



टीएचडीसी इंडिया लिमिटेड

THDC INDIA LIMITED

(श्रेणी-क, मिनी रत्न, सरकारी उपक्रम)

(Schedule "A" Mini Ratna Government PSU.)

Advt. No.-04/2022

Date:01/03/2023

RECRUITMENT FOR THE POST OF EXECUTIVE TRAINEE –
HUMAN RESOURCE & PUBLIC RELATIONS

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 (Human Resource & Public Relations):

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 (Human Resource) E-2 Grade	15	07	01	04	02	01	01-Category (c)	a) B, LV b) D, HH c) OA, BA, OL, OAL, BL, AAV, Dw, LC, CP, MDy d) ASD, MI e) MD Involving (a) to (d) above
2.	Executive Trainee (Public Relations) E-2 Grade	02	01	NIL	01	NIL	NIL		a) B, LV c) OA, OL, AAV, Dw, LC d) SLD e) MD Involving (a), (c) and (d)
3.	TOTAL	17	08	01	05	02	01		

*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, BL=Both Leg, CP=Cerebral Palsy, LC=Leprosy Cured, Dw=Dwarfism, AAV=Acid Attack Victims, ASD= Autism Spectrum Disorder, SLD=Specific Learning Disability, MI=Mental Illness, MDy= Muscular Dystrophy and MD=Multiple Disabilities.

- 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

Name of the post	Essential Qualification	Overall Percentage of Marks in Xth & XIIth	Upper age limit as on 1 st March 2023
ET- Human Resource	Full Time/regular MBA with Specialization in Personnel Management (HR as Main or Major Subject) /HRD/HRM with Minimum 60% marks or Post Graduate Degree in Personnel Management/IR/Labour Welfare with minimum 60% marks or Minimum 2 years full time Post Graduate Diploma in PM&IR/Labour Welfare with minimum 60% marks or Master s in Social Work or MHROD from re cognized university/Institutes recognized by appropriate statutory authority. Desirable Qualification: LLB.	Candidates with not less than 65% marks or equivalent CGPA (taking average of all subjects) in XII & X examinations will only be considered.	30 years
ET-Public Relations	Graduate with 2 Year Full time Post Graduate Degree /Diploma in PR/Mass Communication or Journalism from recognized Indian University or Institute recognized by appropriate statutory authority in India with not less than 60% marks.	Candidates with not less than 65% marks or equivalent CGPA (taking average of all subjects) in XII & X examinations will only be considered.	30 years

NOTE:

1. Candidates with 59.99% in Essential Qualification and 64.99% marks in Overall Percentage Marks in Xth & XIIth are not eligible and the same shall not be rounded off to 60% and 65% respectively.
2. Wherever the vacancy is identified for SC, ST and PwBDs only pass marks is required in Essential Qualification and Overall Percentage of Marks in Xth & XIIth.
3. For Departmental Candidates (THDCIL employees only), only Pass marks is required in Essential Qualification and Overall Percentage of Marks in Xth & XIIth .
4. Wherever the vacancy is identified for OBC(NCL), SC and ST, age relaxation will be considered.
5. For PwBDs/Departmental Employees (THDC employees only) the age relaxation will be considered.
6. Wherever vacancy is not identified for reserved category, the candidates can apply and will be considered subject to meeting the eligibility criteria as prescribed for Un-Reserved (UR) category.

RELAXATION & CONCESSION

1. Reservation to OBC (Non-Creamy Layer)/SC/ST/EWS/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/ST/PwBDs /Departmental candidates and Ex-Servicemen category candidate will be "Pass Marks".
3. Relaxation in Upper age Limit for OBC(NCL)/SC/ST/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.

VALID SCORED IN UGC NET December 2021 & June 2022 (Merged Cycle)

- Candidates who have appeared in the corresponding paper of UGC NET December 2021 & June 2022 (Merged Cycle) and have secured atleast 40% aggregate marks in both the papers (i.e. Paper I and Paper II) for General & EWS candidates and atleast 35% aggregate marks in both the papers (i.e Paper I and Paper II) for SC/ST/OBC (NCL)/PwBDs candidates wherever vacancy is reserved.
- Relaxation upto 10% in the score obtained in written test for Departmental Candidates (THDC employees only)
- The details of corresponding paper of UGC NET December 2021 & June 2022 (Merged Cycle) is as given below:

Name of the post	Details
ET- Human Resource	Corresponding UGC NET December 2021 & June 2022 (Merged Cycle) Paper and Subject Code Labour Welfare/Personnel Management/Industrial Relations/Labour & Social Welfare/Human Resources Management (55) or as notified by UGC NET December 2021 & June 2022 (Merged Cycle)
ET-Public Relations	Corresponding UGC NET December 2021 & June 2022 (Merged Cycle) Paper and Subject Code Mass Communication & Journalism (63)

SELECTION PROCESS

1. Selection Process consist of marks obtained in UGC NET December 2021 and June 2022 (Merged Cycles) and Personal Interview.
2. Eligible candidates should have 40% aggregate marks for General, EWS and atleast 35% marks in Subject 55 for SC/ST/OBC(NCL)/ PwBDs wherever vacancy is reserved in UGC NET December 2021 and June 2022 (Merged Cycles)Subject Code 55 for ETHR candidates and UGC NET December 2021 and June 2022 (Merged Cycles)Subject 63 for ET-PR candidates.
3. Qualified candidates shall be shortlisted category-wise for Personal Interview based on their marks in UGC NET December 2021 & June 2022 (Merged Cycle) in the corresponding paper and as per the criteria decided by THDCIL Management.
4. Candidates must qualify in the 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	50%
*SC/ST/PwBDs/Ex-Servicemen	30%

* wherever the vacancy is reserved

5. WEIGHTAGE OF DIFFERENT PARAMETERS:

For calculation of final score of the candidate for empanelment, the weightage of marks obtained in UGC NET December 2021 and June 2022 (Merged Cycles) may be as indicated below:

S.No.	Qualification	Weightage of Marks
1.	Marks obtained in UGC NET December 2021 and June 2022 (Merged Cycles)	70%
2.	Marks obtained in Personal Interview	30%
	TOTAL	100%

6. 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.
7. 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 Examination Rules is allowed.

For details, please visit “Medical Examination Rules” on Career Section 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 Officer 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

Rs. 600/- (Rupees Six Hundred Only) shall be payable by candidates belonging to General and OBC/EWS category through online mode.

No fee for SC/ST/PwBDs/Ex-Servicemen/Departmental candidates.

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 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.
3. All qualification should be from an Indian University/Institute recognized by AICTE appropriate statutory authority.
4. Only UGC NET December 2021 and June 2022 (Merged Cycles) score is valid for this recruitment process. Score from any previous UGC-NET examination is not valid.
5. Computation of age shall be done as on **1st March 2023**.
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 or 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/ PwBD Certificate, as the case may be, from Competent Authority. For posts where there are identified vacancies for OBC (NCL)/SC/ST/ PwBD 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)/PwBD 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 PwBD for OBC (NCL) and 15 years for PwBDSC/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.
9. Format prescribed for furnishing certificates for SC/ST, OBC(NCL), EWS and PwBDs is 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/EWS/PwBD status of the candidate and the candidate should be in possession of necessary certificate as on this date.
11. The validity of the certificate, if any, will as per 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 2022-2023 based on income assessment for the year 2021-2022 on or before closing date of application.
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. If the candidate is called for Personal Interview, her/ his identity would be verified with UGC NET December 2021 and June 2022 (Merged Cycles) admit card and UGC-NET Official Score Card. Therefore, candidates must have their UGC-NET application copy, admit card and score card with them.
16. 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 interview if original and valid photo identification is not presented along with the UGC NET December 2021 and June 2022 (Merged Cycles) admit card and score card.
17. 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 via e- mail/ or SMS only.
18. All information regarding this recruitment process shall be made available in the recruitment section of our website www.thdc.co.in and no separate communication shall be made. Applicants are advised to check the website periodically for updates related to recruitment.
19. Candidates working in Govt./PSU are required to produce “No objection Certificate” from the present employer at the time of Interview.
20. Candidates employed with Government Departments/PSUs/Private Sectors 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 thdcrecruitment@thdc.co.in
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	1 st March 2023 (10:00 AM)
2.	Closing of Online Registration	30 th March 2023 (11:59 PM)
3.	Last date of submission of payment details in Online Portal (For Registered candidates only)	1 st April 2023 (5:30 PM)

Note:

- 1. Candidates who have earlier submitted /applied against Advt No. -03/2022 dated 17.03.2022 and are meeting the prescribed eligibility criteria will be considered for the selection process and may not apply again for the said post.*
- 2. How to apply and how to make payment of Registration fee will notify separately in THDCIL website www.thdc.co.in.*
- 3. Applicants are advised to check the Recruitment section of our website regularly for any updates.*
- 4. 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.*
- 5. Registration Fee once paid will not be refunded under any circumstances.*