

Advt. No. CC/10/2022

Date: 23.12.2022

Climb Up The Ladder With The Leader

POWERGRID, one of the largest Transmission Utilities in the World and a Maharatna 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. POWERGRID operates around 172,876 circuit kms of transmission lines along with 267 Sub-stations (as on 31st August-2022) and wheels about 50% of total



power generated in the country through its transmission network. POWERGRID also owns and operates approximately 75,636 kms of Telecom Network, with points of presence in approx. 458 locations, points of Interconnections in 780 locations and intra-city network in 256 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. 42,697.90 Crores and Profit After Tax of Rs. 16,824.07 Crores (FY: 2021-22).

POWERGRID has implemented organization wide Enterprise Resource Planning (ERP) system and is going to implement the next generation of Information Technology & Information Security like Artificial Intelligence (AI) & Machine Learning (ML), Blockchain, Cloud Computing, Big Data Analytics, Process Automation, Cyber Security, GIS (Geospatial Information System) based application development. In order to strengthen and continuously support the system, POWERGRID is currently on the lookout for dedicated experienced professionals on lateral entry basis with rich domain experience in the relevant field as per the following details:

VACANCIES and RESERVATION

Post ID	Post	No. of Vacancies	Category-wise breakup
231	Dy. Manager (AI/ML)	02	UR-01, OBC(NCL)-01
232	Dy. Manager (SAP-HCM/ PR, TRM, MM, QM, BA, PS)	06	UR-02, OBC(NCL)-01, SC-01, ST-01, EWS-01, PwBD-01(HI)#
233	Dy. Manager (SAP-BASIS ECC, S4HANA, EP&UIP)	01	OBC(NCL)-01
234	Asstt. Manager (Cloud Infrastructure Mgmt)	01	UR-01
235	Asstt. Manager (Data Engineer)	01	UR-01
236	Asstt. Manager (SAP-ABAP, Webdynpro, ABAP-SRM with FPM, ABAP-HCM, ABAP-Workflow, ABAP-FI, PI/PO Integration)	04	UR-02, OBC(NCL)-01, EWS-01
237	Dy. Manager (Cyber Security)	04	UR-01, OBC(NCL)-01, SC-01, EWS-01
238	Asstt. Manager (Open Source Appln. Developer)	04	UR-01, OBC(NCL)-01, SC-01, ST-01

Horizontal reservation

HI=Hearing Impaired

Reservation for Persons with Disability (PwBD)

The Reservation of Posts for PwBD and identification of posts for different sub categories of PwBD in Gr-A (as per Govt. of India notification dated 04.01.2021) shall be as indicated below.

Post ID	Reservation#	PwBD Sub-categories identified suitable
231, 233, 234, 235, 236	--	(a) B, LV (b) D, HH (c) OL, CP, LC, Dw, AAV (d) ASD (M), SLD, MI (e) MD involving (a) to (d) above
232	01-HI	(d) above
237 & 238	--	(a) B, LV (b) D, HH (c) OA, CP, LC, Dw, AAV (d) ASD (M), SLD, MI (e) MD involving (a) to (d) above

Horizontal Reservation

Category Abbreviations: B=Blind, LV=Low Vision, HI=Hearing Impaired, D=Deaf, HH=Hard of Hearing, OL=One Leg, OA=One Arm, CP=Cerebral Palsy, LC=Leprosy Cured, Dw=Dwarfism, AAV=Acid Attack Victims, ASD=Autism Spectrum Disorder (M=Mild), SLD=Specific Learning Disability, MI=Mental Illness, MD=Multiple Disabilities

JOB SPECIFICATION

Post Id: 231	
Post	Dy Manager (AI/ML) - 02 Nos.
Grade/ Pay scale	E4 IDA- Rs.70,000 -2,00,000/-
Upper Age Limit	36 years as on 14.01.2023 (Candidate should be born on or after 15.01.1987)
Essential Qualification	Full Time B.E./ B.Tech/ B.Sc (Engg.) from recognized University/ Institute in Computer Science / Computer Engineering/IT/ Electrical/ Electrical (Power)/ Electrical & Electronics/ Power Systems Engineering/ Power Engineering (Electrical)/ Electronics/ Electronics & Communication/ Electronics & Telecommunication/ Electronics & Electrical Communication/ Telecommunication Engg./ Mathematics and Computing with minimum 70% marks or equivalent CGPA and ME/ M.Tech./MS from recognized university / institute in Artificial Intelligence (AI) / Machine Learning (ML) branch.
Essential Post Qualification Experience	Candidates Should have Four years post qualification experience in Executive/ Gazetted officer cadre of which at least two years in following pay scale or equivalent level**: IDA : Rs. 60,000 – 1,80,000 or Govt : Rs. 9300-34800 with GP- Rs. 5400 (pre-revised) / Rs. 53100 -167800 (Level 9) CDA post 01.01.2016 **Private sector: Minimum Monthly gross emoluments of Rs. 91500/-
Relevant Experience Profile	<ul style="list-style-type: none"> ○ Should have 2 years of post-qualification experience in relevant field (AI/ML) ○ Should have Machine learning domain knowledge such as Statistical Analysis/ Bias-Variance trade off/ understanding of various model families/ including Decision Trees/ Bayesian Models/ Deep Learning/ Neural Networks/ NLP/ Time Series Forecasting/ Supervised learning/ Unsupervised learning/ Reinforcement learning. ○ Should have knowledge of machine learning libraries including TensorFlow, PyTorch, Theanos, Scikit-Learn, Keras. ○ Should have competence to perform data exploration, pre-processing, analysis and evaluation using NumPy, pandas, R. ○ Should have competence to explore and visualize the data to gain an understanding of it using Matplotlib, Seaborn. ○ Candidates with following experience shall be preferred: <ul style="list-style-type: none"> ● Experience in building scalable production grade AI/ML based applications ● Experience in development using Python web development using Flask / Django. ● Experience in Big Data and Data Streaming Technologies like Apache Spark, Hive, Kafka, HBase, etc. ○ Experience in PSU/Listed Company will be preferred.

Post Id: 232	
Post	Dy Manager (SAP- Human Capital Management/Payroll, Treasury and Risk Management, Materials Management, Quality Management, Business Analytics, Project Systems) – 06 Nos.
Grade/ Pay scale	E4 IDA- Rs.70,000 -2,00,000/-
Upper Age Limit	36 years as on 14.01.2023 (Candidate should be born on or after 15.01.1987)
Essential Qualification	Full Time B.E./ B.Tech/ B.Sc (Engg.) /MCA from recognized University/ Institute with minimum 70% marks or equivalent CGPA. OR Full time MBA/ PG Degree or Diploma in Management from recognized University/ Institute with minimum 60% marks or equivalent CGPA OR CA/ CMA from Institute of Chartered Accountants of India / Institute of Cost & Management Accountant of India
Essential Certification	SAP Certification in relevant modules: HCM / TRM / MM / QM / BW / BO /PS SAP Certifications shall be preferably in S4/HANA and the Certification shall be at least one year or more older to the date of this recruitment Notification (i.e.14.01.2023) Abbreviations used above stand for: HCM: Human Capital Management TRM: Treasury and Risk Management MM: Materials Management QM: Quality Management BW: Business Warehouse BO: Business Objects PS: Project Systems
Essential Post Qualification Experience	Candidates Should have six years post qualification experience in Executive/Gazetted officer cadre of which at least two years in following pay scale or equivalent level**: IDA : Rs. 60,000 – 1,80,000 or Govt : Rs. 9300-34800 with GP- Rs. 5400 (pre-revised) / Rs. 53100 -167800 (Level 9) CDA post 01.01.2016 **Private sector: Minimum Monthly gross emoluments of Rs. 91500/-
Relevant Experience Profile	<ul style="list-style-type: none"> ○ Should have minimum 3 years of post-qualification experience in relevant field ○ Should have minimum 1-year experience in relevant module after SAP certification. ○ Should have experience in at least one end-to-end implementation roll-out of SAP project ○ Should have experience of Post-Go-live Maintenance and enhancements/ upgradations ○ Should have Independent Design & configuration skills in respective Modules ○ Should have Knowledge in both ECC & S4/HANA platforms ○ Should have knowledge in basics of ABAP coding in respective modules so as to understand/ prepare FS & TS independently. ○ Experience as Team Lead of respective Module shall be given preference. ○ Experience in PSU/Listed Company will be preferred.

Post Id: 233	
Post	Dy Manager (SAP- BASIS ECC, BASIS S4HANA, EP & UI5) – 03 Nos.
Grade/ Pay scale	E4 IDA- Rs.70,000 -2,00,000/-
Upper Age Limit	36 years as on 14.01.2023 (Candidate should be born on or after 15.01.1987)
Essential Qualification	Full Time B.E./ B.Tech/ B.Sc (Engg.) from recognized University/ Institute with minimum 70% marks or equivalent CGPA.
Essential Certification	SAP Certification in relevant modules: BASIS / EP / UI5 SAP Certifications shall be preferably in S4/HANA and the Certification shall be at least one year or more older to the date of this recruitment Notification (i.e.14.01.2023)
Essential Post Qualification Experience	Candidates Should have six years post qualification experience in Executive/Gazetted officer cadre of which at least two years in following pay scale or equivalent level**: IDA : Rs. 60,000 – 1,80,000 or Govt : Rs. 9300-34800 with GP- Rs. 5400 (pre-revised) / Rs. 53100 -167800 (Level 9) CDA post 01.01.2016 **Private sector: Minimum Monthly gross emoluments of Rs. 91500/-
Relevant Experience Profile	<ul style="list-style-type: none"> ○ Should have minimum 3 years of post-qualification experience in relevant field ○ Should have minimum 1-year experience in relevant module after SAP certification. ○ For BASIS candidate: <ul style="list-style-type: none"> ● Should have experience in at least one end-to-end implementation/upgrade/ roll-out of SAP project ● Should have experience of Post-Go-live Maintenance and enhancements/upgradations. ○ For EP/UI5 candidate: <ul style="list-style-type: none"> ● Should have experience in UI5 configuration and upgradation to UI5. ● Should have experience in developing/redeveloping of SAP webdynpro applications using html5 and Java scripting. ● Should have experience in at least one project in which end-to-end implementation in developing Fiori apps on SAP HANA platform/ SAP Business suite. ○ Should have Independent Design & configuration skills in respective landscapes including DC & DR ○ Should have hands -on expertise in both ECC & S4/HANA platforms ○ Experience as Team Lead of respective Module shall be given preference. ○ Experience in PSU/Listed Company will be preferred.

Post Id: 234	
Post	Assistant Manager (Cloud Infrastructure Mgt.) – 02 Nos.
Grade/ Pay scale	E3 IDA- Rs.60,000 -1,80,000/-
Upper Age Limit	33 years as on 14.01.2023 (Candidate should be born on or after 15.01.1990)
Essential Qualification	Full Time B.E./ B.Tech/ B.Sc (Engg.) from recognized University/ Institute in Computer Science/Computer Engg. / IT discipline with minimum 70% marks or equivalent CGPA. M.Tech. in Cloud Computing is preferred
Essential Certification	OEM Certification in leading cloud / virtualization solutions in any one of following technology stack: <ul style="list-style-type: none"> • VCTA-DCV/ VCP-DCV/ VCAP – DCV/ VCTA-CMA/ VCP-CMA/ VCAP-CMA • RHCS – OpenShift Administration/ RHCS – Virtualization/ RHCS – Cloud Infrastructure • AWS Solution Architect Associate / AWS Solution Architect Professional / AWS Speciality Advanced networking /AWS Speciality Security • Azure Solution Architect / Microsoft Azure Administrator • GCP Professional: Cloud Architect / Cloud Security Engineer / Cloud Network Engineer <p>Abbreviations used above stand for: VCTA - VMware Certified Technical Associate, VCP - VMware Certified Professional, VCAP - VMware Certified Advanced Professional, DCV - Data Centre Virtualization, CMA - Cloud Management and Automation RHCS – Red Hat Certified Specialist AWS – Amazon Web Services GCP – Google Cloud Platform</p>
Essential Post Qualification Experience	Candidates Should have Three years post qualification experience in Executive/Gazetted officer cadre of which at least two years in following pay scale or equivalent level** : IDA : Rs. 50,000 – 1,60,000 or Govt : Candidates should be holding gazetted post (at least Gr-B) **Private sector: Minimum Monthly gross emoluments of Rs. 76500/-
Relevant Experience Profile	<ul style="list-style-type: none"> ○ Should have 2 years of post-qualification experience in relevant field (Cloud Infrastructure Mgt.) ○ Should possess experience in Cloud infrastructure project both in implementation & maintenance as administrator in any of the following technology stack: <ul style="list-style-type: none"> • Hypervisor Installation and Maintenance, Virtual Data Center, Hosts and Cluster Management, Virtual Machines Management, Storage Management in Cloud/Virtualization, Network Management in Cloud/Virtualization, Disaster Recovery Management • One or more of the cloud services of leading cloud service providers (AWS, GCP, Azure). ○ Experience in PSU/Listed Company will be preferred.

Post Id: 235	
Post	Assistant Manager (Data Engineer) - 01 No.
Grade/ Pay scale	E3 IDA- Rs.60,000 -1,80,000/-
Upper Age Limit	33 years as on 14.01.2023 (Candidate should be born on or after 15.01.1990)
Essential Qualification	Full Time B.E./ B.Tech/ B.Sc (Engg.) /MCA from recognized University/ Institute with minimum 70% marks or equivalent CGPA. M.Tech. in Data Analytics is preferred.
Essential Certification	Certification (Professional/ Administrator level) <u>in any one of the below</u> mentioned technology stacks: <ul style="list-style-type: none"> • Microsoft SQL Server (OEM certificate only) / PostgreSQL (EDB Certification only) / MySQL (OEM certificate only) • Apache Spark (Cloudera/ Hortonworks HDP Certified Spark Developer/ MapR Certified Spark Developer/ Databricks Apache Spark Certifications/ O'Reilly Developer Apache Spark Certifications are acceptable)/ Apache Kafka (Only Confluent Certification is acceptable) • MongoDB (OEM Certificate only)/ Cassandra (DataStax Certification)/ HBase (Cloudera Certification) • SAP Business Objects/ SAP Integration Suite/ SAP HANA/ SAP Analytics Cloud - certification from SAP only M.Tech. in Data Analytics shall also be considered in lieu of Certification
Essential Post Qualification Experience	Candidates Should have Three years post qualification experience in Executive/Gazetted officer cadre of which at least two years in following pay scale or equivalent level**: IDA : Rs. 50,000 – 1,60,000 or Govt : Candidates should be holding gazetted post (at least Gr-B) **Private sector: Minimum Monthly gross emoluments of Rs. 76500/-
Relevant Experience Profile	<ul style="list-style-type: none"> ○ Should have minimum 2 years of post-qualification experience as Data Engineer after certification in relevant field. ○ Should have Technical expertise with data models, data mining, and segmentation techniques ○ Should have Knowledge of programming languages (e.g. Java, Python- pandas / NumPy, R) ○ Should have hands-on experience with SQL/NoSQL databases like Microsoft SQL Server / PostgreSQL / MySQL / MongoDB / Cassandra / HBase. ○ Should be competent to analyze and organize raw data, build data systems and pipelines, evaluate business needs and objectives, interpret trends and patterns. ○ Should be able to conduct complex data analysis and report on results, combine raw information from different sources, explore ways to enhance data quality and reliability, identify opportunities for data acquisition. ○ Should be competent in processing, cleansing, and verifying the integrity of data used for analysis, doing ad-hoc analysis and presenting results in a clear manner, and constant tracking of its performance. ○ Should possess experience in a Data Engineer role in implementation & maintenance in any of the any one of following technology stack: <ul style="list-style-type: none"> • Experience with big data tools: Hadoop / Apache Spark / Apache Kafka / Apache Flink. • Experience in ETL Tools like SSIS / Apache Nifi / SAP BO Data Integrator / Informatica ○ Experience in PSU/Listed Company will be preferred.

Post Id: 236	
Post	Assistant Manager (SAP- ABAP, Webdynpro, ABAP-SRM with FPM, ABAP-HCM, ABAP-Workflow, ABAP-FI, PI/PO Integration) – 04 Nos.
Grade/ Pay scale	E3 IDA- Rs.60,000 -1,80,000/-
Upper Age Limit	33 years as on 14.01.2023 (Candidate should be born on or after 15.01.1990)
Essential Qualification	Full Time B.E./ B.Tech/ B.Sc (Engg.) in Computer Science/Computer Engg./ IT discipline with minimum 70% marks or equivalent CGPA OR MCA from recognized University/ Institute with minimum 70% marks or equivalent CGPA.
Essential Certification	SAP Certification in ABAP/ PO/ Workflow SAP Certifications shall be preferably in S4/HANA and the Certification shall be at least one year or more older to the date of this recruitment Notification (i.e.14.01.2023)
Essential Post Qualification Experience	Candidates Should have Three years post qualification experience in Executive/Gazetted officer cadre of which at least two years in following pay scale or equivalent level**: IDA : Rs. 50,000 – 1,60,000 or Govt : Candidates should be holding gazetted post (at least Gr-B) **Private sector: Minimum Monthly gross emoluments of Rs. 76500/-
Relevant Experience Profile	<ul style="list-style-type: none"> ○ Should have 2 years of ABAP coding experience in relevant functional modules ○ Should have minimum 1-year relevant experience after SAP certification in relevant module ○ Should have experience in atleast one implementation with roll-out of SAP project in relevant Module ○ Should have experience of Post-Go-live Maintenance and enhancements/ upgradations in relevant Module ○ Should have Independent Design & Coding skills in respective Modules ○ Should have Knowledge in both ECC & S4/HANA platforms ○ Should have Knowledge in ABAP-Workflow, ABAP-WebDynPro, ABAP-FPM etc. coding related to respective modules, Knowledge of related Functional Modules like SRM, HCM, FI etc. for the relevant Posts of ABAP coding and the Knowledge of ABAP coding in case of PO-integration area ○ Experience in PSU/Listed Company will be preferred.

Post Id: 237	
Post	Dy Manager (Cyber Security) - 06 Nos.
Grade/ Pay scale	E4 IDA- Rs.70,000 -2,00,000/-
Upper Age Limit	36 years as on 14.01.2023 (Candidate should be born on or after 15.01.1987)
Essential Qualification	Full Time B.E./ B.Tech/ B.Sc (Engg.) in discipline of Electrical/ Electrical(Power)/ Electrical & Electronics/ Power Systems Engineering/ Power Engineering (Electrical) Or Instrumentation/ Electronics& Instrumentation Or Electronics/ Electronics & Communication/ Electronics & Telecommunication/ Electronics & Electrical Communication/ Telecommunication Engg. Or Computer Science/ Computer Engineering/ Information Technology (IT) from recognized University/ Institute with minimum 70% marks or equivalent CGPA and ME/M.Tech/MS in: Computer Science/ IT/ Information Security/ Cyber Security/ Power Electronics/Power Systems/ Instrumentation/ Control System. Preference to be given to those who have specialization in <u>Cyber Security at Post Graduate level</u> or <u>certifications of CEH/ CISSP/ CompTIA CySA+/ GSEC/OSCP</u>
Essential Post Qualification Experience	Candidates Should have four years post qualification experience in Executive/Gazetted officer cadre of which at least two years in following pay scale or equivalent level**: IDA : Rs. 60,000 – 1,80,000 or Govt : Rs. 9300-34800 with GP- Rs. 5400(pre-revised) **Private sector: Minimum Monthly gross emoluments of Rs. 91500/-
Relevant Required Experience Profile	<ul style="list-style-type: none"> ○ Should have 2 years of post-qualification experience in any four of the following: <ul style="list-style-type: none"> • Should have experience on Core security technologies (Next Gen firewalls, IDS/IPS, SIEM/SOAR, SNMPv3, EDR, Syslog). • Should have experience on Scripting language (Python/R/JavaScript/bash/Lua) • Should have experience on Database Management (MySQL/ MariaDB/PostgreSQL/ NoSQL/ MongoDB) • Should have experience on VAPT tools (BurpSuite/Metasploit (Ruby)/Accunetix/OpenVAS/ Nessus/ZAP/CommandoVM, Wireshark, NMAP) • Should have experience on Sysinternals • Should have experience on handling of security threats/threat Intelligence tools and framework/threat attack methods/cyber forensics.
Relevant Desirable Experience Profile	<ul style="list-style-type: none"> ○ Preference would be given to those who have experience in any three of the followings: <ul style="list-style-type: none"> • Experience in any two of the followings: <ul style="list-style-type: none"> ▪ Implementation experience or certifications in ISO 27001/IEC 62443/ IEC 62351. ▪ Experience in industry recognized frameworks (MITRE ATT&CK, OWASP, SOAR) ▪ Knowledge of SCADA protocols: Modbus/ DNP3/IEC61850/ IEC60870-5-104 • Experience on Security Operation Center (SOC): <ul style="list-style-type: none"> ▪ Network traffic and firewall log analysis ▪ Experience in leading SIEM tools (e.g., Splunk/ELK/etc.). ▪ Aggregation of logs. ▪ Correlation analysis within/across SIEM logs. ▪ Create rules and design dashboards. • Experience on cyber security Processes: <ul style="list-style-type: none"> ▪ CVE driven risk analysis using asset management base equipment/software/middleware/firmware inventories ▪ Tracking zero-day and vulnerability and exploitation ▪ Certificate/key management and its integration/study of RBAC/RBE models • Experience on cyber security system development: <ul style="list-style-type: none"> ▪ Information flow modelling and simulation of system ▪ Cyber security attack simulation and studying system behaviors ▪ Development of situational awareness under simulated cyber-attack scenarios ○ Experience in PSU/Listed Company will be preferred.

Post Id: 238	
Post	Assistant Manager (Open Source Appln. Developer) - 04 Nos.
Grade/ Pay scale	E3 IDA- Rs.60,000 -1,80,000/-
Upper Age Limit	33 years as on 14.01.2023 (Candidate should be born on or after 15.01.1990)
Essential Qualification	<ul style="list-style-type: none"> • Full Time B.E./ B.Tech/ B.Sc (Engg.) from recognized University/ Institute in Computer Science/ Computer Engineering/ Information Technology (IT) discipline with minimum 70% marks or equivalent CGPA. • Certification in Web/ Database/ Networking using scripting Languages such as Python/ PHP/ Perl/ Javascript/ Ruby/ Golang/ for application development.
Essential Post Qualification Experience	<p>Candidates Should have three years post qualification experience in Executive/Gazetted officer cadre of which at least two years in following pay scale or equivalent level**:</p> <p>IDA : Rs. 50,000 – 1,60,000 or Govt : Candidates should be holding gazetted post (at least Gr-B)</p> <p>**Private sector: Minimum Monthly gross emoluments of Rs. 76500/-</p>
Relevant Required Experience Profile	<ul style="list-style-type: none"> ○ Should have minimum 3 years of post-qualification experience in any four of the following: <ol style="list-style-type: none"> 1. Should have experience on scripting language (Python/R/PHP/JBoss/ JavaScript-node.js/ d3.js/ lua) 2. Should have experience on Database Management (MySQL/ MariaDB/ PostgreSQL/ NoSQL/ MongoDB) 3. Should have experience on Data Structure & algorithms and Design Patterns, 4. Should have experience on developing and hosting web applications using Python/React/Angular/ Apache2 5. Should have experience with tools like Git/ CI-CD/Ansible 6. Should have experience on application development using APIs/REST/ CSS/etc.
Relevant Desirable Experience profile	<ul style="list-style-type: none"> ○ Preference would be given to those who have experience in any four of the followings: <ol style="list-style-type: none"> 1. Open Source Secure Software Development 2. KVM/Xen/ OpenStack/Other Open Source Virtualization / 3. Software Defined Networking 4. Socket programming using python 5. Kernel Programming 6. Software Testing (Whitebox/ Blackbox) using Open Source Tools such as Selenium/ JMeter/ Appium. ○ Experience in PSU/Listed Company will be preferred.

EQUIVALENT PAY FOR APPLICANTS HAVING WORK EXPERIENCE IN PRIVATE SECTOR

For the post of Dy Manager (Post Id 231, 232, 233 & 237): Monthly emoluments **should not be less than Rs.91,500/-** to be treated as equivalent level.

For the post of Assistant Manager (Post Id 234, 235, 236 & 238): Monthly emoluments **should not be less than Rs.76,500/-** to be treated as equivalent level.

Emoluments for the purpose:

Includes: -

- (i) Fixed components like Basic, DA, HRA and other regular allowances paid monthly as part of pay or any allowances paid quarterly/ half-yearly / annually as part of pay for services rendered every month.
- (ii) Variable components like Bonus, Incentive, Performance related pay, Exgratia, Commission, Retention pay, special allowances for specific project/assignment and other variable allowances which are paid monthly/quarterly/half yearly/ annually as part of pay for services rendered per month.

Excludes: -

- (i) Fringe Benefits / Perquisites: - 1. Company Accommodation, 2. Company Vehicle, 3. Paid / reimbursement of foreign travel for any purpose 4. Other Non-cash benefits (benefits not directly paid in cash to employee).
- (ii) Medical Benefits/ reimbursements.
- (iii) Employers contribution towards social security & Insurance
- (iv) One-time payments/ awards against rewards & recognition.
- (v) Leave Encashment
- (vi) Travel expenses and other work-related expenses and reimbursements which are not part of regular monthly pay.

Verification Criteria:

Pay for private sector shall be verified from: -

- (i) Yearly compensation Statements/ other pay related statements issued by organizations (if available).
- (ii) At least 2-3 Salary slips per year (including start and end of the year) along with additional pay slips (for variable/special payments) covering the entire period of 2 years.
- (iii) Form 16 & ITR in support of the emoluments (as a deterrent against submission of false pay proofs).

In case of experience in Govt./ Semi-Govt./ PSU/ Autonomous bodies/ Co-operative establishments 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 and position of applicant in the hierarchy.

The decision of POWERGRID shall be final and binding in this regard. Such candidates are required to provide all supportive details in respect of their eligibility along with the application.

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:**

- a) For SC/ST candidates : 5 years (Only where vacancy is reserved for SC/ST)
- b) For OBC(NCL) candidates : 3 years (Only where vacancy is reserved for OBC(NCL))
- c) For PwBD 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:**

In case of reserved posts, the post qualification experience shall be relaxed for candidates belonging to SC/ST/PwBD categories by:

Post ID	Relaxation in post qualification experience only
237 & 238	Maximum of 01 year for SC/ST
232	Maximum of 02 years for SC/ST & PwBD-HI

4. **Qualification Percentage Relaxation:**

Relaxation in Marks in essential qualification for SC/ST/PwBD candidates: Qualifying Marks in essential qualification is relaxed to pass marks for posts reserved for the respective category.

- 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 the time of interview, if called for.
- 6. Ex-Servicemen with a minimum of six-months 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 the 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 the 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 the time of interview, if called for.

10. Categories / Sub-categories of PwBD 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 PwBD as may be applicable.
11. SC/ST/PwBD/ Ex-SM candidates are exempted from payment of application fees.
12. Wherever posts are not reserved for SC/ ST/ OBC (NCL)/ EWS/ PwBD, candidates belonging to such categories can apply subject to meeting the general standards of eligibility.

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 Interviews, if so required.” Management also reserves the right to conduct multiple rounds of interviews prior to final Interview by Corporate Selection Committee for the selection of candidates.

Screening test, if conducted, shall be for elimination purpose only and will not have any weightage in final merit.

The decision of POWERGRID regarding scrutiny of application and shortlisting shall be final and binding.

Shortlisted Candidates will have to qualify in the final Interview to be adjudged suitable for empanelment for Appointment. The merit will be drawn purely on the basis of performance in the Interviews.

The qualifying marks in final interview shall be as given below:

Unreserved (UR) posts including EWS	40 %
Other Reserved posts	30 %

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

Empanelment of Candidates:

Candidates who qualify in the final 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 POWERGRID Medical Norms is allowed. For details of standards on medical fitness, please visit career section of our website: www.powergrid.in.

COMPENSATION & BENEFITS

The Corporation offers a very attractive package and is one of the best in the Industry. Post-wise pay scale is given below:

Post	Pay Scale-IDA	Initial Basic (Rs.)
Dy. Manager	INR Rs.70,000 -2,00,000/-	Rs.70,000/-
Asstt. Manager	INR Rs.60,000 -1,80,000/-	Rs.60,000/-

Compensation package includes Basic Pay, Dearness Allowance, Perquisites and Allowance as per cafeteria approach, Performance Related Pay, Company Leased Accommodation / Company Quarters or HRA, Reimbursement of monthly conveyance expenditure, mobile facility reimbursement, laptop facility, PF, Gratuity, Pension & Leave encashment, Group Insurance, Group Personal Accident Insurance, etc.

The Corporation also offers excellent facilities like Short-term and Long-term Loans & Advances in subsidized rates including House Building Advance, Medical facilities for self and dependents, etc. to its regular employees in accordance with the policies of the organization from time to time.

IMPORTANT INSTRUCTIONS FOR REGISTRATION/ APPLICATION

- Interested & eligible candidates should apply ON LINE only at POWERGRID website <https://www.powergrid.in>. Any other mode of submission of application would not be accepted.
- Fill up other details in the application very carefully. Please take care while filling out the email/ alternative email fields since all important communication shall be through emails only.
- Candidates should ensure the following while filling up the online registration form:
 - Qualification & Certification details are complete.
 - Complete Details of experience are mentioned separately for each organization along with pay details.
 - Details of more than one post held within the same organization are mentioned separately along with the pay scales and area of experience.
- Upon completion, the candidate should submit the online application by clicking the Submit button at the bottom of the page. If the same is accepted, the system will generate a unique **Registration Number** which shall appear in the completed application form.
- The primary email ID entered by the candidate is the Login ID and the unique **Registration Number** generated is the password for logging in to POWERGRID Online application system.
- No hard copy of application is required to be sent to any address by post.

7. In-complete applications / applications without application fees (if applicable) will be rejected.
 8. Candidates will have to correctly declare their Name and Date of Birth as mentioned in their Birth certificate or class Xth marksheet/ certificate. Candidates will have to declare their category correctly and must be in a position to submit relevant certificate in prescribed format as and when asked.
 9. Candidates must correctly enter the qualification details including date of acquiring qualification as mentioned in their certificates.
 10. Candidates should submit only single application 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 or delivery of any e-mail to junk mail folder of candidates.
 11. Candidate should take a print out of the completed application and keep with him/ her safely for future reference.
 12. Candidates shall be required to bring a valid photo ID on the day of interview, if called for. Photocopies of the original identification document shall not be acceptable. Candidates **will not be permitted** to appear for the interview if original and valid photo identification is not presented.
 13. If you are not exempted from payment of application fees (only SC/ST/PwBD/Ex-SM candidates are exempted), you are required to login to your candidate login section and then deposit **non-refundable application fees of Rs. 500/-** through online mode. On submission of application fees, your application process will be treated as complete.
 14. **Payment of Application fee (Non-refundable Rs. 500/-):**
For detailed instructions regarding payment of application fee [CLICK HERE \(https://www.powergrid.in/online-payment-application-fees\)](https://www.powergrid.in/online-payment-application-fees). Candidates are requested to go through the instructions carefully and ensure payment of fees on time.
 15. **Online Application window for all the Posts shall be open from 23.12.2022 to 14.01.2023.** Candidates have to register themselves online at CAREER section of POWERGRID website www.powergrid.in.
4. **List of essential documents to be uploaded during online application registration:**
- a) Latest Photograph & Signature
 - b) Documents related to Essential Qualification (Passing Certificate & Mark sheets.)
 - c) Documents related to Other Qualifications (Passing Certificate and Mark sheets)
 - d) Relevant essential certification wherever asked
 - e) Documents related to Experience (**Present as well as Previous**)
 - **Experience Certificate:** Proof of experience in chronological order for present as well as previous employer indicating post held, period of service, pay scale/ emoluments & area of experience. In case of PSU/Govt. employees, indicate revised as well as pre-revised pay scales with period details. **Do not include trainee level/ teaching/ pre-qualification experience.**

- Certified Pay slip for the month of October-2020, November-2020, October-2021, November-2021, October-2022 & November-2022 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.
 - 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.
 - Certified Pay Certificate from employer in support of experience in relevant pay scale/ emoluments/ equivalent level.
 - Form 16 TDS certificate for FY 2020-21 & 2021-22.
 - Candidates with experience in Govt. Department/ organization must produce certificate/ proof in support of their holding executive/ gazetted post.
 - Hierarchical structure in case of Govt./ Semi-Govt./ PSU/ Autonomous bodies/ Co-operative establishments, where pay scales are different and not as per the specified pattern
 - Compensation structure for private sector.
 - **All proof of experience shall be duly certified by the organization concerned and self-attested by candidate.**
 - **Candidate will have to produce the originals for verification at the time of interview, if called for.**
 - f) Proof of Date of Birth (X class certificate/ Birth Certificate)
 - g) Caste (SC/ST/OBC-NCL) Certificate/ Income & Asset declaration – EWS Certificate for claiming Reservation/ Relaxation/concessions (as applicable)
 - h) Discharge Certificate (If applicable)
 - i) Age relaxation –cum- domicile certificate (if applicable)
 - j) Disability Certificate (If applicable)
 - k) **Any other relevant document**
16. 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 during the later stage of the recruitment process.
17. Once applied, the applicants are advised to check the web site as well as their registered e-mail regularly for any updates.

GENERAL INFORMATION AND TERMS & CONDITIONS

1. Only Indian Nationals of age 18 years or above are eligible to apply for POWERGRID.
2. Before applying, the candidate should ensure that she / he fulfills the eligibility criteria and other norms mentioned in this advertisement.
3. Essential qualification should be recognized in India and from a recognized Institution or University.
4. In case of qualification acquired from foreign Institute/ University, the same may be treated at par with qualification offered by Indian Institutes/ Universities provided the candidates are able to produce equivalency certificate for such qualification from Competent Authority.

5. Application Fee are non-refundable even if the candidature is rejected for any reason.
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. Candidates claiming reservation under OBC (NCL) should belong to OBC - Non-creamy layer as on last date of online submission of application to POWERGRID.
8. Candidates should have behavioral competencies of Team player, Accountability, drive & initiative, problem solving, planning & co-ordination, decision making and Collaboration & networking.
9. Vacancies may vary depending upon the requirement.
10. 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.
11. Percentage of marks obtained by the candidate in the bachelor's degree 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.

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.

12. All computations of Age, qualification, experience, certification etc. shall be as on **14.01.2023**. Date of issuance of final mark sheet shall be taken as the date of acquiring qualification. **Teaching experience/ Trainee period/ Training experience/ Pre-qualification experience** will not be counted as experience.
13. 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 at the time of Interview, if called for.
14. Applications that are not in conformity with the requirements indicated in the advertisement, incomplete applications, without application fees (if applicable) or necessary documents as prescribed or received after the last date will be rejected.
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 of online application form.
16. Candidates are not required to send any hard copy of application to any address. 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 working in Govt. / PSU are required to produce "No Objection Certificate" at the time of Interview.

20. Management reserves the right to consider applicants for placement at a position lower than the advertised post, if suitable candidates are not available for the advertised positions
21. 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.
22. In case of screening test/ multiple rounds of interviews, details shall be intimated to candidates.
23. Candidates selected in POWERGRID are liable to be posted anywhere in India and Abroad.
24. 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.
25. For any queries regarding this recruitment please send email to 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 any other recruitment related issue, mail may be sent with subject line "**Lateral <POST> <POST ID> - <subject matter>**" in the subject line of e-mail.
26. No correspondence regarding this recruitment made in Complaint Management System of POWERGRID, will be entertained.
27. 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 CGM (HR-Rec'tt), POWERGRID, Corporate Office, Plot No-2, Sec-29, Gurgaon-122001, Haryana or produce NOC from present employer at the time of interview.
28. 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.
29. 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.
30. Legal jurisdiction will be NCT of Delhi in case of any cause / dispute.
31. 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

Commencement of Online Submission of Application to POWERGRID	23.12.2022
Last Date of receipt of online application	14.01.2023
Cutoff date for determining Eligibility criteria	14.01.2023

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