



नॉर्थ ईस्टर्न इलेक्ट्रिक पावर कॉर्पोरेशन लिमिटेड
North Eastern Electric Power Corporation Limited
(भारत सरकार का उद्यम) (A Government of India Enterprise)
ब्रुकलैंड कम्पाउंड, लोअर न्यू कॉलोनी, शिलांग – 793003 , मेघालय
Brookland Compound, Lower New Colony, Shillong – 793003, Meghalaya

Advertisement for Associate for FY 2024-25

Date 08-07-2024

Advertisement No. – NEEPCO/03/2024

North Eastern Electric Power Corporation Limited, (an equal opportunity employer) a Schedule –'A' "Mini Ratna" CPSE (Central Public Sector Enterprise) and a Wholly Owned Subsidiary of NTPC, has been a trusted power generation Company in the North Eastern Region of India and beyond since 1976, working under the Ministry of Power for the Country as a whole and specially for the north eastern states to act in their best interest in tapping the enormous power potential of the region and the country.

NEEPCO takes pride in operating the largest Hydro Power Plant in the North Eastern Region of the Country and being **the only CPSU having Hydro, Gas Based and Renewable Power Stations in operation. NEEPCO is** having exposure in planning, design & construction & operation of Hydro projects in highly difficult and Geo-Technically sensitive terrain of N.E. Region.

NEEPCO, invites Online applications for the post of **Associates from experienced and retired Personnel's from Public Sector Undertakings / Autonomous Organization of Central / State Govt., Officers of Central, State Government, Armed Forces & members of National level professional institutions. The details of each post are as under:**

A. Name of the Post: Associate-TE8/TE9 (Civil)

Post Code No-2024/A

No. of Post: 01 (One)

Maximum age: 63 years, as on 01/05/2024

Period of Engagement: 2 (two) years.

Required Qualification: Full time Bachelor's Degree in Civil Engineering from any AICTE recognized Institute or University.



Experience Profile of the Candidate:

Minimum Experience:

The candidate should be a retired officer having minimum 30 (Thirty) Years of experience in the field of Hydro Power Engineering in CPSE, Autonomous Organization of Central / State Govt., Officers of Central, State Government, Armed Forces & members of National level professional institutions. The candidate should be actively associated with the construction works of Hydro Electric Power Plants especially in Construction of Concrete Gravity Dam, Water Conductor System, Power House and appurtenant structures, etc.

Last Designation / Post held in CPSU before retirement:

Executive Director (Tech) from PSU/ Autonomous Organization of Central / State Government, Officers of Central, State Government, Armed Forces and Members of National Level Professional Institutes with Scale of Pay of Rs. 1,50,000 – 3% – 3,00,000/- (IDA) or equivalent for the post of TE9

OR

GM/CGM (Tech) from PSU/ Autonomous Organization of Central / State Government, Officers of Central, State Government, Armed Forces and Members of National Level Professional Institutes with Scale of Pay of Rs. 1,20,000 – 3% – 2,80,000/- (IDA) or equivalent for the post of TE8

Desirable Experience:

Preference shall be given to the candidates having experience in the field of Design & Engineering of Hydro Power Plants.

Experience in North Eastern Region shall be preferred.

Remuneration:

For the post of TE9, total approximate monthly emoluments will be Rs. 1,91,300/- (One lakh ninety-one thousand three hundred)

OR

For the post of TE-8, total approximate monthly emoluments will be Rs. 1,60,300/- (One lakh sixty thousand three hundred)

Location: Design & Engineering wing, Guwahati.

B. Name of the Post: Associate-TE8/TE9 (E/M)
Post Code No-2024/B

No. of Post: 1 (one)

Maximum Age: 63 years as on 01/05/2024

Period of Engagement: 2 (two) years.

Required Qualification: Full time Bachelor's Degree in Electrical/Mechanical Engineering from recognized institute or university.



Experience profile of the candidate:

Minimum Experience:

The candidate should have minimum 30 (Thirty) Years of experience in the field of Power Engineering. The candidate should have been associated with the Thermal planning, Project Monitoring, Contract Management, Operation and Maintenance of Gas Based Power stations of 200 MW and above and Hydro Power Station of 500 MW and above.

Last Designation / Post held in CPSU before retirement:

Executive Director (Tech) from PSU/ Autonomous Organization of Central / State Government, Officers of Central, State Government, Armed Forces and Members of National Level Professional Institutes with Scale of Pay of Rs. 1,50,000 – 3% – 3,00,000/- (IDA) or equivalent for the post of TE9

OR

GM/CGM (Tech) from PSU/ Autonomous Organization of Central / State Government, Officers of Central, State Government, Armed Forces and Members of National Level Professional Institutes with Scale of Pay of Rs. 1,20,000 – 3% – 2,80,000/- (IDA) or equivalent for the post of TE8

Desirable Experience:

Preference shall be given to the candidates having sufficient experience in running O&M of Gas Based Plants and Hydro Power Plants both in the North Eastern Region and also associated with Hydro/Thermal Planning, Project Monitoring and Contract Management.

Remuneration:

For the post of TE9, total approximate monthly emoluments will Rs. 1,91,300/- (One lakh ninety one thousand three hundred)

OR

For the post of TE-8, total approximate monthly emoluments will Rs. 1,60,300/- (One lakh sixty thousand three hundred)

Location: CP/ Project Monitoring, Guwahati.

C. Name of the Post: Associate-TE7/TE8 (Civil)

Post Code No-2024/C

No. of Post: 01 (One)

Maximum age: 63 years, as on 01/05/2024

Period of Engagement: 2 (two) years.

Required Qualification: Full time Bachelor's Degree in Civil Engineering from any AICTE recognized Institute or University.



Experience Profile of the Candidate:

Minimum Experience:

The candidate should be a retired officer having minimum 28 (Twenty-Eight) Years of experience in the field of Hydro Power Engineering from PSU/ Autonomous Organization of Central/ State Government, officers of Central, State Government, Armed Forces & members of National level professional Institutions. The candidate should be actively associated with the construction works of Hydro Electric Power Plants especially in Construction of Concrete Gravity Dam, Water Conductor System, Power House and appurtenant structures, etc.

The candidate should complete minimum 2 (Two) Years of regular service in GM (E8) Level from PSU / Autonomous Organization of Central / State Government, Officers of Central, State Government, Armed Forces and Members of National Level Professional Institutes with Scale of Pay of Rs. 1,20,000 – 3% - 2,80,000/- (IDA) or equivalent for the post of TE8

OR

The candidate should complete minimum 2 (Two) Years of regular service in DGM (E7) Level from PSU / Autonomous Organization of Central / State Government, Officers of Central, State Government, Armed Forces and Members of National Level Professional Institutes with Scale of Pay of Rs. 1,00,000 – 3% - 2,60,000/- (IDA) or equivalent for the post of TE7

Desirable Experience:

Preference shall be given to the candidates having experience in the field of Design & Engineering of Hydro Power Plants.

Experience in North Eastern Region shall be preferred.

Remuneration:

For the post of TE8, total approximate monthly emoluments will Rs. 1,60,300/- (One lakh sixty thousand three hundred)

OR

For the post of TE7, total approximate monthly emoluments will Rs. 1,20,900/- (One lakh twenty thousand nine hundred)

Location: Design & Engineering wing, Guwahati.

D. Name of the Post: Associate-FE8/FE9 (Finance)
Post Code No-2024/D

No. of Post: 01 (One)

Maximum age: 63 years, as on 01/05/2024

Period of Engagement: 2 (two) years.

Essential Qualification: A member of the Institute of Chartered Accountants of India or the Institute of Cost Accountants of India.



Last Designation / Post held in CPSU before retirement:

Executive Director (Finance) from PSU/ Autonomous Organization of Central / State Government, Officers of Central, State Government, Armed Forces and Members of National Level Professional Institutes with Scale of Pay of Rs. 1,50,000 – 3% – 3,00,000/- (IDA) or equivalent for the post of FE9

OR

GM/CGM (Finance) from PSU/ Autonomous Organization of Central / State Government, Officers of Central, State Government, Armed Forces and Members of National Level Professional Institutes with Scale of Pay of Rs. 1,20,000 – 3% – 2,80,000/- (IDA) or equivalent for the post of FE8

Experience profile of the candidate:

- Preparation and presentation of Company Accounts, particularly in Generation Company in Power Sector.
- Adequate exposure to Indian Accounting Standards (Ind AS), Cost Accounting Standards (CAS), SEBI Regulations and relevant compliances.
- Handling Audit matter – Internal and External (including C&AG).
- Adequate exposure in Power Sector Tariff and Regulatory matters, particularly, in Generating Company, Experience in preparation and submission of Tariff Petitions before the Regulatory Commission, appearing before the Regulatory Commission on Tariff matters, compliances to the queries on petitions and all related matters will be an added advantage.
- Other relevant areas of F & A such as Budget & Reporting, Taxation etc.

Job Description and Responsibilities:

- The Associate will be responsible for providing service / advise to NEEPCO in all matters relating to Finance & Accounts and will report to the Director (Finance)
- The Associate will work in coordination with Finance & Accounts team of NEEPCO and also will support other departments, such as, Corporate Commercial etc. in finance matters as and when required.
- The essential duty of the Associate would be to provide consultancy and advice on preparation of periodical Accounts of the Company. He would be abreast with the latest developments in the field of Finance & Accounts and would advise the Company on the existing & new compliance requirements.
- The Associate, if required by the Company, will appear before various authorities, such as Regulatory Commission, Auditors etc. as per advice / direction of the Director (Finance).

Remuneration:

For the post of FE9, total approximate monthly emoluments will be Rs. 1,91,300/- (One lakh ninety one thousand three hundred)

OR

For the post of FE8, total approximate monthly emoluments will be Rs. 1,60,300/- (One lakh sixty thousand three hundred)

Location: Guwahati / Shillong.

E. Name of the Post: Associate-TE5 / TE6 (E/M)

Post Code No-2024/F

No. of Post: 1 (one)



Maximum Age: 63 years as on 01/05/2024

Period of engagement: 2 (two) years.

Required Qualification: Full time Diploma/Degree in Electrical/Mechanical Engineering from recognized institute or university.

Experience profile of the candidate:

Minimum Experience:

The candidate should have minimum 25 (Twenty-Five) Years of experience in the field of Power Engineering. The candidate should have been actively associated with the operation and maintenance of Gas Based Power stations of 200 MW and above. The candidate should have sufficient experience in the field of operation and maintenance of Gas Booster Station comprising Gas Engines and Gas Compressors and its auxiliaries.

The candidate should have completed either of the following:

Minimum 15 (fifteen) Years of experience in the field of operation and maintenance of Gas Booster Station comprising of Gas Engines and Gas Compressors and its auxiliaries and 2 (two) years of regular service in Senior Manager (E6) level in PSU or equivalent in Autonomous Organization of Central / State Govt., Officers of Central, State Government, Armed Forces & members of National level professional institutions for the post of TE6

OR

Minimum 15 (fifteen) Years of experience in the field of operation and maintenance of Gas Booster Station comprising of Gas Engines and Gas Compressors and its auxiliaries and 5 (five) years of regular service in Manager (E5) level in PSU or equivalent in Autonomous Organization of Central / State Govt., Officers of Central, State Government, Armed Forces & members of National level professional institutions for the post of TE6

OR

Minimum 15 (fifteen) Years of experience in the field of operation and maintenance of Gas Booster Station comprising of Gas Engines and Gas Compressors and its auxiliaries and 2 (two) years of regular service in Manager (E5) level in PSU or equivalent in Autonomous Organization of Central / State Govt., Officers of Central, State Government, Armed Forces & members of National level professional institutions for the post of TE5

OR

Minimum 15 (fifteen) Years of experience in the field of operation and maintenance of Gas Booster Station comprising of Gas Engines and Gas Compressors and its auxiliaries and 5 (five) years of regular service in Deputy Manager (E4) level in PSU or equivalent in Autonomous Organization of Central / State Govt., Officers of Central, State Government, Armed Forces & members of National level professional institutions for the post of TE5



Desirable Experience:

Preference shall be given to the candidates having sufficient experience in the field of operation and maintenance of Gas Booster Station comprising Gas Engines and Gas Compressors and its auxiliaries in the North Eastern Region.

Remuneration:

For the post of TE6, total approximate monthly emoluments will be Rs. 98,400/- (Ninety eight thousand four hundred) (The monthly emoluments may vary if Corporation accommodation is availed).

OR

For the post of TE5, total approximate monthly emoluments will be Rs. 96,150/- (Ninety six thousand one hundred fifty) (The monthly emoluments may vary if Corporation accommodation is availed).

Location: Assam Gas Based Power Station, Duliajan, Assam

F. Name of the Post: Associate-TE5 / TE6 (E/M)

Post Code No-2024/G

No. of Post: 1 (one)

Maximum Age: 63 years as on 01/05/2024

Period of engagement: 2 (two) years.

Required Qualification: Full time Diploma/Degree in Electrical/Mechanical Engineering from recognized institute or university.

Experience profile of the candidate:

Minimum Experience:

The candidate should have minimum 25 (Twenty-Five) Years of experience in the field of Power Engineering. The candidate should have been actively associated with the Operations of Combined Cycle Gas Based Power stations of 200 MW and above. The candidates should have sufficient experience in the field of Operations of Combined cycle Gas based power stations with knowledge of CERC Guidelines and IEGC.

The candidate should have completed either of the following:

Minimum 15 (Fifteen) years of experience in Operations of Combined Cycle Gas Based Power stations and 2 (two) years of regular service in Senior Manager (E6) level in PSU or equivalent in Autonomous Organization of Central / State Govt., Officers of Central, State Government, Armed Forces & members of National level professional institutions

OR

Minimum 15 (Fifteen) years of experience in Operations of Combined Cycle Gas Based Power stations and 5 (five) years of regular service in Manager (E5) level in PSU or equivalent in Autonomous Organization of Central / State Govt., Officers of Central, State Government, Armed Forces & members of National level professional institutions for the post of TE6



OR

Minimum 15 (Fifteen) years of experience in Operations of Combined Cycle Gas Based Power stations and 2 (two) years of regular service in Manager (E5) level in PSU or equivalent in Autonomous Organization of Central / State Govt., Officers of Central, State Government, Armed Forces & members of National level professional institutions OR Minimum 15 (Fifteen) years of experience in Operations of Combined Cycle Gas Based Power stations and 5 (five) years of regular service in Deputy Manager (E4) level in PSU or equivalent in Autonomous Organization of Central / State Govt., Officers of Central, State Government, Armed Forces & members of National level professional institutions for the post of TE5

Desirable Experience:

Preference shall be given to the candidates having sufficient experience in the field of Operation of Combined Cycle Gas Based Power Stations in the North Eastern Region.

Remuneration:

For the post of TE6, total approximate monthly emoluments will be Rs. 98,400/- (Ninety eight thousand four hundred) (The monthly emoluments may vary if Corporation accommodation is availed).

OR

For the post of TE5, total approximate monthly emoluments will be Rs. 96,150/- (Ninety six thousand one hundred fifty) (The monthly emoluments may vary if Corporation accommodation is availed).

Location: Assam Gas Based Power Station, Duliajan, Assam

OTHER BENEFITS

Other benefits	
Leave (for 1 year)	One day paid leave for every 20 days of working (including intervening weekly holidays) in addition to the closed holidays.
TA/ DA	TA/ DA and other boarding/ lodging charges shall be payable as per entitlement applicable to the existing executives of E-9 / E-8 /E-7/ E-6/ E-5 Grade whenever tours are undertaken for the jobs related to assignment.
Medical	At Indian Sites (p.m)- Rs 1250/- per month if not covered under PRMB of any Company/ Government
Joining Expenses	Joining Travelling expenses for self and spouse will be allowed as per NEEPCO TA / DA Rules specific to E-9 / E-8 / E-7/ E-6/ E-5 Grade

Notice period

For termination of the engagement: Two months' notice or consolidated compensation amount from either side.

SELECTION PROCESS:

The selection process shall consist of Scrutiny of Online application & Personal Interview of shortlisted candidates as decided by the Management.

- 1) Latest update (s) will be made available at <https://neepco.co.in/> under the career section.



- 2) The call letters will be made available on the online Recruitment Portal in a downloadable PDF format. Additionally, notifications via SMS or email will be sent upon their release.
- 3) Depending upon the number of applications, NEEPCO reserves the right to fix up the eligibility criteria for cut off marks and limit the number of candidates to be called for and to decide about the mode of screening or mode of selection thereof. No correspondence will be entertained for not calling of candidates for selection process or for non-selection. The decision of NEEPCO in this regard will be final and binding on all candidates.
- 4) The Offer of Engagement shall be issued to the suitable candidate in the order of merit and based on requirement.

ABOUT INTERVIEW:

Candidates will be shortlisted for Personal Interview in order of merit and may limit or extend the number of candidates. Shortlisting of Candidates will be made according to their years of experience in the pertinent field. Final merit panel of the selected candidate will be prepared based on Years of Experience, Specific Professional Knowledge, etc.

How to apply:

Interested eligible candidates should apply ON-LINE only on the website by visiting Careers at <https://neepco.co.in/>. Any other mode of submission of application will not be accepted.

- 1) Read the detailed advertisement and instructions before filling up the online application form.
- 2) On filling of valid data, the system will generate a Unique Registration/ application Number.
- 3) The scanned copies of documents/ mark sheets/ experience certificates should be legible otherwise candidature shall be treated as cancelled / rejected.
- 4) Before applying, the candidates should ensure that he/she fulfils the eligibility criteria and other norms mentioned in the advertisement.

5) STEPS FOR APPLYING:

Step 1: Go to <https://neepco.co.in/>

Step 2: Fill the online application form with relevant details and submit.

Step 3: Scanned copies of the following documents mentioned below should be kept ready for uploading by the candidate before applying for online registration:

- a) DOB, Qualifications, designation/grade/level wise experience details with period of experience and name(s) of Organisation/department, contact details, including Employee No. (if NEEPCO Ex-employee), etc.
- b) Matriculation/ Secondary School Certificate/ Birth Certificate (where date of birth is indicated) as proof of date of birth (Mandatory).



- c) Caste Certificate (SC/ST/ OBC (NCL)) should be in the format prescribed by the Government of India (if applicable).
- d) Recent passport size colour photograph (JPEG, Size: 20 KB up to 100 KB)
Signature (JPEG, Size: 20 KB up to 100 KB)

Step 4: Candidate should upload scanned copies of above-mentioned documents/ certificates (as applicable) in separate space given in the online application form.

Step 5: Take print out of the registration slip/ form generated by the system for future reference.

6) The upper age limit will be calculated as on 01-05-2024.

- 7) Before applying, the candidates should ensure that he/ she fulfils the eligibility criteria and other norms mentioned in the advertisement. A candidate is called for Personal Interview based on information provided by the candidate but does not fulfil the eligibility criteria, he/she will not be allowed to appear in the Personal Interview.
- 8) Candidates are required to possess a valid and active e-mail ID. NEEPCO will not be responsible for bouncing back of any e-mail sent to the candidates.
- 9) Candidates are advised to keep their e-mail ID, Mobile No. active till the declaration of results. No change in e-mail ID and Mobile No. will be allowed once entered. All future correspondences will be made through our Recruitment Portal.

Terms and Conditions:

- i. Place of engagement will be in **Shillong / Guwahati/ Assam Gas Based Power Station**
- ii. VRS optees shall not be considered. Employees whose service has been terminated/ dismissed owing to disciplinary action or who have been compulsorily retired under FR 56 (j) shall not be eligible to make application.
- iii. The engagement shall stand terminated automatically at the end of the term specified.
- iv. The Associates would be stationed at the place of posting to be specifically mentioned in the engagement order.
- v. The engagement to the post of Associate shall be subject to Medical fitness to be certified by Company / Govt. Medical Officer.
- vi. Signing of documents- Associate will not sign or certify documents on behalf of NEEPCO. They will neither pass bills nor utilise any Powers of the DoP. They will not supervise or control the day to day work of NEEPCO.
- vii. Secrecy- The appointed Associate has to maintain the integrity and secrecy of the company's business and shall not engage himself with any other business during his tenure as Associate. He shall perform the duties of the advisor with due diligence.
- viii. Tax- In case payment of GST is required, then the same shall be reimbursed on production of proof of such payment.
- ix. Associates engaged shall be given a separate identity card.
- x. TDS as applicable shall be deducted from the remuneration for which TDS certificate shall be issued by NEEPCO.



GENERAL INFORMATION AND INSTRUCTIONS:

- 1) Only Indian Nationals are eligible to apply.
- 2) Candidates claiming to belong to any particular category shall necessarily have a SC/ ST certificate, as the case may be, issued by appropriate Authority.
- 3) Mere fulfilling the minimum qualifications and experience shall not confer any right upon the candidate for being called for Personal Interview.
- 4) NEEPCO reserves the right to increase/ decrease or to fill / not to fill the vacancy advertised without assigning any reasons thereof.
- 5) Candidate is liable to be rejected at any stage of the recruitment process or after recruitment or joining, if any information provided by the candidate is found to be false or is not found to be in conformity with eligibility criteria mentioned in the advertisement.
- 6) Incomplete applications or applications without prescribed testimonials/ certificates or received after the closing date will summarily be rejected.
- 7) If any of the certificates/ documents are in language other than Hindi/ English, candidate is advised to submit a certificate translation copy of the same in either Hindi or English language also.
- 8) The Corporation will not be responsible in any way for delay, bouncing or non-receipt of mail.
- 9) Interim queries will not be entertained in this regard.
- 10) Incomplete application will be summarily rejected. Application with blurred / illegible photograph/ signature/other scanned documents will be rejected.
- 11) Complaints attributable to compatibility of the Client Systems, ignorance of users, non-availability of internet connectivity or any other aspect beyond the direct control of NEEPCO or system will not be entertained.
- 12) **All correspondences will be made through our Recruitment Portal.**
- 13) In case of any ambiguity / dispute, arising on account of interpretation in version other than English, English version will prevail.
- 14) NEEPCO reserves the right to cancel/ modify/ restrict/ enlarge/ alter any of the conditions/ provisions in the recruitment process, without issuing any further notice or assigning any reason thereof.
- 15) Candidates canvassing directly or indirectly will be disqualified.
- 16) The posts are mostly for our Power Stations in the NE region. Hence, candidates willing to serve in the North Eastern area need only apply.
- 17) Legal jurisdiction shall be Shillong, Meghalaya in case of any dispute arising out of this advertisement and/or an application in response thereto.



Schedule of online registration etc against Advt. No- NEEPCO/ 03/2024

Commencement of Online registration of Application	08-07-2024
Closing of Online registration of Application	28-07-2024

Contact e-mail ID of Recruitment Cell: recruitment@neepco.co.in

Any further agendum / corrigendum/ updates will be published at the Corporation website only.