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No.25-11/1/2019-PG  
Government of India  
Ministry of Power

Shram Shakti Bhawan, Rafi Marg,  
New Delhi, the 12<sup>th</sup> June, 2019

To,

- 12-6-2019
1. The Chief Secretary, All State Governments and UTs
  2. The Chairman, All Electricity Boards / State Power Utilities
  3. The Chairperson, Central Electricity Authority, New Delhi
  4. CMDs of all CPSEs under administrative control of Ministry of Power

Subject: Selection for the post of Director (Personnel) Power Grid Corporation of India Limited (PGCIL), a schedule 'A' CPSE – reg.

Sir,

I am directed to inform that the post of Director (Personnel), Power Grid Corporation of India Limited (PGCIL), a schedule 'A' CPSE, has been advertised by Public Enterprises Selection Board (PESB) vide their communication No. 7/16/2019-PESB dated 30<sup>th</sup> May, 2019 (copy enclosed). The detailed advertisement alongwith job description is available on the PESB's website [www.pesb.gov.in](http://www.pesb.gov.in).

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

Yours faithfully,

(Sanjeev Jain)

Under Secretary to the Govt. of India  
Telefax: 011- 23730264

Copy to:

1. The Secretary, PESB, New Delhi
2. All Joint Secretaries of MoP, Shram Shakti Bhawan, New Delhi
3. All Directors of MoP, Shram Shakti Bhawan, New Delhi
4. The Under Secretary (Admin), MoP, Shram Shakti Bhawan, New Delhi
5. The Under Secretary(V&S), MoP, Shram Shakti Bhawan, New Delhi
6. In-Charge, NIC Cell, MoP with the request to upload the advertisement on the website of Ministry of Power for wider publicity.

Services-II Branch  
Diary No. 78509  
Date 14/06/19

304502/2019/POWER GRISELECTIONARY(POWER)

No. : 7/16/2019-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, लोदी रोड  
Block No.14, C.G.O. Complex, Lodhi Road  
नई दिल्ली / New Delhi- 110003

सी पी एस ई का नाम NAME OF THE CPSE	Power Grid Corporation of India Ltd.
पद का नाम NAME OF THE POST	Director(Personnel)
रिक्ति की तारीख DATE OF VACANCY	01/02/2020
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 Grid Corporation of India Limited (PGCIL) was incorporated under the Indian Companies Act, 1956 with the mission of "Establishment and Operation of Regional and National Power Grids to facilitate transfer of electric power within and across the regions with reliability, security and economy on sound commercial principles". PGCIL, the Central Transmission Utility (CTU) of the country is a Schedule - 'A'/Navratna CPSE with the administrative jurisdiction of M/o Power. The company employed 9217 regular employees(Executives: 4300, Non-executives: 4917) as on 31.03.2019.

Its Registered office is at New Delhi and Corporate Office at Gurgaon, Haryana.

The authorised and paid up capital of the Corporation was Rs.10000 crores and Rs.5231.59 crores respectively as on 31st March, 2019.

The Shareholding of the Government of India is 55.37%.

**II. JOB DESCRIPTION AND RESPONSIBILITIES**

Director (Personnel) is a member of the Board of Directors and reports to Chairman and Managing Director. He/She is overall incharge of coordinating and implementing personnel and industrial relations policies, management functions, administrative control etc. in the organisation.

**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 5000 crore or more**;
- (d) Private Sector in company where the annual turnover is **\*Rs 5000 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:**

Applicants should be a graduate from a recognised 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

Degree in Law will have an added advantage.

**4. EXPERIENCE:**

Applicants 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.

Knowledge of Power Sector is desirable.

**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

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(vi): Rs. 18400-22400 (CDA) Pre-revised

(vii) Rs. 37400-67000 + GP 10000 (CDA)

(viii) Rs. 144200-218200 (Level 14) CDA

(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.

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.

BCK



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 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 06/08/2019. 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

304502/2019/POWER CREATION (POWER)

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