



ED-989201646  
23-12-19

Dy. C.E./HR & Admn.  
Dy. C.E./S&D  
Dy. GM/IT  
P.S.

सं. 11/19/2019-ओएम  
भारत सरकार  
Government of India  
विद्युत् मंत्रालय  
Ministry of Power

CE/HIS & D  
CE/P&M  
Sr. PS  
Director/Admin.

(Sernatchid)

CE/HIS & D

8-1-2020

श्रम शक्ति भवन, रफी मार्ग, नयी दिल्ली-110 001

Shram Shakti Bhawan, Rafi Marg, New Delhi-110 001

Diary No. 64/CE/HIS&D  
Dtd. 08-01-2020

dated 13<sup>th</sup> December, 2019

All Chief Secretaries, State Governments/U.T.s  
The Chairman, State Electricity Boards / State Power Utilities  
The Chairman, Central Electricity Authority, New Delhi  
The CMDs of all PSUs under the administrative control of Ministry of Power

44/  
13/11/2020

Subject:- Filling up the post of Director (Human Resource), POSOCO, a schedule 'A' CPSE.-reg.

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Sir/Madam,

I am directed to inform that the post of Director (Human Resource) POSOCO a schedule 'A' CPSE in the scale of pay of Rs. 1,80,000-3,40,000/- has been advertised by the Public Enterprises selection board (PESB) vide their letter No.7/88/2019-PESB 4<sup>th</sup> December, 2019. The detailed advertisement alongwith job description for the post of (Human Resource) in POSOCO is available on the PESB's website:- "www.pesb.gov.in" in downloadable format.

2. You are therefore, requested to sponsor suitable candidates for this post alongwith their up-to-date bio-data and CR Dossiers in the PESB format alongwith vigilance clearance as per the time schedule and the channel of submission, as prescribed in the PESB's Circular.

Encl: as above

1. Sr. Xen/Personnel

2. Sr. Xen/Admn.

3. Sr. Xen/Recd.

4. ASE/Trg. Cell

5. Secy/Estt.

6. Secy/General

7. Secy/RTI/Coa/Issues

Yours faithfully,

(Devashis Bose)

Deputy Secretary (OM)

Telefax: 23717737

Email:d.bose80@nic.in

Copy to:

1. The Secretary, PESB, New Delhi.
2. All Joint Secretaries of the Ministry of Power, Shram Shakti Bhawan, New Delhi
3. All Director/DS, Ministry of Power, Shram Shakti Bhawan, New Delhi
4. The Under Secretary (Adm.), Ministry of Power, Shram Shakti Bhawan, New Delhi
5. Director (Tech.), NIC Cell, MoP with the request to upload on the website of Ministry

731/PSTE CMD (T)

Sr. Asst. Secy  
12/1/20  
for fear  
13/11/2020  
PTO

No. 7/88/2019-PESB

भारत सरकार / Government of India

कार्मिक एवं प्रशिक्षण विभाग / Department of Personnel & Training

लोक उद्यम चयन बोर्ड / Public Enterprises Selection Board

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ब्लॉक संख्या 14, सी जी.ओ. कॉम्प्लेक्स, लोधी रोड

Block No.14, C.G.O. Complex, Lodhi Road

नई दिल्ली / New Delhi - 110003

दिनांकित/ Dated: 04<sup>th</sup> December, 2019

**Subject: Selection for the post of Director (Human Resources), Power System Operation Corporation Limited (POSOCO), a schedule 'A' CPSE.**

The Public Enterprises Selection Board (PESB) is seeking qualified candidates for the post of **Director (Human Resources), Power System operation Corporation Limited (POSOCO)**, a schedule 'A' CPSE, the scale of pay of the post being Rs. 1,30,000-3,40,000/-. A copy of the job description for the post is enclosed.

2. It is requested that names of all candidates seniority-wise for the said post along with their applications, in the prescribed format duly verified, may kindly be forwarded so as to reach the PESB by 15.00 hours on **12<sup>th</sup> February, 2020**. The applications of all candidates are to be addressed to *Smt. Anshu Singh Firgen, Secretary(PESB), Room No. 523, Public Enterprises Bhawan, Block No. 14, CGO Complex, Lodhi Road, New Delhi*. It is also requested that advance action may be taken to keep the ACRs for last 10 years of the candidates ready along with their latest vigilance profile [(i) penalty imposed, if any, during the last 10 years (ii) details of disciplinary action initiated/being initiated if any, etc.] to be furnished as and when the selection meeting is schedule 1. It is further requested that the vacancy for the post may also be placed on the website of Ministry/ Department for wider publicity.

3. If the relevant details are not received within the stipulated time, it will be assumed that there are no applications received to be sponsored for the post.

E. O. As above.

O/o PESB (P)  
Dy. No. 30344/1/20  
Date 09/12/2019

*(Signature)*  
(Ajit Kumar)

Under Secretary to the Govt. of India  
Tel. 24361632

Ministry of Power  
(Shri Sanjay Nandan Sahai, Secretary)  
Shram Shakti Bhawan, New Delhi-110001.

*(Signature)*

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Advt.No. - 17/511

No. : 7/88/2019-PESE

भारत सरकार  
Government of India  
कार्मिक एवं प्रशिक्षण विभाग  
Department of Personnel & Training  
(लोक उद्यम चयन बोर्ड)  
(Public Enterprises Selection Board)

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ब्लॉक संख्या 14, सी.जी.ओ. कॉम्प्लेक्स, लोदी रोड  
Block No.14, C.G.O. Complex, Lodhi Road  
नई दिल्ली / New Delhi- 110003  
Dated : 05/12/2019

|   |  |
|---|--|
| सी. पी. एस. ई. का नाम<br>NAME OF THE CPSE         | Power System Operation Corporation Limited<br>(POSOCO) |
| पद का नाम<br>NAME OF THE POST                     | Director (Human Resources)                             |
| रिक्ति की तारीख<br>DATE OF VACANCY                | 01/01/2021   |
| सी. पी. एस. ई. की अनुसूची<br>SCHEDULE OF THE CPSE | Schedule A   |
| पद का वेतनमान<br>SCALE OF THE POST                | Rs. 180000-340000 (IDA)                                |

#### I. COMPANY PROFILE

Power System Operation Corporation Limited(POSOCO) has been established as a wholly owned Government of India Company with the following mission:

"Ensure Integrated Operation of Regional and National Power Systems to facilitate transfer of electric power within and across the regions and trans-national exchange of power with Reliability, Security and Economy."

POSOCO has been entrusted with the responsibility of operating the National Load Despatch Centre (NLDC) and the five Regional Load Despatch Centre (RLDCs) w.e.f. 1st October, 2010. POSOCO has since been discharging the statutory function of power system operation under the Electricity Act 2003. POSOCO is discharging functions as per the Regulations/Standards laid down by Central Electricity Regulatory Commission (CERC) under the Act.

The company employed 554 regular employees (Executive 427 & Non-Executives 127) as on 31.03.2019.

Its Registered and Corporate office is at B-9, Qutab Institutional Area, New Delhi.

The authorized and paid up capital of the Company are Rs. 200 crores and Rs. 30.64 crores respectively as on 31.03.2019.

The shareholding of the Government of India in the company is 100% as on 31.03.2019.

#### II. JOB DESCRIPTION AND RESPONSIBILITIES

Director (Human Resources) is a member of the Board of Directors and reports to the Chairman and Managing Director. He/She is overall in charge of coordinating and implementing personnel and industrial relations policies, management functions, administrative control, training, HRD etc. in the organization.

III. ELIGIBILITY

1. AGE : On the date of occurrence of vacancy (DOV)

| Age of superannuation 60 years |  |         |  |
|--------------------------------|--|---------|--|
| Internal                       |  | Others  |  |
| Minimum                        | Maximum  | Minimum | Maximum  |
| 45                             | 2 years of residual service as on the date of vacancy w.r.t. the date of superannuation. | 45      | 3 years of residual service as on the date of vacancy w.r.t. the date of superannuation. |

2. EMPLOYMENT STATUS:

The applicant must, on the date of application, as well as on the date of interview, be employed in a regular capacity – and not in a contractual/ad-hoc capacity – in one of the followings :-

- (a) Central Public Sector Enterprise (CPSE) (including a full-time functional Director in the Board of a CPSE);
- (b) Central Government including the Armed Forces of the Union and All India Services;
- (c) State Public Sector Enterprise (SPSE) where the annual turnover is \*Rs 1500 crore or more;
- (d) Private Sector in company where the annual turnover is \*Rs 1500 crore or more. Preference would be given to candidates from listed Companies.

(\* The average audited annual turnover of three financial years preceding the calendar year in which the post is advertised shall be considered for applying the approved limits)

3. QUALIFICATION:

The applicant should be a graduate from a recognized University/ Institute with good academic record.

Post Graduate Diploma or Degree in Personnel Management/ Human Resource Management or Masters in Business Administration (MBA)/ Post Graduate Diploma/Programme in Management(PGDM/ PGPM) from a recognized University/ Institute, will be desirable.

4. EXPERIENCE:

The applicant should have at least five years cumulative experience during the last ten years in various aspects of HR/ Personnel Management/ Industrial Relations in an organization of repute.

5. PAY SCALE/ RANK/ LEVEL:

The minimum length of service required in the eligible scale/rank/level will be one year for internal candidates, and two years for others as on the date of vacancy.

- (a) Applicants from CPSEs should be working in the following or a higher pay scale:

Eligible Scale of Pay

- (i) Rs. 7250-8250 (IDA) Pre 01/01/1992
- (ii) Rs. 9500-11500 (IDA) Post 01/01/1992
- (iii) Rs. 20500-26500 (IDA) Post 01/01/1997
- (iv) Rs. 51300-73000 (IDA) Post 01/01/2007
- (v) Rs. 120000-280000 (IDA) Post 01.01.2017
- (vi) Rs. 18400-22400 (CDA) Pre-revised post 01.01.1996
- (vii) Rs. 37400-67000 + GP 10000 (CDA) post 01.01.2006
- (viii) Rs. 144200-218200 (Level 14) CDA post 01.01.2016

(b)

- (i) Applicants from Central Govt. / All India Services should be holding a post of the level of Joint Secretary in Govt. of India or carrying equivalent scale of pay.
- (ii) Applicants from the Armed forces of the Union should be holding a post of the level of Major General in the Army or equivalent rank in Navy/Air Force.

(c)

Applicants from State Public Sector Enterprises/ Private Sector should be working at Board level position or at least a post of the level immediately below the Board level.

#### 6. CONDITION OF IMMEDIATE ABSORPTION FOR CENTRAL GOVERNMENT OFFICERS

Central Government Officers, including those of the Armed Forces of the Union and the All India Services, will be eligible for consideration only on immediate absorption basis.

#### IV. DURATION OF APPOINTMENT

The appointment shall be for a period of five years from the date of joining or upto the date of superannuation or until further orders, whichever is earlier.

#### V. SUBMISSION OF APPLICATIONS

All applicants should send their applications as per the format at Annexure.

1. The applicants should submit their applications through proper channel as follows:

- (a) Government Officers, including those of the Armed Forces of the Union and All India Services: through Cadre Controlling authority.
- (b) CMDs/MDs/Functional Directors in CPSE: through the concerned Administrative Ministry.
- (c) Below Board level in CPSE: through the concerned CPSE.
- (d) CMDs/MDs/Functional Directors in State PSE: through the concerned Administrative Secretary and Cadre Controlling Authority, if any, of the State Government.
- (e) Below Board level in SPSE: through the concerned SPSE.
- (f) Private Sector: directly to the PESB.

2. Applicants from Private Sector must submit the following documents along with the application form:

- (a) Annual Reports of the Company for the last 3 years preceding the calendar year in which the post was advertised (please provide URL or attach/enclose copies);
- (b) Whether the company is listed or not; if yes, the documentary proof (please provide URL or attach/enclose copies);
- (c) Evidence of working at Board level or at least a post of the level immediately below the Board

level;

- (d) Self-attested copies of documents in support of age and qualifications;
- (e) The relevant Jobs handled in the past with details.

**VI. UNDERTAKING BY THE APPLICANT**

An applicant has to give an undertaking as a part of the application that he/she will join the post, if selected. If an applicant does not give such undertaking, the application would be rejected.

**1. For candidates from Central Government/Armed Forces of the Union/ All India Services**

- (a) The appointment is on immediate absorption basis.
- (b) If a candidate conveys his/her unwillingness to join after the interview is held, he/she would be debarred for a period of two years from the date of interview, for being considered for a Board level post in any CPSE.
- (c) Further, if a candidate conveys his/her unwillingness to join after the issue of offer of appointment, he/she would be debarred for a period of two years from the date of offer of appointment for being considered for a Board level post in any CPSE.

**2. For candidates from CPSE**

- (a) If a candidate conveys his/her unwillingness to join after the interview is held, he/she would be debarred for a period of two years from the date of interview, for being considered for a Board level post in any CPSE other than the one to which the candidate belongs.
- (b) Further, if a candidate conveys his/her unwillingness to join after the issue of offer of appointment, he/she would be debarred for a period of two years from the date of offer of appointment for being considered for a Board level post in any CPSE other than the one to which the candidate belongs.

**3. For candidates from SPSE/Private Sector**

- (a) If a candidate conveys his/her unwillingness to join after the interview is held, he/she would be debarred for a period of two years from the date of interview, for being considered for a Board level post in any CPSE.
- (b) Further, if a candidate conveys his/her unwillingness to join after the issue of offer of appointment, he/she would be debarred for a period of two years from the date of offer of appointment for being considered for a Board level post in any CPSE.

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4. In the above cases, no request for relaxation or otherwise would be entertained.

**VII. THE APPLICANTS CAN EITHER**

(a) fill up the Application Form online against this Job Description on the website of PESB - <https://pesb.gov.in/> and thereafter forward it online, as specified in para V(1);

Or

(b) fill up the Application Form online against this Job Description on the website of PESB - <https://pesb.gov.in/>, take a printout and send it offline, as specified in para V(1).

Last time/date of receipt of complete application duly forwarded to PESB is by 15.00 hours on 12/02/2020. No application shall be entertained under any circumstances after the stipulated time/date. Incomplete applications and applications received after the stipulated time/date shall be REJECTED. Board reserves the right to shortlist applicants for interview.

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Applications are to be addressed to

Smt Kimbuong Kipgen

Secretary,

Public Enterprises Selection Board, Public Enterprises Bhawan,  
Block No. 14, CGO Complex, Lodhi Road, New Delhi-110003.

ALL CORRESPONDENCE WITH THE PUBLIC ENTERPRISES SELECTION BOARD SHOULD BE  
ADDRESSED TO SECRETARY, PUBLIC ENTERPRISES SELECTION BOARD ONLY.

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