

Recruitment of Assistant Managers and Executive Trainees



Advt. No. CC/15/2021

Power System Operation Corporation Ltd.

ELECTRICAL

Date : 14.09.2021

Power System Operation Corporation Ltd. (POSOCO), a Govt. of India Enterprise, under Ministry of Power, Govt. of India, is a knowledge based organization of national importance. It is responsible for managing the power system operations - a mission critical activity, with security, economy and reliability.

To achieve this, it has adopted a multi-disciplinary approach with state of the art technology. It ensures equitable use of Transmission Infrastructure and has invested significantly in its human capital and towards strengthening the whole power system faculty. It operates the National Load Despatch Centre and the five Regional Load Despatch Centers.

To take its growth curve to further heights, POSOCO is looking for Bright, Committed and Energetic Engineers to join its fold as **Assistant Managers and Executive Trainees**.

VACANCIES & RESERVATION

Details of number of vacancies and reservation shall be indicated separately in the notification to be published on our website under "Careers" section.

However, reservation shall be provided to OBC-NCL/SC/ST/EWS/PwD candidates depending on the number of vacancies and as per Govt. of India Directives.

The posts are identified suitable for the following subcategories of PwD as per identification of posts by Govt. of India :-

Posts	PwD Subcategories identified suitable
Assistant Manager (Power System) and Executive Trainee (Electrical)	a. Hearing Handicapped. b. Orthopedically Handicapped (One Leg/One Arm), Dwarfism. Also includes Acid Attack victims and Leprosy Cured persons with the above disabilities. c. Combination of (a) and (b) above.

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ELIGIBILITY CRITERIA

a. Qualified in the GATE-2022

Candidates shall appear in the corresponding paper of GATE-2022 as shown in the following table and Qualify in the same. The qualifying marks shall be as declared by GATE-2022 Organising Institute. For details on Qualifying marks for all categories, please visit GATE-2022 Website.

Sl. No.	Posts	Corresponding GATE 2022 Paper
1	Assistant Manager	Electrical Engineering (EE)
2	Executive Trainee	Electrical Engineering (EE)

b. Upper Age Limit

28 years as on 31.07.2022 (Candidates should have been born **on or after 01.08.1994**)

c. Essential Qualification

Posts Offered	Executive Trainee in E3 level (Rs. 60000-180000) Selected candidates will undergo minimum one year training and will be regularized as Assistant Managers on completion of Training.	Assistant Manager in E3 level (Rs. 60000-180000)
Course	Full Time B.E./ B.Tech/ B.Sc. (Engg.)/ IDD (Integrated Dual Degree) in the required discipline from recognized University/ Institute	Full Time M.Tech/ MS/ ME / M.Sc (Engg.)/IDD (Integrated Dual Degree) in the required discipline from recognized University/ Institute with Full Time B.E./ B.Tech/ B.Sc. (Engg.) in Electrical/ Electrical (Power)/ Electrical and Electronics/ Power Systems Engineering/ Power Engineering (Electrical) from recognized University/ Institute
Percentage	Minimum 65% or Equivalent CGPA * in B.E./ B.Tech/ B.Sc. (Engg.)/ IDD (Integrated Dual Degree)	Minimum 65% or Equivalent CGPA* in B.E./ B.Tech/ B.Sc. (Engg.) / IDD (Integrated Dual Degree)

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Required Discipline	Electrical/ Electrical (Power)/ Electrical and Electronics/ Power Systems Engineering/ Power Engineering (Electrical)	Power Systems or Equivalent**
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* For instruction on conversion of CGPA into percentage, refer to points 8 and 9 of “**GENERAL INFORMATION AND INSTRUCTIONS**”.

**Equivalent disciplines to Power Systems shall be notified separately on our website under Careers section.

Final Year/Semester students who expect their results by 14.08.2022 are also eligible, provided they have obtained the required percentage of marks or equivalent CGPA in aggregate of all semesters/years up to pre-final examination in bachelor’s degree/ IDD (Integrated Dual Degree)/ as specified above.

RELAXATIONS AND CONCESSIONS

1. Reservation/ relaxation/ concession to OBC-NCL/ SC/ ST/ EWS/ PwD/ Ex-SM/ J&K Domiciled/ Victims of riots shall be as per Government of India directives.
2. Persons suffering from not less than 40% of the relevant disability shall only be eligible for the benefit for PwD.
3. For availing EWS Reservation the conditions and format of the Certificate will be followed as per DOPT office Memorandum No. 36039/1/2019-Estt. (Res) Dated 31st January, 2019.
4. **Relaxation in Marks in essential qualification for SC/ST/PwD candidates:** Percentage marks are relaxed to pass marks for posts reserved for the respective category.
5. **Relaxation in Upper Age Limit:**
 - a. For OBC (NCL) candidates : 3 years (for posts reserved for the respective category)
 - b. For SC/ST candidates : 5 years (for posts reserved for the respective category)
 - c. For PwD candidates : 10 years over and above category relaxation
 - d. J&K Domicile / Ex- Servicemen/ Victims of riots : As per Govt. of India directives
6. **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.
7. **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 the time of interview, if called for.
8. **Reservation and Relaxation for OBC (NCL)** will be subject to submission of a copy of the 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.

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9. **Reservation / Relaxation / Concession for Persons with Disability** is subject to submission of medical certificate in prescribed format in support of disability issued by the Government Medical Board at the time of interview, if called for.
10. Candidates working in POSOCO are advised to refer to internal circular before filling up the application.

SELECTION PROCESS

“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 Group Discussion & Personal Interview, if so required.”

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

The Selection Process consists of marks obtained (out of 100) in the corresponding paper of **GATE-2022**, Group Discussion & Personal Interview. Eligible candidates will have to appear in the corresponding paper of **GATE-2022 i.e. Electrical Engineering (EE)**.

Candidates qualified in corresponding paper of **GATE-2022 i.e. Electrical Engineering (EE)** shall only be eligible to apply for the posts of Assistant Manager (Power System) and Executive Trainee (Electrical). Qualifying marks in **GATE-2022** shall be as decided by **GATE-2022 Organising Institute**.

Qualified candidates shall be short-listed category-wise for Group Discussion & Personal Interview based on their **normalized marks out of 100** in corresponding paper of **GATE-2022 i.e. Electrical Engineering (EE)**. Candidates shall obtain information about their status through their candidate login at the POSOCO Online Application System. Shortlisted candidates shall be able to download their Group Discussion & Personal Interview call letter and other relevant documents through the candidate login.

Also, shortlisted candidates shall be required to bring the documents, as mentioned in their call letter, at the time of Group Discussion and Personal Interview. Candidates must qualify in the Personal Interview in order to be considered eligible for empanelment.

The qualifying % in interview for different categories are as mentioned below :-

Category	Qualifying % in Interview
Unreserved	40%
EWS	40 % (for posts reserved for the corresponding category)
OBC-NCL/SC/ST/ PwD	30% (for posts reserved for the corresponding category)

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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 **GATE-2022**, Group Discussion and Interview shall be as indicated below:

GATE-2022 Marks (out of 100) in corresponding Paper i.e. EE for Electrical Engineering	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 reiterated that candidates who have qualified in **GATE-2022** shall have to qualify Personal Interview separately in order to be considered eligible for empanelment.

Please note that only GATE-2022 scores (Normalized Marks out of 100) is valid for this recruitment process. GATE score of 2021 or prior is not valid.

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 candidate 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 [POSOCO Norms and Standards of Medical Fitness](#).

HEALTH

Applicants should have sound health. No relaxation in POSOCO Medical Norms is allowed. For details of standards on medical fitness, please visit careers section of our website: www.posoco.in

COMPENSATION PACKAGE

Assistant Managers – Selected candidates will be placed at the level of E3 in the pay scale of ₹ 60000-180000 and compensation package will also include 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 and other allowances & benefits etc. as applicable.

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Executive Trainees - Selected candidates will be placed at the level of E3 in the pay scale of ₹ 60000-180000 and other allowances and benefits will be paid as applicable, **during the one-year training period (which can be extended on discretion of the management)**. On regularization, compensation package will also include 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, other allowances & benefits etc. as applicable.

The Corporation offers a very attractive pay package which is one of the best in the Industry. The Corporation also offers excellent facilities like Short and long term Loans & Advances including House Building Advance, Medical facilities for self and dependents etc. in accordance with the policies of the Corporation from time to time.

SERVICE AGREEMENT BOND

The selected candidates (Executive Trainees) 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/EWS candidates and INR 50,000/- for SC/ST/PwD candidates.

IMPORTANT INSTRUCTIONS FOR REGISTRATION/APPLICATION

1. Candidates appeared and hold valid score in corresponding papers of **GATE-2022**.
2. For details on **GATE-2022**, please visit <https://gate.iitkgp.ac.in/>
3. Application window for POSOCO shall be opened after declaration of **GATE-2022** results by Organising Institute. **A separate notification for the same shall be issued on POSOCO website after the declaration of GATE-2022 results.** Candidates have to register themselves online at POSOCO website with details of their **GATE-2022** Application Number, **GATE-2022** Registration Number, **GATE-2022** Score and other required information, which will be made available at CAREERS section of www.posoco.in
4. SC/ST/PwD/Ex-SM/Departmental candidates are exempted from payment of application fees. Candidates are required to login to their candidate login section and then deposit **non-refundable application fees of Rs. 500/-** through online mode only. **O N L Y on the submission of application fees, application process will be treated as complete.** Candidates are required to show their GATE-2022 application form, GATE-2022 Admit card and GATE-2022 Score card for verification at the time of Group Discussion/Personal Interview/Joining in POSOCO.
5. Candidates are not required to send any hard copy of application to POSOCO. In-complete applications / applications without application fees (if applicable) will be rejected.

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GENERAL INFORMATION AND INSTRUCTIONS

1. Only Indian Nationals of age 18 years or above are eligible to apply for POSOCO.
2. Before applying, the candidate should ensure that he / she 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. Candidates will have the option for appearing in Hindi for GD/ Interview.
5. Vacancies are for all the locations, where POSOCO has a presence. Presently, POSOCO is located at Delhi, Mumbai, Kolkata, Bangalore, Guwahati and Shillong. Selected candidates shall be posted for OJT and final postings accordingly.
6. 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.
7. Date of issuance of final mark sheet shall be taken as the date of acquiring qualification.
8. 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.
9. Percentage of marks obtained by the candidate in the bachelor's degree/ IDD (Integrated Dual Degree)/ master'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/ IDD (Integrated Dual Degree)/ master'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.
10. Candidates working in Govt. Organisations / PSUs are required to produce **"No Objection Certificate"** at the time of Interview.
11. Candidates claiming reservation under OBC-NCL should belong to OBC- Non creamy layer as on last date of online submission of application to POSOCO.

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12. Candidates selected in POSOCO are liable to be posted anywhere in India and Abroad.
13. For any queries regarding this recruitment please send to posocohr@posoco.in **ONLY** with <<Name of Post>> in the subject line. *Emails sent to other email ids will not be entertained. Further, anonymous emails without contact details of candidates will not be entertained.* Candidates are required to add posocohr@posoco.in email-id to their address book in order to avoid any email communication gap.
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 POSOCO 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 POSOCO.
16. Mere appearance in **GATE-2022** or submission of application to POSOCO does not guarantee the adequacy of candidature for being considered for further selection process.
17. 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 POSOCO employees or systems will not be entertained.
18. All information regarding this recruitment process would be made available in the careers section of POSOCO website only. Applicants are advised to check the web site periodically for important updates. **Once registered for POSOCO, all correspondences shall be made through their registered e-mail ID or candidate login only.**

IMPORTANT DATES
Date of Commencement of On-line submission of Application will be after declaration of GATE 2022 results

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