POWERGRID

Advertisement No. CC/03/2016 **Date:19.04.2016**

Join The Navratna
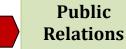
EXECUTIVE TRAINEE (ET) > **Human Resources** **Environment Management** **Social Management**

&

ASSISTANT OFFICER TRAINEE (AOT) > **Public Relations**

Through
UGC- NET JULY 2016: THE WAY TO YOUR SUCCESS

POWERGRID, the Central Transmission Utility (CTU) of India and a Navratna Public Sector Enterprise under the Ministry of Power, 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 operation of National & Regional Power Grids. POWERGRID operates around 1,28,200 circuit kms of transmission lines along with 206 Sub-stations (as on 29.02.2016) and wheels about 50% of total power generated in the country through its transmission network. POWERGRID owns and operates 36,563 kms of Telecom Network, having point of presence in 595 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. 17,658 Crore and Net Profit of Rs. 5046 Crore (FY: 2014 - 15).

To take the growth curve to further heights, POWERGRID is looking for Bright, Committed and Energetic **Professionals** to join its fold as **EXECUTIVE TRAINEE & ASSISTANT OFFICER TRAINEE.**

TENTATIVE VACANCIES & RESERVATION

Post ID	Post	Number of Vacancies				
		UR	OBC (NCL)	SC	ST	Total
132	Executive Trainee (HR)	8	4	2	1	15
133	Executive Trainee (Environment Management)	1	1	--	--	2
134	Executive Trainee (Social Management)	2	--	1	--	3
135	Assistant Officer Trainee (PR)*	4	1	1	--	6

* **Reservation for Persons with Disability (PwD)#**

The Reservation of Posts for PwD and identification of posts for different sub categories of PwD (as per Govt. of India notification) shall be as indicated below.

Post-ID	PwD Subcategories eligible to apply	Reservation#
132	OH- Orthopedically Handicapped (OL-One Leg/ OA- One Arm/ OAL- One Arm & One Leg/ BL- Both Legs), HH- Hearing Handicapped, VH- Visually Handicapped (B- Blind/ LV – Low Vision)	--
133	OH- Orthopedically Handicapped (OL-One Leg/ OA- One Arm/ OAL- One Arm & One Leg/ BL- Both Legs), HH- Hearing Handicapped	--
134	OH- Orthopedically Handicapped (OL-One Leg/ OA- One Arm/ OAL- One Arm & One Leg/ BL- Both Legs), HH- Hearing Handicapped, VH- Visually Handicapped (B- Blind/ LV – Low Vision)	--
135	OH- Orthopedically Handicapped (OL-One Leg/ OA- One Arm), VH- Visually Handicapped (B- Blind/ LV – Low Vision)	VH (B/ LV) - 01

 # Horizontal reservation

In case of any change in vacancies the same shall be notified before commencement of interviews.

ELIGIBILITY CRITERIA

a. Essential Qualification

Post	Essential Qualification
Executive Trainee (HR)	Two years full time Post Graduate Degree/ Diploma/ MBA in HR/ Personnel Management/ Industrial Relations/ Social Work (with specialization in Personnel Management & Industrial Relations) from recognized Institute / University with not less than 60% marks.
Executive Trainee (Environment Management)	Two years full time Masters degree in Environmental Science / Natural Resource Management/ Environmental Engineering or equivalent with First Class from recognised Institute / University.
Executive Trainee (Social Management)	Two years full time Masters degree in Social Work with First class from recognized Institute / University.
Asstt. Officer Trainee (Public Relations)	Graduate with full time PG Degree or Diploma in Mass Communication/ Public Relations/ Journalism with 60% Marks from recognized Institute / University.

- Final Year / Semester students of academic year 2015-16, who expect their results by 14.08.2016 may also be considered eligible, **provided they obtain minimum 60% marks** or equivalent CGPA in aggregate of all semesters/years up to pre-final examination at the time of applying for any of the above posts. Their candidature shall be provisional and will be considered for appointment in the event of selection, only if they meet all the eligibility criteria specified.

- For Post ID – 133 & 134, where class or division are not awarded by the University/ Institute, 60% shall be treated as First class.

- The percentage of Marks in essential qualification shall be considered without rounding off.

- For instruction on conversion of CGPA into percentage, refer to points 6 and 7 of "GENERAL INFORMATION AND INSTRUCTIONS".

- Wherever specialization is mentioned, subjects in specialization required should have been part of the examination cleared and find mention in the final mark sheet / degree certificate or the specialisation should be certified by the concerned University/ Institute attended / attending by the candidates.

- In absence of above, POWERGRID shall be at liberty to decide the eligibility based on the courses studied/ opted by the candidates during their post-graduation study of the essential qualification. Candidates for Human Resources must have majority of papers from Human Resource Management.

b.   Upper Age Limit

28 years as on 31.12.2015 (Candidates should have been born on or after 01.01.1988)

c.   Valid Score in the UGC- NET- 2016

Candidates are required to appear in the corresponding paper of **UGC-National Eligibility Test (NET)- of July 2016** as shown below and Qualify in the same. The qualifying marks shall be as per standards set by UGC-NET conducting authority.

Post ID	Post	Corresponding NET (June 2016) Paper and Subject Code
132	Executive Trainee (HR)	Labour Welfare/ Personnel Management/ Industrial Relations/ Labour & Social Welfare/ Human Resources Management **(55)**
133	Executive Trainee (Environment Management)	Environmental Science **(89)**
134	Executive Trainee (Social Management)	Social Work **(10)**
135	Assistant Officer Trainee (PR)	Mass Communication & Journalism **(63)**

RELAXATIONS AND CONCESSIONS

1. Reservation/ relaxation/ concession to OBC (NCL)/ SC/ ST/ PwD/ Ex – SM/ J&K Domiciled/ Victims of riots shall be as per Government of India directives. **However eligibility for UGC-NET-2016 is pre-requisite for applying to POWERGRID.**

2. Persons suffering from not less than 40% of the relevant disability shall only be eligible for the benefit under PwD category. Persons claiming concessions/ relaxations/ reservation under PwD category are requested to keep their Disability certificate ready in the format prescribed by Government of India (also available in the career section of POWERGRID website) for reference.

3. **Relaxation in Marks in essential qualification for SC candidates**: Qualifying Marks in essential qualification is relaxed to **50%** marks for posts ET (HR), ET (Social Management) and AOT (PR).

4. **Relaxation in Marks in essential qualification for ST candidates**: Qualifying Marks in essential qualification is relaxed to **50%** marks for posts ET (HR).

5. **Relaxation in Marks in essential qualification for PwD candidates**: Qualifying Marks in essential qualification is relaxed to **50%** marks for post Asstt. Officer Trainee (PR) for PwD candidates with disability VH- B/ LV only.

6. **Relaxation in Upper Age Limit:**

   a) For OBC(NCL) candidates   : 3 years **{for ET (HR), ET (Environment Mgt.) And AOT (PR)}**

   b) For SC candidates   : 5 years **{for ET (HR), ET (Social Mgt.) & AOT(PR) }**

   c) For ST Candidates   : 5 years **{for ET (HR) }**

   d) For PwD candidates   : 10 years over and above applicable category relaxation for respective posts.

   e) J&K Domicile / Ex-Servicemen/ Victims of riots   : As per Govt. of India directives

7. **Reservation/ Relaxation / Concession for SC / ST** will be subject to submission of relevant Caste Certificate in the prescribed format issued by a competent authority at time of interview, if called for.

8. **Relaxation / Concession for J&K Domiciled / Ex-Servicemen/ Victims of riots** will be subject to submission of relevant Age relaxation cum Domicile certificate /Discharge certificate etc. in the prescribed format issued by a competent authority at time of interview, if called for.

9. **Reservation and Relaxation for OBC (NCL**) will be subject to submission of latest OBC (NCL) certificate in the format prescribed by the Govt. of India for "Appointment to posts under Govt. of India" from a competent authority at the time of interview, if called for. OBC (NCL) candidates should also submit NCL declaration in the format prescribed by the Govt. of India. The name of caste, community of the candidate must appear in the Central List of OBCs available on National Commission for Backward Classes (NCBC) website- www.ncbc.nic.in.

10. **Reservation / Relaxation / Concession for Persons with Disability** is subject to submission of disability certificate in prescribed format issued by the Government Medical Board at the time of interview, if called for.

11. Candidates working in POWERGRID are advised to refer to internal circular before filling up the application. Trainees working in POWERGRID shall not be considered as Departmental Candidate.

HOW TO APPLY

1. Application for above positions in POWERGRID is a two stage process.
   a. On-line Registration for UGC-NET (July 2016 Examination)in relevant paper
   b. On-line application for the position concerned in POWERGRID mentioning the UGC-NET Roll No.

2. Candidates are required to first go through the notification for UGC-NET July 2016 and apply for UGC-NET online. For details information on UGC-NET and online application form, candidates may log on to **http://cbsenet.nic.in**

3. The application process for UGC-NET July 2016 starts from 12.04.2016 to 12.05.2016 and application fees for NET can be paid up to 13.05.2016.

4. Candidates will be required to download their UGC-NET Admit card from the website **http://cbsenet.nic.in in third week of June 2016**. They will also have to retain print out of UGC-NET Application form, Attendance slip and Admit Card. These documents will have the UGC-NET Roll No. of the candidate.

5. From **15th June 2016 onwards**, candidates have to register themselves online at POWERGRID website **www.powergridindia.com** with details of their UGC-NET Roll No. and other required information. Online application shall close on **15th July 2016**. (*The dates for applying to POWERGRID may change slightly depending on availability of NET Roll No. on NET website in which case it shall be notified in POWERGRID website during the aforesaid period*).

   UGC-NET Roll No.. as appearing on the NET – July -2016 admit card needs to be entered carefully in the online application form. No other number should be entered as UGC- NET-2016 Roll No. while applying to POWERGRID. Please note that once your application is submitted, no request regarding change in NET Roll Number or Name shall be entertained.

   Enter your name and other details exactly as entered in your UGC- NET- Admit Card.

6. 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.

7. Candidates are required to upload their colour passport size photograph and signature as per instructions given on the online application form. The photograph should be the same as used for UGC-NET Application. Read the instructions on online application form carefully before filling up the application.

8. 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 **POWERGRID Registration Number** which shall appear on the completed application form/ Resume.

9. 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.

10. The process of application to POWERGRID is completed with the generation of the unique **POWERGRID Registration Number**. Upon completion, an email shall be sent to the candidate for confirmation.

11. **There is no application fee for applying to POWERGRID**.

12. Candidates should be careful while filling up the application form. In case of multiple applications, POWERGRID reserves the right to consider only the last registered application.

13. Candidate should take a print out of the completed application, and keep with him/ her safely for future reference.

14. **No hard copy of application is required to be sent to any address by post**.

IMPORTANT INSTRUCTIONS:

1. If the candidate is called for GD and interview, her/ his identity would be verified with **UGC-NET - 2016 admit card** and **UGC-NET Official Score Card**. Therefore candidates are requested to retain their UGC-NET2016 application copy, admit card and score card with them.

2. Candidates shall be required to bring a valid photo ID to the interview. Photocopies of the original identification document shall not be acceptable. Candidates **will not be permitted** to appear for the group discussion and interview if original and valid photo identification is not presented along with the UGC-NET 2016 admit card and score card.

SELECTION PROCESS

The Selection Process consists of marks obtained (out of 100) in the corresponding paper of **UGC-NET – 2016**, Group Discussion & Personal Interview.

Eligible candidates will have to appear for the corresponding paper/ subject of **UGC-NET (July – 2016), i.e. Subject Code 55 (for HR) / 89 (for Environment Mgt.) / 10 (for Social Mgt.) / 63 (for Public Relations)**
Candidates declared qualified in corresponding paper/ subject of UGC-NET-2016 shall only be eligible to be considered for the next stage of selection subject to meeting the eligibility criteria prescribed by POWERGRID.

Qualifying Marks in UGC-NET- July 2016 shall be as per the standards set by UGC-NET Conducting authority.

Qualified candidates shall be short-listed category-wise for Group Discussion & Personal Interview based on their **marks out of 100** in UGC-NET – 2016, in the corresponding paper/ subject and as per the criteria decided by management.

Candidates shall obtain information about their status through their candidate login at the POWERGRID Online Application System. Shortlisted candidates shall be able to download their interview call letter and other relevant documents through the candidate login.

Candidates shortlisted for the Group Discussion and Interview shall be required to bring the documents as mentioned in their interview call letter.

Candidates must qualify in the Personal Interview in order to be considered for empanelment. The qualifying % in interview for different categories are as mentioned below:

Category	Qualifying % in Interview
Un-Reserved	**40%**
OBC (NCL)	**30%** For ET (HR/ Environmental Mgt.) and AOT (PR)
SC	**30%** For ET (HR/ Social Mgt.) and AOT (PR)
ST	**30%** For ET (HR)
PwD	**30%** For AOT (PR) for disability – VH (B/ LV)

Group discussion will not have any Qualifying Marks.

Weightage of Different Parameters

For calculation of final score of a candidate for empanelment, the weightages of marks obtained in UGC-NET July 2016, Group Discussion and Interview shall be as indicated below:

NET - 2016 Marks (out of 100) in corresponding Paper	85%
Group Discussion	3%
Personal Interview	12%
Total	**100%**

Empanelment of Candidates

Candidates who qualify in the Personal Interview will only be adjudged suitable for empanelment. Therefore it is again reiterated that candidates will have to qualify in UGC- NET 2016 and in Personal Interview separately in order to be considered eligible for empanelment.

Please note that only UGC – NET of July 2016 (to be conducted on 10.07.2016) score is valid for this recruitment process. NET score of December -2015 or prior is not valid. Candidates, who are willing to apply for POWERGRID, will have to apply and appear for UGC-NET-2016 even if they are previously qualified in NET.

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

Selected candidates shall be notified through their login in online application system.

Appointment of selected candidates will be subject to their being found medically fit in the Pre-Employment Medical Examination to be conducted as per POWERGRID Norms and Standards of Medical Fitness.

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.powergridindia.com**.

COMPENSATION PACKAGE

Selected candidates for Executive Trainee will be placed in the pay scale of INR 24900-50500 during the one-year training period. The Corporation offers a very attractive pay package which is one of the best in the Industry. The approximate CTC* per annum are as follows:

| During Training | Rs. 8.15 lakhs |
| After Training On regularization | Rs. 14.44 lakhs |

Similarly, for Assistant Officer Trainee (PR), selected candidates will be paid consolidated stipend of Rs. 24500/- per month during one year training. After regularization, they will be placed in the pay scale of INR 20600 – 46500/-. The approximate CTC* after regularization shall be Rs. 12 lakhs per annum.

On regularization, the 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, Group Insurance, Personal Accident Insurance, PF, Gratuity, Pension & Leave encashment etc.

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

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

SERVICE AGREEMENT BOND

The selected candidates for the above posts will be required to execute a service agreement bond to successfully complete the prescribed training period and thereafter serve the organization for at least three years. The amount of the bond is INR 1,00,000/- for General/OBC (NCL) candidates and INR 50,000/- for SC/ST/PwD candidates.

GENERAL INFORMATION AND INSTRUCTIONS

1. Only Indian Nationals of age 18 years or above are eligible to apply for POWERGRID.

2. Before applying, the candidate should ensure that he / she fulfils 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 Association of India University (AIU).

5. Date of issuance of final mark sheet shall be taken as the date of acquiring qualification.

6. 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.

7. 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.

8. As per the notification issued for UGC-NET- July 2016, the maximum permissible age prescribed is 28 years as on 01.07.2016 for Junior Research Fellowship (JRF), while there is no upper age limit for Assistant Professor. **In POWERGRID, the maximum age is 28 years (for Un-Reserved vacancy) as on 31.12.2015**. Candidates should apply accordingly.

9. Candidates working in Govt. / PSU are required to produce "No Objection Certificate" at the time of Interview.

10. Candidates claiming reservation under OBC (NCL) should belong to OBC- Non creamy layer as on last date of online submission of application to POWERGRID.

11. Candidates selected in POWERGRID are liable to be posted anywhere in India and Abroad.

12. For any queries regarding this recruitment please send email to **et21@powergrid.co.in** **with "<Post ID – ET/ AOT> <Subject> " in the subject line.** Candidates are required to add this email-id to their address book in order to avoid any email communication gap.

13. No correspondence regarding this recruitment made in Complaint Management System of POWERGRID, will be entertained.

14. Legal jurisdiction will be NCT of Delhi in case of any cause / dispute.

15. 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.

16. Mere appearance in UGC-NET 2016 or submission of application to POWERGRID does not guarantee the adequacy of candidature for being considered for further selection process.

17. 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. Vacancies may vary depending on requirement.

18. 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.

19. 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

UGC-NET-2016	Start Date for applying for UGC-NET (2016)	12.04.2016
	Last date for applying for UGC-NET (2016)	12.05.2016
	Last date for depositing application fees	13.05.2016
	UGC-NET Examination	10.07.2016
	For further details visit Website : **http://cbsenet.nic.in**	
POWERGRID Application	Commencement of Online Submission of Application to POWERGRID	15th June 2016 (10 AM)
	Last date for Online submission of Application to POWERGRID	15th July 2016 (5 PM)
	(*The dates for applying to POWERGRID may change slightly depending on availability of NET Roll No. on NET website in which case it shall be notified in POWERGRID website during the aforesaid period*).	

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