



REC Limited | आर ई सी लिमिटेड

(भारत सरकार का उद्यम) / (A Government of India Enterprise)

Regd. Office: Core-4, SCOPE Complex, 7, Lodhi Road, New Delhi - 110003

Corporate Office: Plot No. I-4, Near IFFCO Chowk Metro Station,

Sector-29, Gurugram - 122001 (Haryana)

Tel: +91 124 444 1300 | Website: www.recindia.nic.in

CIN : L40101DL1969GOI005095 | GST No.: 06AAACR4512R3Z3



वसुधैव कुटुम्बकम्

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Engagement of Consultants in REC Ltd.

Notification: REC Ltd/HR/Recrtt. /Consultant/2023/1310

Date: 13.06.2023

REC limited is a Maharatna Public Sector Enterprise and a well acclaimed Non-Banking Financial Company endowed with 'Infrastructure Finance' Company status. Domestically, REC holds the highest credit rating from CRISIL, ICRA, IRRPL & CARE and internationally rated at par with the sovereign ratings. Our company has a pan India presence and is one of the major players in providing financial assistance to all segments in the power sector including Generation, Transmission & Distribution and we are now foraying into infrastructure finance segment in addition to our conventional business. We also have a significant role in the Government of India's plans for the growth of the Indian power sector. The Company clocked excellent financial performance over the years and has recorded its all-time highest profit for the FY 2022.

To meet the growing requirement, REC Limited intends to engage professionals/experts with rich professional experience as Advisors/ Sr. Consultant/Consultants in the sectors of Infrastructure and Logistics, Renewable Energy including Green Hydrogen and Ammonia, Coal Mining, Business Development and Finance/Banking etc. on contractual basis for a period of 01 year further extendable based on performance and requirement.

Sr. No.	Sector / Areas and Posts	No of Posts	Educational Qualification	Experience Profile
I	Transport & Logistics			
	Advisor	1	Essential: Regular Full time B.E./ B. Tech. or equivalent from a recognised Institute/ University with minimum first division or equivalent CGPA.	Experience in construction, operation & maintenance in Transport and Logistics industry (Road, Port, Airport, Railways, Metro, Steel & Refinery).
	Sr. Consultant	1		
Consultant	1	Desirable: Post- Graduate Diploma in Management/ MBA/ M.E/M. Tech.		
II	Water Resources & Sanitation			
	Advisor	1	Essential: Regular Full time B.E./ B. Tech. or equivalent from a recognised Institute/ University with minimum first division or equivalent CGPA.	Experience in construction, operation & maintenance in Water Resources & Sanitation industry in the areas of Drinking Water, Solid Waste Management, Water Treatment, Irrigation, Dam, Tunnels, Land Development and similar field.)
	Sr. Consultant	1		
Consultant	1	Desirable: Post- Graduate Diploma in Management/ MBA/ M.E/M.Tech.		

Regional Offices : Bengaluru, Bhopal, Bhubaneswar, Chennai, Dehradun, Guwahati, Hyderabad, Jaipur, Jammu, Kolkata, Lucknow, Mumbai, Panchkula, Patna, Raipur, Ranchi, Shimla, Thiruvananthapuram & Vijaywada

State Offices : Vadodara, Varanasi

Training Centre : REC Institute of Power Management & Training (RECIPMT), Hyderabad

III	Communication			
	Advisor	1	<p>Essential: Regular Full time B.E./ B. Tech. or equivalent from a recognised Institute/ University with minimum first division or equivalent CGPA.</p> <p>Desirable: Post- Graduate Diploma in Management/ MBA/ M.E/M.Tech.</p>	Experience in construction, operation & maintenance in Communication Sector (IT, Fibernet, Telecommunication, Data Center, Network and Server System, etc.)
	Sr. Consultant	1		
	Consultant	1		
	Social & Commercial Infrastructure			
IV	Advisor	1	<p>Essential: Regular Full time B.E./ B. Tech. or equivalent from a recognised Institute/ University with minimum first division or equivalent CGPA.</p> <p>Desirable: Post- Graduate Diploma in Management/ MBA/ M.E/M.Tech.</p>	Experience in construction, operation & maintenance in Social & Commercial Infrastructure sector (viz. Educational Institutions, Sports Infrastructure, Health/ Hospitals, SEZ, Industrial/IT Park/Auditorium/Community Halls/Complex).
	Sr. Consultant	1		
	Consultant	1		
	Renewable Energy			
V	Advisor	1	<p>Essential: Regular Full time B.E./ B. Tech. or equivalent from a recognised Institute/ University with minimum first division or equivalent CGPA.</p> <p>Desirable: Post- Graduate Diploma in Management/ MBA/ M.E/M.Tech.</p>	<p>Experience in construction, maintenance in Renewable Energy Power Generation (Solar, Wind, Biomass & Hydro).</p> <p>Preference: Experience in Green Hydrogen / Ammonia</p>
	Sr. Consultant	1		
	Consultant	1		
	Coals & Mines			
VI	Advisor / Sr. Consultant	1	<p>Essential: Regular Full time B.E./ B. Tech. or equivalent from a recognised Institute/ University with minimum first division or equivalent CGPA. or M. Sc in Geology</p> <p>Desirable: Post- Graduate Diploma in Management/ MBA/ M.E/M. Tech. Certificate of Competency in Mining /Professional Mining Engineer/ Chartered Mining Engineer is desirable.</p>	<p>Experience in mining, operation & maintenance in the Coal mine / Mining / Mine Developer and Operator (MDO) etc.</p> <p>Candidate having experience in Power sector/Mining Sector PSUs/MDO is desirable.</p>

VII	Finance/Banking			
	Advisor	1	<p>Essential: Chartered Accountant or Cost Accountant or a full time MBA/PGDM course having specialization in Finance with good academic record from a recognized University/Institution.</p> <p>CAIIB – Certified Associate of Indian Institute of Bankers is desirable</p>	<p>Having ability to adapt to various geographies, cultures, markets, business environments and engage with various regulators across the globe.</p> <p>Having Expertise to identify the opportunities in a dynamic environment and to run large scale operations with huge balance sheet impact and risks, Capital management, Budgetary planning and performance monitoring.</p> <p>Appraisal and Administration including Risk appreciation.</p>
	Sr. Consultant	1		
Consultant	1			
VIII	Business Development			
	Advisor	1	<p>Essential: Regular Full time B.E./ B. Tech./ Chartered Accountant or equivalent from a recognised Institute/ University with minimum first division or equivalent CGPA.</p> <p>Desirable: Post- Graduate Diploma in Management/ MBA/ M.E/M.Tech.</p>	<p>Experience in Transport/ Logistics/ Communication/ Social and Commercial Infrastructure/ Water and Sanitation/ Renewable Energy, Banking Sector, NBFCs, Multi-lateral Financing Institutions, etc.</p> <p>Candidate having experience in Power sector/PSUs will be an added advantage.</p>
	Sr. Consultant	1		
Consultant	1			

II. Scope of Work of Consultants in REC Limited:

- Sr.no.I to IV-Annexure-A
- Sr.no.V- Annexure-B
- Sr.no.VI- Annexure-C
- Sr.no.VII- Annexure-D
- Sr.no.VIII- Annexure-E

III. Minimum Experience required:

1. Advisor- 25 years
2. Sr. Consultants- 20 years
3. Consultant- 15 years

IV. Who can Apply:

Retired/ separated employees from Central Government/ State Government/CPSUs/state PSUs/ Autonomous Body/Pvt. Sector or any such organization who have experience in above mentioned areas may apply.

Advisor	<ul style="list-style-type: none">• Individuals retired/separated at the level of E9 & above from CPSE• JS Level and above in Govt. of India• For others, Minimum CTC Rs. 55 lakhs per annum
Sr. Consultant	<ul style="list-style-type: none">• Individuals retired/separated at the level of E8 from CPSE• Level 13 as per 7th CPC in Govt of India• For others, Minimum CTC Rs. 42.5 lakhs per annum
Consultant	<ul style="list-style-type: none">• Individuals retired/separated at the level of E5 to E-7 from CPSE• Level 11 & 12 as per 7th CPC in Govt of India• For others, Minimum CTC Rs. 25.5 lakhs per annum

IV. Age Limit:

The Age limit for applicant will be 65 years as on last/closing date of application. i.e. on 30.06.2023.

V. Remuneration:

S. No.	Level of Consultant	*Monthly Remuneration (in Rs.)
1	Advisor	2,00,000/-
2	Sr. Consultant	1,50,000/-
3	Consultant	1,25,000/-

*Other benefits as per company policy.

VI. Place of Posting:

Place of posting of all above positions will be at Corporate Office, Gurugram, however, in case of requirement Advisors/Consultants will be posted anywhere across India.

Interested candidates are requested to forward their applications/CV along with evidence of proof of age, qualification, experience and details of last drawn pay including level/grade and/or CTC as applicable (duly self-attested) with recent colour passport photograph to hr.corporateoffice01@gmail.com on or before 30.06.2023 in the **prescribed format**. Applications not as per the prescribed format may be liable to be rejected.

VII. General Information

1. Before applying the candidate must satisfy himself /herself that he/she is eligible to apply for the post and is meeting with the requirements and terms and conditions mentioned.
2. The appointment is purely on contract basis and thus will not entitle any candidate to claim for regular/permanent employment in REC Limited.

3. Candidates are required to go through the full text for advertisement and read all the conditions carefully while applying for the post and should ensure that he/she fulfils the eligibilities and other norms mentioned above, and as on the cut-off date and that the particulars furnished are correct in all respect. If at any stage of selection, it is detected that a candidate has furnished any incorrect/False information or has suppressed any material fact(s) to become eligible, his /her candidature will stand automatically cancelled. If any of the above shortcomings (s) is detected even after his / her appointment, his/her services are liable to be terminated without any notice.
4. The cut-off date for reckoning age, experience will be the last date for submission of application i.e. on 30.06.2023.
5. REC Limited reserves the right to cancel/ restrict/modify/ alter the process, if need so arises, without issuing any further notice or assigning any reason whatsoever.
6. Candidates must produce the relieving order and last payslip from their last served organisation in the event of selection.
7. Candidate should possess valid email ID and contact number for any necessary communication and should also be equipped with laptop and mobile with internet connection.
8. Candidature/application is liable for rejection if evidence of age, qualification, experience and pay are not furnished along with application.
9. Incomplete application or applications received beyond the cut-off date will be summarily rejected.
10. Courts of jurisdiction will be New Delhi
11. REC Limited reserves the right to relax/raise the experience, qualification & other qualifying criteria.

Scope of work of consultants (Consultants at Sr.no.I to IV)

The consultants are required to perform the following functions as per the instruction of REC Limited:

1) Verification of project cost and assessment of project risks such as land, machinery, technology, raw material, sales product and input energy needs to be done.

Project cost due diligence

- The consultants shall assess head wise project cost with respect to other similar projects being set up by other companies and being funded by other banks/FI based on market information.
- The consultants shall conduct a head wise variance analysis and conduct a diligence on cost variance if applicable.

Project technology due diligence

- The consultants shall also give its opinion on critical parameters affecting the viability (Viz. DSCR & IRR) of the project.
- The consultants would also furnish its opinion on technology used.

Project Risk Analysis

- The consultants shall give its input regarding project appraisal parameters such as Statutory Clearances (Viz. Environment clearance, Forest clearance, Pollution control board clearance etc.), Infrastructure (Viz. Land/Site identification and availability, land acquisition, access to project, evacuation infrastructure, raw material handling infrastructure etc.) etc.), supply & demand risk, completion timeline of the project, EPC/Package contract, Cost overrun in the project, if applicable.

2) Review of project documents viz. concession agreement, EPC contracts, O&M contracts, Escrow agreement, substitution agreement, product sales agreement, raw material related agreement, any other agreement related to the project.

3) Project Monitoring

If required by REC, the consultants along with REC officials shall visit the project site for monitoring.

Scope of Work of Consultant (Consultants at Sr.no.V)

The consultants are required to perform the following functions as per the instruction of REC Limited:

- 1) Market assessment to estimate the demand and future trends in both national and international markets of renewable Energy.
- 2) Evaluate International cost trends and critical factors changing energy mix
- 3) Review the size and scope of the renewable energy (Solar, wind, PSP, Hydro, Batter storage, E Vehicle) project
- 4) Design parameters – Design assumptions, facility configuration, renewable energy sources, PPA/ Selling arrangement
- 5) Analysis of Merchant Power sale
- 6) Review of design parameters of projects
- 7) Preparation of RE Financing Plan for REC.
- 8) Assessment of existing ammonia and hydrogen industry infrastructure.
- 9) Evaluate the current and future demand for green hydrogen and green ammonia from
- 10) Market assessment to estimate the demand and future trends in both national and international markets of green ammonia and hydrogen.
- 11) Evaluate International cost trends and critical factors changing the price of green hydrogen/ ammonia and derivatives.
- 12) Review hydrogen/ ammonia production and consumption technologies and infrastructure that are currently used in various countries and technologies to produce green hydrogen and ammonia that are suitable for India and other countries, using the data from leading industries.
- 13) Review the green hydrogen/ ammonia project plan
- 14) Review the size and scope of the project
- 15) Design parameters – Design assumptions, facility configuration, renewable energy sources, PPA/ Selling arrangement
- 16) Evaluate technological practices selected for the proposed project
- 17) Evaluate the solar technology for power requirement of the project
- 18) Evaluate Electrolyser technology
- 19) Evaluate the Air Separation Unit (Nitrogen
- 20) Evaluate the Ammonia SynLoop Unit (Ammonia generation)
- 21) Evaluate desalination water treatment plant
- 22) Review hydrogen and ammonia storage and transportation infrastructure

Scope of work of consultants (Consultants at Sr.no.VI)

The consultants are required to perform the following functions as per the instruction of REC Limited:

- 1) Verification of project cost and assessment of project risks such as land, machinery, technology, raw material, sales product and input energy needs to be done.

Project cost due diligence

- The consultants shall assess head wise project cost with respect to other similar projects being set up by other companies and being funded by other banks/FI based on market information.
- The consultants shall conduct a head wise variance analysis and conduct a diligence on cost variance if applicable.

Project technology due diligence

- The consultants shall also give its opinion on critical parameters affecting the viability (Viz. DSCR & IRR) of the project.
- The consultants would also furnish its opinion on technology used.

Project Risk Analysis

- The consultants shall give its input regarding project appraisal parameters such as Statutory Clearances (Viz. Environment clearance, Forest clearance, Pollution control board clearance etc.), Infrastructure (Viz. Land/Site identification and availability, land acquisition, access to project, evacuation infrastructure, raw material handling infrastructure etc.) etc.), supply & demand risk, completion timeline of the project, EPC/Package contract, Cost overrun in the project, if applicable.

- 2) Review of project documents viz. MDO Contract, Coal Mining Delivery Agreement, concession agreement, EPC contracts, O&M contracts, Escrow agreement, substitution agreement, product sales agreement, raw material related agreement, any other agreement related to the project.

- 3) Project Monitoring

If required by REC, the consultants along with REC officials shall visit the project site for monitoring.

- 4) Not Limited to above, any other Project related work may be assigned depending on the requirement of Projects from time to time.
- 5) Formulate Coal Mining (MDO) Project Finance Guidelines/SOP/Policies
- 6) Advise, Suggest REC in Financing MDO Loan Proposa

Scope of Work of consultants (Consultants at Sr.no.VII)

The consultants are required to perform the following functions as per the instruction of REC Limited:

- 1) Analysis of the project components and its cost.
- 2) Appraisal of the total cost aspect of new projects.
- 3) Establishment of revenue stream of each project.
- 4) Verification and establishment of the TRA/ Escrow mechanism and its follow-up.
- 5) Comparison of projects estimate with actual cost incurred and head wise variance analysis.
- 6) Assist in checking the financial aspects of sanctions and project monitoring reports.
- 7) Monitoring of project as per schedule
- 8) MIS preparation and preparation of PPT for discussion at different forum.
- 9) Representing REC's business model at client end and reporting to queries raised by the
- 10) Processing of the claims of the borrowers in line with the sanction letter and other applicable norms
- 11) Closing of the loans agreements , its , its covenants , vetting different clause in par with industry practise
- 12) Developing different revenue models for the projects
- 13) Prepare cash flow statements, component of DSCR, NPV analysis etc. for accepting or rejecting project proposals.
- 14) Preparation of CPM and PERT models for identifying the critical elements of project completion.

Annexure-E

Scope of Work of consultants (Consultants at Sr.no.VIII)

The consultants are required to perform the following functions as per the instruction of REC Limited:

- 1) Investigate existing products and services and compare them with peers
- 2) Contact new and existing customers to discuss their needs, resolve issues and assess how their needs can be met. Develop a business development strategy.
- 3) Conduct research to identify new markets and customer needs
- 4) Proactively track, manage, prioritize and advise on all the risks and opportunities of current business development initiatives
- 5) Assist REC to liaison with the potential borrowers and to finalize the sanction terms and conditions as per prevailing market practice.
- 6) Assist REC to downsell the projects to Bank/FI in case of project debt underwritten by REC.
- 7) Create and present a detailed report for higher management as per the approved format
- 8) Develop and present a plan to implement the recommended changes
- 9) Any other task assigned from time to time by REC.



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(APPLICATION No. (For office use only))

APPLICATION FORMAT

Name of the post applied for: _____

I. Personal particulars:

1. Name:
2. Father/Husband's Name:
3. Nationality:
4. Marital Status (Married/Unmarried):
5. Gender (Male/Female):
6. Address for communication:

Affix recent color
passport size
Photograph

7. Contact No. with STD Code:
8. E-mail ID:
9. Nearest Railway Station & Airport:

II. Preliminary details:

1. Date of Birth (DD/MM/YYYY):
2. Age as on cut-off date (last date of Application):
3. Category (General/SC/ST/OBC-NCL):
4. Whether Person with Benchmark disabilities/PwBD (Yes/No):

III. Qualifications: (Educational qualification starting from SSC/ X with attested photocopies)

Qualification	Month & Year of passing	Board/ University/ Institute	Main Subjects/ Specialization	%age of marks/ Grade/Div/ Class/CGPA

Regional Offices: Bengaluru, Bhopal, Bhubaneswar, Chennai, Dehradun, Guwahati, Hyderabad, Jaipur, Jammu, Kolkata, Lucknow, Mumbai, Panchkula, Patna, Raipur, Ranchi, Shimla, Thiruvananthapuram & Vijaywada

State Offices : Vadodara, Varanasi

Training Centre : REC Institute of Power Management & Training (RECIPMT), Hyderabad

IV. Experience details:

1. Total no. of years of Experience in years, months and days as on cut-off date:
2. Last position held from:
3. Name of the Organization working with / separated from :
4. Type of the Organization (Govt/PSU/Private/JV/MNC/NGO/Academic/Others)
5. Pay Scale (at the time of separation) in case of Govt. / PSU employee:
6. CTC in case of others:
7. Total post qualification experience (excluding induction training/ teaching period):
8. Fill previous experience details (starting from first job): Enclose relevant supporting documents.

Name of the Organization	Position Held	Pay Scale/ CTC	Duration (from-to)	Nature of duties/ Responsibilities

V. Any other information regarding area of exposure/ experience (In not more than 200 words):

VI. Other details:

1. Professional achievements in 200 words
2. Date of Separation in case of PSU & Govt. employees
3. No. of days required for joining if offered
4. Languages known
5. Enclosures required- Grade & pay scale structure of the present/last organization (CTC Last drawn).

Verify all details filled in once again

Declaration:

I hereby declare that I have verified the details indicated above and also confirm that all the information is submitted to the best of my knowledge. At any stage if it is found that any of the above information is incorrect and/or is suppressed, the management of REC LTD shall have the right to take any action, as deemed fit as per extant rules.

Place:

Date:

(Signature of the applicant)