



टीएचडीसी इंडिया लिमिटेड

THDC INDIA LIMITED

(श्रेणी-क, मिनी रत्न, सरकारी उपक्रम)

(Schedule "A" Mini Ratna Government PSU.)

Advt. No.-12/2022

Date:02/11/2022

RECRUITMENT FOR THE POST OF EXECUTIVE TRAINEE -FINANCE

Company Profile:

THDCIL is Schedule "A" Mini Ratna Government Public Sector Undertaking (PSU). It is one of the premier power generators in the country with installed capacity of 1587 MW with commissioning of Tehri Dam & HPP (1000MW), Koteshwar HEP (400MW), Dhukwan Small HEP (24 MW) and Wind Power Projects of 50MW at Patan ,63MW at Dwarka and 50MW Solar Power Project Kasargod.

The Equity of company is shared between NTPC and GoUP.

The Company was incorporated on 12th July 1988 to develop, operate and maintain the 2400MW Tehri Hydro Power Complex and other Hydro Projects. The Company has an authorized share capital of Rs.4000Cr. THDCIL is a Mini Ratna Category-I and Schedule "A" PSU.

Presently, THDCIL has three operational hydro power plants namely Tehri HPP (1000 MW), Koteshwar HEP (400 MW), Dhukwan Small HEP (24 MW), two operational Wind Power Plants namely Patan Wind Farm (50 MW) and Devbhumi Dwarika Wind Farm (63 MW) and one solar project (50 MW).

Presently, 2764 MW under Construction Projects (Tehri PSP -1000 MW, VPHEP (444 MW) and Khurja STPP -1320 MW). The Other Projects are under various stage of development/implementation. Further THDCIL also developing 2000 MW UMREPPs (600 MW capacity of Solar Park, each at Jhansi and Lalitpur District and 800 MW at Chittarkoot District of UP) through SPV (a JV of 'THDCIL' and 'UPNEDA' named TUSCO) in the state of Uttar Pradesh.

THDCIL is consistently profit-making company since the commissioning of Tehri Dam & HPP in the year 2006-07

For further details of company profile and projects candidates may log on to www.thdc.co.in

THDCIL invites applications from bright, dedicated, result oriented, energetic and dynamic candidates with good academic records to join us as Executive Trainees (Finance):

DETAILS OF POST

S.No.	Name of Post	No. of Post	UR	EWS	OBC (NCL)	SC	ST	PwBDs*	Posts identified suitable for
1.	Executive Trainee (Finance) E-2 Grade	09	05	Nil	02	02	Nil	01- Category (a)	(a)B,LV (b)D,HH (c)OA,BA,OL, BL,OAL, BLOA, BLA, CP, LC, Dw, AAV, MDy (d)MD involving (a) and (c) above

*Horizontal Reservation

Abbreviations:

B=Blind, LV=Low Vision, D=Deaf, HH=Hard of Hearing, OA=One Arm, BA=Both Arm, OL=One Leg, BL=Both Leg, OAL=One Arm and One Leg, BLOA=Both Leg and One Arm, BLA=Both Legs Arms, CP=Cerebral Palsy, LC=Leprosy Cured, Dw=Dwarfism, AAV=Acid Attack Victims, MDy= Muscular Dystrophy and MD=Multiple Disabilities.

Vacancies for EWS candidate are subject to further directives of Government of India and outcome of any litigation of Hon'ble Supreme Court Order.

The vacancies for Persons with Benchmark Disabilities (PwBDs)/SC/ST/OBC(NCL)/EWS are reserved as per Govt. Guidelines/Directives.

The vacancies for PwBDs are reserved as per Govt. Guidelines. If there is no person with benchmark disability available for the post shall fill up the vacancy by appointment of a person, other than a person with benchmark disability.

The total number of vacancies indicated above may increase/decrease at the discretion of THDCIL Management.

ELIGIBILITY CRITERIA

Sl.No.	Name of Post	Essential Qualification	Percentage of Marks
1.	ET-Finance	ICAI (CA)	For General, EWS, OBC(NCL) and ST Category not less than 55% marks in final examination of ICAI (CA)/ICMAI(ICWA).
		ICMAI (ICWA)	For SC and PwBDs Category not less than 50% marks in final examination of ICAI (CA)/ ICMAI(ICWA).

- Overall Percentage of marks in Xth and XIIth not less than 65%.
- Candidates with 64.99% marks are not eligible and the same shall not be rounded off to 65%.
And Pass marks in case of SC and PwBDs category candidates.
- As there is no vacancy in ST Category, hence the candidature of candidates belonging to ST Category will be considered subject to meeting the eligibility criteria as prescribed for General (UR) Category.
- **Upper Age Limit as on 7th November 2022 should be 30 years.**

RELAXATION & CONCESSION

1. Reservation to OBC (Non-Creamy Layer)/SC/PwBDs (Degree of Disability 40% or above)/ Ex-Servicemen /J&K Domiciled/Victims of riots candidates will be provided as per Government of India directives/guidelines.
2. Relaxation in Essential Qualification and Overall percentage of marks in class Xth and XIIth for SC/PwBDs /Departmental candidates and Ex-Servicemen category candidate will be "Pass Marks".
3. Relaxation in Upper age Limit for OBC(NCL)/SC/PwBDs/J&K Domiciled/ Ex-Servicemen /Doob Kshetra/ Departmental Candidates shall be as per Government of India directives/guidelines.

4. Category (SC/ST/OBC(NCL)/PwBDs/ Ex-Servicemen /EWS) once filled in the online Registration form will not be changed and no benefit of these category will be admissible later on.
5. Reservation/relaxation/concession to OBC(NCL)/SC/ST/PwBDs/ EWS/ Ex-Servicemen /J&K Domiciled/Victims of riots shall be as per Government of India Directives.

SELECTION PROCESS

1. Eligible candidates will be shortlisted category wise for the Interview as mentioned below:

ICAI (CA) Examination	ICMAI(ICWA) Examination
<p>In order of merit of marks obtained in the final examination of ICAI(CA) in the ratio of 1:5.</p> <p>In case marks obtained by two candidates are same in Qualifying Examination (ICAI) then marks obtained in class XII will be taken into consideration, in case the marks of class XII is also same then marks obtained in class X will be taken into consideration. In case the number obtained in class X is also same then Date of Birth will be taken into consideration for preparing the merit between such two candidates and person born earlier shall be considered.</p>	<p>In order of merit of marks obtained in the final examination of ICMAI(ICWA) in the ratio of 1:5.</p> <p>In case marks obtained by two candidates are same in Qualifying Examination (ICMAI) then marks obtained in class XII will be taken into consideration, in case the marks of class XII is also same then marks obtained in class X will be taken into consideration. In case the number obtained in class X is also same then Date of Birth will be taken into consideration for preparing the merit between such two candidates and person born earlier shall be considered.</p>

2. Candidates shall be shortlisted out of the candidates registered with THDCIL as per merit based on the ICAI and ICMAI final examination score and will be shortlisted for Personal Interview.
3. Candidates must qualify in Personal Interview in order to be considered for the empanelment. The Qualifying percentage marks in the interview for different categories are as mentioned below:

CATEGORY	QUALIFYING PERCENTAGE MARKS
Unreserved (UR)/ OBC(NCL)/EWS/ ST	50%
SC/PwBDs/Ex-Servicemen	30%

4. **WEIGHTAGE OF DIFFERENT PARAMETERS:**

For calculation of final score of the candidate for empanelment, the weightage of marks obtained Qualification and Interview shall be considered as indicated below:

S.No.	Qualification	Weightage of Marks
1.	Marks obtained in Class Xth	10%
2.	Marks obtained in Class XIIth	10%
3.	Marks obtained in ICAI/ICMAI Final Examination	50%
4.	Personal Interview	30%
	TOTAL	100%

Mode of selection may change for any/all post subject to the number of applicants and management discretion.

5. Empanelment of candidates: Candidates who qualify in the Personal Interview will only be adjudged suitable for empanelment. Therefore, candidates will have to qualify Personal Interview separately in order to be considered for empanelment.
6. The offer of appointment shall be issued to the suitable candidates in the order of category-wise merit and based on the requirement.

HEALTH STANDARDS

Applicants should have sound health. Before joining candidates will have to undergo medical examination by CMO of any Govt Hospitals. No relaxation in Medical Norms is allowed. For details of norms and Standard of Medical Fitness, please visit "Medical Norms" on recruitment of our website www.thdc.co.in

COMPENSATION PACKAGE

The organization offers a very attractive pay package and is one of the best in the Power Sector Industry. Selected candidates will be placed at minimum basic pay of Rs. 50,000.00 in the pay scale of **Rs. 50,000 -3%-1,60,000 (IDA)** during the period of training as **Executive Trainee in E-2** Grade.

These candidates will be absorbed after successful completion of training as **Senior Engineer in E-3** Grade in pay scale of **Rs. 60,000-3%-1,80,000 (IDA)**.

During training period besides Basic pay candidates will also be paid Dearness Allowance and will also be entitled for other perquisites & allowances under cafeteria approach. Benefits such as leave, medical treatment for self only (renowned hospitals have been empaneled in Delhi, NCR and at other places), Provident Fund, Pension, Gratuity.

On regularization, the Compensation package shall include Basic Pay, Dearness Allowance, Perquisites and Allowance as per cafeteria, Performance Related Pay, Company Leased Accommodation / Company

Quarters or HRA, Reimbursement of monthly conveyance expenditure, mobile facility, etc. will be admissible as per company rules in force from time to time.

The Corporation also offers excellent facilities like Short and Long term Loans & Advances including House Building Advance, Car Loan, Computer/Laptop loan, Medical facilities for self and dependents, Group Insurance, PF, Gratuity and Pension.

REGISTRATION FEES

Candidate belonging to General/OBC(NCL)/EWS category are required to pay non-refundable registration fee Rs. 600 (Rs Six Hundred Only) through online mode. **The SC/ST/PwBDs/Ex-Servicemen/Departmental candidates (THDCIL Employees only) need not pay the Registration fee.**

SERVICE AGREEMENT BOND

The selected candidates will be required to execute a Service Agreement bond, for General (UR), OBC & EWS category of Rs. 10,00,000/- (Rupees Ten Lakh only) and for SC/ST/PwBDs category of ₹ 7,50,000/ (Rupees Seven Lakh Fifty Thousand only) to successfully complete the prescribed training period and thereafter serve the company for at least 03 years.

PLACEMENT

The selected candidates shall be required to undergo one year on-the-job training as per schedule. The training period can be extended if the performance of candidate(s) is not found satisfactory during the training period. The place of posting will be decided after successful completion of training, based on requirement of various units/projects/offices of the Corporation.

GENERAL INFORMATION AND INSTRUCTIONS

1. Only Indian Nationals are eligible to apply.
2. The candidate should ensure that he / she fulfills the eligibility criteria and other norms mentioned in this advertisement. If a candidate shortlisted based on the information given by him/ her and does not fulfill the same/ meet the criteria, he/she will not be allowed for Personal Interview.

3. Candidates interested against THDCIL Advt No-12/2022 should have valid certificate of ICAI and ICMAI.
4. Candidate is required to obtained requisite marks/ grade in minimum qualification prescribed for the post as mentioned above in detailed advertisement.
5. Computation of age shall be done as on **07.11.2022**.
6. While applying for the post, the applicant should ensure that he/she fulfils the eligibility and other norms mentioned above, as on the specified dates and that the particulars furnished are correct in all respects. In case it is detected at any stage of recruitment that a candidate does not fulfil the eligibility norms and /or that he/she has furnished any incorrect/false information of has suppressed any material fact(s), his/her candidature will stand automatically cancelled. If any of the above shortcoming(s) is/are detected even after appointment his/her services are liable to be terminated without any notice.
7. Canvassing in any form shall disqualify the candidate.
8. Candidates claiming to belong to any particular category shall/ necessarily furnish valid EWS/ OBC (NCL)/SC/ST/ PwBDs Certificate, as the case may be, from Competent Authority. For posts where there are identified vacancies for OBC (NCL)/SC/ST/ PwBDs/EWS candidates, are required to submit requisite certificate in the latest prescribed format of Government India, issued in the current year only. Relaxation can be extended in case of vacancies identified for SC/ST/OBC (NCL)/PwBDs/EWS candidates. The upper age limit relaxed by 05 years for SC/ST/, 03 years for OBC (NCL) candidates. It is relaxed by 10 years for PwBD-General/EWS, 13 years for PwBDs for OBC (NCL) and 15 years for PwBDs- SC/ST/ candidate. The OBC candidates who belong to "Creamy Layer" are not entitled for concession admissible to OBC-category and such candidates have to indicate their category as General. Upper age is relaxed by 05 years for the candidates who had ordinary been domiciled in the State of Jammu & Kashmir from 01.01.1980 to 31.12.1989 in addition, the age relaxation for Ex-Servicemen (Ex-SM) will be as per Government of India guidelines/directives.
9. Format prescribed for furnishing certificates for SC/ST, OBC, EWS and PwBDs (as applicable for the relevant PwBDs category), formats are available in THDCIL website www.thdc.co.in.
10. The closing date for receipt of application will be treated as the date reckoning for SC/ST/OBC(NCL)/EWS/PwBDs status of the candidate and the candidate should be in possession of necessary certificate as on this date.
11. Candidates seeking reservation under EWS Category will have to submit an Income and Asset Certificate issued by Competent Authority. The EWS Certificate issued by the Competent Authority should be valid on closing date for receipt of online application in THDCIL. The Prescribed Format and the Competent Authority have been given Department of Personnel and Training Office Memorandum No -36039/1/2019-Estt(Res) dated 31.01.2019.

The validity of the certificate, if any, will be as per the Government of India rules as amended from time to time. Like the EWS Candidate must be in possession of an Income and Asset Certificate for the year 2022-23 based on income assessment for the year 2021-22 on or after the closing date of application. No request for the extension of time production of certificate beyond said date shall be entertained. In case the candidates fail to produce the same at the time of interview they will not be allowed to appear for the interview. Further, their request for the interview under General Category will not be entertained.

12. In case Caste /Category Certificate is issued in a language other than Hindi or English, candidates are advised to produce a certified translation of the same in either Hindi or English language at the time of document verification
13. The upper age limit shall also be relaxed by 5 years for candidates belonging to THDCIL Project Affected Families.
14. Candidates belonging to **Doob Kshetra/THDCIL Project Affected Area** the certificate shall be valid only if the same is issued by **Special Land Acquisition Officer (SLO) duly verified by concerned District Authority.**
15. 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 Personal interview if original and valid photo identification is not presented.
16. Candidates are advised to keep their e-mail ID, Mobile No. active at least for one year. No change in e-mail ID and Mob. No. will be allowed once entered. All future correspondence shall be sent viae- mail/ or SMS only.
17. No Registration fee shall be refunded in any case.
18. All information regarding this recruitment process shall be made available in the recruitment section of our website <http://www.thdc.co.in> and no separate communication shall be made. Applicants are advised to check the website periodically for updates related to recruitment process.
19. Candidates working in Govt./PSU are required to produce “No objection Certificate” from the present employer at the time of Personal Interview.
20. Candidates employed with Government Departments/PSUs/Autonomous Bodies will be required to submit relieving letter from current organization at the time of joining if selected for the post.
21. The mere fact that candidate has submitted application against the advertisement and apparently fulfilling the criteria as prescribed in the advertisement would not bestow on him/her the right to be definitely called for interview/ considered further for selection process.
22. Depending on the requirement THDCIL 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.

23. For any queries, regarding this recruitment process, please send email to thdcruitment@thdc.co.in or can call on working day (Monday to Friday) from 10.00 AM to 5.30 PM in recruitment cell at 0135-2473412 and 0135-2473837
24. Any proceeding in respect of any matter of claim or dispute arising out of this advertisement and/or an application response there to can be instituted only in Dehradun (Uttarakhand) and Court/tribunals/ forums at Dehradun (Uttarakhand) only shall have sole exclusive jurisdiction to try any such cause/dispute.
25. In case any ambiguity/ dispute arises on account of interpretation in versions other than English, the English version will prevail.

IMPORTANT DATES

Sl.No.	Particulars	Date & Time
1.	Opening of Online Registration	7 th November 2022 (10:00 AM)
2.	Closing of Online Registration	27 th November 2022 (11:59 PM)
3.	Last date of submission of payment details in Online Portal (For Registered candidates only)	29 th November 2022 (5:30 PM)

Note:

- 1. How to apply and how to make payment of Registration fee will notify separately in THDCIL website www.thdc.co.in.***
- 2. Applicants are advised to check the Recruitment section of our website regularly for any updates.***
- 3. In order to avoid last minute rush, the candidates are advised to apply early enough. THDCIL will not responsible for network problems or any other problem in submission of online application.***
- 4. Registration Fee once paid will not be refunded under any circumstances.***