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19-7-2022



सं. 11/19/2019-ओ एम  
भारत सरकार  
Government of India  
विद्युत मंत्रालय  
Ministry of Power

श्रम शक्ति भवन, रफी मार्ग, नयी दिल्ली-110 001  
Shram Shakti Bhawan, Rafi Marg, New Delhi-110 001

CE/HIS & D Up load on  
CE/P&M website. please  
Sr. PS

Director/Admn

CMD

Dir/Admn.

Diary No. 1345/CE/HIS&  
Dtd. 01/08/2022

on website dated: 6<sup>th</sup> July, 2022

No. 53/PS to Director/Admn  
Date 25/7/2022

To,  
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

Dy. C.E./HR & Admn.  
Dy. C.E./S&D  
Dy. C.E./IT  
P.S.  
M. 29/7/22

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

Sir/Madam,

I am directed to inform that the post of Director (Human Resources), 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. 7/28/2022-PESB dated 04.07.2022. The detailed advertisement along with job description for the post of Director (Human Resources) in POSOCO is available on the PESB'S website:- "<http://pesb.gov.in/>" in downloadable format.

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

Encl: As above.

Yours faithfully

Am/HR

(Naresh Kumar)

Tel: 011-23062492

Section Officer (OM)

Email: opmonitor-power@nic.in

1. Sr. Xen/Personnel
2. Sr. Xen/Admn.
3. Sr. Xen/Rectt
4. ASE/Trg. Cell
5. Dy. Secy Estt.
6. Dy. Secy/General
7. US/RTI/ Court Cases

The Secretary, PESB, New Delhi.

All Joint Secretaries of the Ministry of Power, Shram Shakti Bhawan, New Delhi

All Director/DS, Ministry of Power, Shram Shakti Bhawan, New Delhi

The Under Secretary (Adm.) Ministry of Power, Shram Shakti Bhawan, New Delhi

Dy. CE/HR & Admn. NIC cell, MoP with the request to upload on the website of Ministry

252/PSOCMD (D)  
20-7-2022

No. 7/28/2022-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, लोदी रोड  
Block No.14, C.G.O. Complex, Lodhi Road  
नई दिल्ली/ New Delhi - 110003  
दिनांकित/ Dated: 04<sup>th</sup> July, 2022



Subject: Selection for the post of Director (Human Resources), Power System Operation Corporation Ltd. (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 Ltd. (POSOCO) a schedule 'A' CPSE, the scale of pay of the post being Rs. 180000-340000/-. A copy of the job description for the post is enclosed.

2. It is requested that names of all candidates 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 25<sup>th</sup> August, 2022. The applications of all candidates are to be addressed to Ms. Kimbuong Kipgen, Secretary (PESB), Room No. 523, Public Enterprises Bhawan, Block No. 14, CGO Complex, Lodhi Road, New Delhi. ACRs and Vigilance profile may also be kept ready for being furnished as and when the selection meeting is scheduled. It is further requested that the vacancy for the post may also be uploaded on the website of the Ministry/Department for wider publicity.

3. It may also be brought to the notice of all concerned that applications for the post are submitted sufficiently in advance of the prescribed last date so that the duly verified applications are submitted to PESB within the stipulated time & date.

Encl.: As above

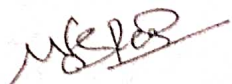
  
(M.S. Subramanya Rao)  
Director  
 24361661

Ministry of Power  
(Shri Alok Kumar, Secretary)  
Shram Shakti Bhawan, New Delhi-110001.

Copy for similar action to:- CMD, Power System Operation Corporation Ltd. (POSOCO), B-9, 1<sup>st</sup> Floor, Qutab Institutional Area, Katwara Sarai, New Delhi-110016 with a request for further necessary action wrt para 3 above.

1. All Chief Executives of other Central PSUs (including subsidiaries) for circulation amongst the eligible candidates.
2. Establishment Officer, Department of Personnel & Trg. |  
Ministry of Personnel, PG & Pensions |
3. All Chief Secretaries of State Governments & UTs |
4. (I) Defence Secretary, South Block, New Delhi.  
(II) Military Secretary MS(X), South Block, New Delhi-110011.  
(III) AOP, Air HQrs., Vayu Bhawan New Delhi.  
(IV) COP, Naval HQrs. 'C' Wing, Sena Bhawan, New Delhi

For circulating the vacancy among  
Government Officers.

  
(M.S. Subramanya Rao)  
Director



No. : 7/28/2022-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, लोदी रोड  
Block No.14, C.G.O. Complex, Lodhi Road  
नई दिल्ली / New Delhi- 110003  
Dated : 04/07/2022

सी. पी. एस. ई. का नाम NAME OF THE CPSE	Power System Operation Corporation Limited (POSOCO)
पद का नाम NAME OF THE POST	Director (Human Resources)
रिक्ति की तारीख DATE OF VACANCY	07/05/2022
सी. पी. एस. ई. की अनुसूची SCHEDULE OF THE CPSE	Schedule A
पद का वेतनमान SCALE OF THE POST	Rs. 180000-340000 (IDA)

**I. COMPANY PROFILE**

Power System Operation Corporation Limited(POSOCO) is 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.

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

The company employed 635 regular employees (Executives: 546 & Non-Executives: 89) as on 31.03.2022.

The authorized and paid up capital of the Company are Rs. 200 crores and Rs. 30.64 crores respectively as on 31.03.2022.

The shareholding of the Government of India in the company is 100 % as on 31.03.2022.

**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 residual service as on the date of vacancy w.r.t. the date of superannuation.	45	3 years 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 with good academic record from a recognized University/Institute.

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 is desirable.

#### 4. EXPERIENCE:

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

#### 5. PAY SCALE:

##### (a) Central Public Sector Enterprises-

##### 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

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

(b)

(i) Applicants from Central Government / All India Services should be holding a post of the level of Joint Secretary in Government of India or carrying equivalent scale of pay on the date of application.

(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 on the date of application.

(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 on the date of application.

#### 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

Applicants should submit their applications on-line only as per the format.

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 in which currently working for the 3 financial years preceding

the calendar year in which the post is 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) 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.

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 only** 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 only** 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 25/08/2022. 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.

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.