accident Insurance, Provident Fund, Pension and Gratuity etc..

Company also provides medical facilities for employee and dependents, various long and short term advances including HBA on subsidized interest rates, in accordance with the policies of the Corporation from time to time. The pay scales are due for revision w.e.f. 01.01.2017.

*\* CTC mentioned above is only indicative. Actual CTC shall depend on place of posting and other terms & conditions of appointment.*

## How to Apply:

1. Interested eligible candidates should apply ONLINE only. Any other mode of submission of application would not be accepted.
2. **Online Application window for all the Posts shall be open from 09.05.2018 to 31.05.2018.** Candidates have to register themselves online at CAREER> JOB OPPORTUNITIES>OPENINGS section of POWERGRID website [www.powergridindia.com](http://www.powergridindia.com).
3. Candidates will have to upload their latest colour passport size photograph (.jpg file size not exceeding 50 kb) and scanned copy of signature (.jpg file size not exceeding 30 kb).
4. Candidates will have to correctly declare their Name and Date of Birth as mentioned in their Birth certificate or matric certificate. Candidates will have to declare their category correctly and must submit relevant certificate in prescribed format along with application and also at the time of interview. Candidates must correctly enter the qualification details including date of acquiring qualification as mentioned in their certificates.
5. The online application will have one experience section divided into two parts. In one part, candidate will have to provide the details of his/her experience in relevant pay scale/equiv. of minimum 02 years duration. In other part, he/she can include other post qualification experience in executive/gazetted cadre.
6. **Candidates will have to upload the following documents in PDF format.**
  - a. Experience Certificate/ proof in chronological order (for Present as well as Previous employment indicating start date, end date, designation, pay scale/ emoluments & area of experience). **Do not include trainee level / teaching/ pre -qualification experience.**
  - b. Duly certified pay slip/ pay certificate for March 2016, April 2016, May 2016, March 2017, April 2017, May 2017, March 2018 & April 2018 in support of experience in

relevant pay scale/ emoluments/ equivalent level for the duration concerned. Candidates working in PSU/ Govt. organizations must attach proof of pay scale & level.

- c. Along with the pay slips mentioned above, candidates should submit compensation structure/statement/pay slips of any other month which contains other elements like bonus, yearly/quarterly performance pay, incentives etc. which would help them establish total monthly emoluments as required by POWERGRID. In such cases, candidates are also required to submit a statement of such calculation.
- d. Candidates with experience in Govt. Department/ organization must produce certificate/ proof in support of their holding gazetted post along with payscale.
- e. Date of Birth/ class X passing certificate as proof of DOB
- f. Caste certificate/PwD Certificate/Ex-SM certificate/ Age relaxation Certificate
- g. Qualification Certificate & Final Marksheet

In case of any document being in language other than Hindi/ English, Candidate is required to attach a translated version of the same in Hindi/ English also.

7. On submission of valid application, the system will generate a “**Resume**” with a **registration number**. However, submission of application will not be treated as completed till an application fee is paid. (unless exempted from paying fees)

#### **8. Payment of Application fee (Non refundable Rs. 500/-):**

##### **Online Method – Through Payment Gateway**

- After successful completion of registration, candidates shall receive an email with details of their Login ID, Password and other information. Candidate is required to login to career page through candidate login link available on job opportunities section. For paying the fees through ONLINE MODE, a button shall be available on the login home page which will guide the candidate to payment gateway. Candidate will be automatically directed to payment gateway website and return back to POWERGRID website automatically on completion of transaction.
- Online payment can be made through Credit Card/ Debit Card/ Net Banking / e-Wallet./UPI as available on the gateway.
- If the transaction is successful, the online payment button will disappear and transaction confirmation will appear on the login home page. If the amount is deducted and no confirmation appears, the candidates will have to wait for 2 hours to check any update in status on his/ her candidate login home page. In case of no change after 2 hrs., the payment button will appear again. He/she may pay again or wait further. Candidates are advised not to wait till last date for submission of application or payment of fees.
- In case of multiple payments against same Registration ID. POWERGRID shall refund the excess payment by reversing such extra transaction after completion of application process.
- Application fee is otherwise non-refundable.

9. **Candidates whose Pay scale/Monthly emoluments are less than the requirement as mentioned at Page-1 need not apply.**

10. **Candidates are not required to forward the hard copies of applications to POWERGRID.**

**However, candidates should keep all the documents as mentioned at point no. 6 above ready with themselves for any future requirement (Self-attested copies) along with copy of online generated resume**

**Candidate will have to bring these documents along with original for verification at the time of interview/ medical/ joining, if called for.**

11. Candidates should ensure the following while filling up the online registration form:
  - Qualification Details are complete.
  - Complete Details of experience are mentioned separately for each organization alongwith pay details.
  - Details of more than one posts held within the same organization are mentioned separately along with the pay scales and area of experience.
12. Candidates should submit only single application for a post and application once submitted cannot be altered. A valid e-mail ID is essential for submission of the online application. POWERGRID will not be responsible for bouncing of any e-mail sent to the candidates.
13. Candidates are advised to make a note of their e-mail ID as entered in the application form and Registration Number generated at the top right hand corner of the 'Resume'. These would be required for accessing information through candidate login during the later stage of the recruitment process.
14. Once applied, the applicants are advised to check the web site as well as their registered e-mail regularly for any updates.
15. **Please note that only those applications which are received online along with documents as mentioned above and correct in all respect will be treated as valid for further scrutiny.**

#### **General Information:**

1. Only Indian Nationals above 18 years age are eligible to apply.
2. The selected candidates can be posted anywhere in India /abroad depending on requirement.
3. Before applying, the candidate should ensure that he / she fulfills the eligibility criteria and other norms mentioned in this advertisement.
4. Essential qualification should be recognized in India and from a recognized Institution or University.
5. Candidates with essential qualification acquired through Part Time/ Distance Learning mode need not apply.
6. Applications in which the essential qualification or eligibility w.r.t. specification cannot be fully ascertained will be liable for rejection. Hence candidates are advised to properly fill the application and provide necessary documents. Subsequent claim for eligibility will not be entertained.
7. **Application Fee is non-refundable** even if the candidature is rejected for any reason.
8. Candidates claiming reservation under OBC (NCL) should belong to OBC - Non creamy layer as on last date of online submission of application to POWERGRID.
9. 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.
10. Percentage of marks obtained by the candidate in the bachelor's degree / Qualifying examination shall be calculated based on the practice followed by the university/institution from where the candidate has obtained the degree. In case the candidates are awarded grades/CGPA instead of marks, the conversion of grades/CGPA to percentage of marks shall be based on the procedure certified by the university/ institution from where they have obtained the bachelor's degree./Qualification

In case the university/ institution does not have any scheme for converting CGPA into equivalent marks, the equivalence would be established by dividing the candidate's CGPA by the maximum possible CGPA and multiplying the result with 100.

11. **All computations of Age, qualification, experience etc. shall be as on the last date of application.** Date of issuance of final mark sheet shall be taken as the date of acquiring qualification. **Teaching experience and Trainee period will not be counted** as experience
12. If any certificate etc. is issued in a language other than Hindi/English, candidates are advised to submit a certified translation of the same in either Hindi or English language and at the time of application and Interview, if called for.
13. Applications that are not in conformity with the requirements indicated in the advertisement/ incomplete applications/ without signature/ without Photograph / application fee or without necessary document proofs as prescribed will be rejected.
14. Applicants are advised not to upload documents which are not clearly legible or password protected. Mobile phone scans/clicks/pictures which are not readable/not in proper size will not be considered for evaluation.
15. Mere submission of Application does not guarantee the adequacy of candidature for being considered for further selection process. Candidature shall be considered valid only after deposit of application fee (if applicable) by the last date and submission of copies of relevant documents in the online application. Applications are subject to shortlisting at every stage of the recruitment/ scrutiny/ selection process.
16. Candidates are not required to send any hard copy of application to any address (See How to apply section). However, in case POWERGRID asks for any document for further verification of eligibility and the same is required to be sent by post/ mail, then POWERGRID will not be responsible for any postal delay or loss of the same in transit.
17. All photocopies of documents uploaded along with the online application should be self-attested by the candidate.
18. Candidates will have to produce the original documents for verification at the time of interview, if called for.
19. Candidates currently employed in Public Sector/ Central or State Government/ Autonomous bodies/ Co-operative establishments are advised to forward copy of their online applications through proper channel to *Ch. Mgr.(HR-Recrtt), POWERGRID, Corporate Office, Plot No-2, Sec-29, Gurgaon-122001, Haryana* or produce NOC at the time of interview.
20. Management reserves the right to cancel / restrict /enlarge / modify / alter the recruitment/ selection process, if need so arises, without issuing any further notice or assigning any reason thereafter.
21. In case of Screening Test, details of test centre, venue, test procedure, criteria etc. shall be intimated to candidates.
22. Candidate should submit correctly filled single application. In case of multiple applications/ registrations, the application against which fee is deposited shall only be considered as valid. If application fee is exempted or multiple application with fees are submitted, then the last registered application shall only be considered as final.
23. For any queries regarding this recruitment email may be sent to **[recruitment@powergrid.co.in](mailto:recruitment@powergrid.co.in)**. However, candidates are advised to go through the advertisement in detail and not to raise any query which is already mentioned/ clarified in the advertisement. Candidates are required to add this email-id to their address book in order to avoid any email communication gap. For technical queries relating to online application form or browsing issues mail may be sent with subject line : **"Lateral<POST> <POST ID> - Technical Issue - <subject matter>"**. For other recruitment related issue, mail may be sent with subject line: **"Lateral<POST> <POST ID> - <subject matter>"**.
24. No correspondence regarding this recruitment made in Complaint Management System of POWERGRID or any other e-mail/ social media will be entertained.
25. Complaints attributable to the incompatibility of the Client Systems, ignorance of users, non-availability of internet connectivity or any other aspects beyond the direct control of POWERGRID employees or systems will not be entertained.

26. Candidature is liable to be rejected at any stage of recruitment/ selection process or after joining, if any information provided by the candidate is not found in conformity with the eligibility criteria notified or if POWERGRID comes across any evidence/knowledge that the qualification/ experience /and any other particulars indicated in application/other forms/formats are not recognized/ false/ misleading and / or amounts to suppression of information/particulars which should have been brought to the notice of POWERGRID.
27. Legal jurisdiction will be NCT of Delhi in case of any cause / dispute.
28. All information regarding this recruitment process would be made available in the career section of POWERGRID website only. Applicants are advised to check the web site periodically for important updates. Once registered for POWERGRID, all correspondences shall be made through their registered e-mail ID or candidate login only.

#### **IMPORTANT DATES**

Date of Commencement of On-line submission of Application	<b>09.05.2018 (10:00 Hrs)</b>
Date of Closing of On-line submission of Application and Application Fees	<b>31.05.2018 (23:59 Hrs)</b>
Cutoff date for eligibility criteria	<b>31.05.2018</b>

***POWERGRID: Driven By Technology, Powered By Professionals***

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