



**Expression of interest**

**Engagement of Advisor/ Senior Consultant/ Consultant in REC Ltd.**

**Ref. No.: REC Ltd/HR/Rectt. /Consultant/2024/ 01**

**Date: 26.07.2024**

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 2023.

To meet the growing requirement, REC Limited intends to engage **07 nos.** professionals/experts with rich professional experience as **Advisor/ Senior Consultant/ Consultant** in the areas of **Infrastructure & Logistics/Energy/Finance/ Business Development etc.**

**I. Details of the Posts:** The engagement will be on contractual basis for a period of **01 Year** which is further extendable based on performance and requirement.

Specifications are as given below:

Sr. No.	Name of the Post	No. of Post	Required Educational Qualification	Required Nature of Work Experience
<b>Energy Accounting &amp; Auditing</b>				
I	Advisor	1	<b>Essential:</b> Regular Full time B.E. / B. Tech. or equivalent in any discipline from a recognised Institute/ University. <b>Desirable:</b> Post- Graduate Diploma in Management/ MBA/M.E./ M. Tech.	Experience of working with State Power Distribution Companies preferably in areas like Power Distribution Operations, Energy Accounting & Auditing System, Consumer Metering Projects etc.

Sr. No.	Name of the Post	No. of Post	Required Educational Qualification	Required Nature of Work Experience
<b>Business Development</b>				
II	Advisor	1	<p><b>Essential:</b> Regular Full time B.E./ B. Tech./ Chartered Accountant or equivalent from a recognised Institute / University.</p> <p><b>Desirable:</b> Post- Graduate Diploma in Management/ MBA/M.E./ M. Tech.</p>	<p>Experience In Infrastructure &amp; Logistics/ Communication/ Social and Commercial Infrastructure/ Water and Sanitation/ Renewable Energy, NBFCs, Banking Sector, Multi-lateral Financing Institutions, etc.</p> <p>Candidate having experience in Power sector/ PSUs will be an added advantage.</p>
	Consultant	1		
<b>Social &amp; Commercial Infrastructure</b>				
III	Advisor	1	<p><b>Essential:</b> Regular Full time B.E. / B. Tech. or equivalent in any discipline from a recognised Institute/ University.</p> <p><b>Desirable:</b> Post- Graduate Diploma in Management/ MBA/M.E./ M. Tech.</p>	<p>Experience in construction, operation &amp; maintenance in Social &amp; Commercial Infrastructure sector (viz. Educational Institutions, Sports Infrastructure, Health/ Hospitals, SEZ, Industrial/IT Park/ Auditorium/Community Halls/ Complex)</p>
<b>Infrastructure &amp; Logistics</b>				
IV	Senior Consultant	1	<p><b>Essential:</b> Regular Full time B.E. / B. Tech. or equivalent in any discipline from a recognised Institute/ University.</p> <p><b>Desirable:</b> Post- Graduate Diploma in Management/ MBA/M.E./ M. Tech.</p>	<p>Experience in construction, operation &amp; maintenance in Infrastructure and Logistics industry (Road, Port, Airport, Railways, Metro, Steel &amp; Refinery etc.).</p>

Sr. No.	Name of the Post	No. of Post	Required Educational Qualification	Required Nature of Work Experience
<b>Energy</b>				
V	Senior Consultant	1	<p><b>Essential:</b> Regular Full time B.E. / B. Tech. or equivalent in any discipline from a recognised Institute/ University.</p> <p><b>Desirable:</b> Post- Graduate Diploma in Management/ MBA/M.E./ M. Tech.</p>	Experience of Execution, O&M in the field of Oil/Gas/Liquefied Natural Gas (LNG) storage facility etc.
<b>Finance &amp; Banking</b>				
VI	Consultant	1	<p><b>Essential:</b> CA/CMA/ a full time Bachelor's/ Master's Degree in Economics or any related field / MBA/PGDM course having specialization in Finance or equivalent with good academic record from a recognized University/ Institution</p>	Experience of handling RBI related matters with in-depth understanding of RBI regulations, policies and compliance requirements etc.

**II. Scope of Work:** The scope of work of is enclosed at **Annexure-A**.

**III. Eligibility:**

Level	Eligibility	Minimum Experience Required
Advisor	<ul style="list-style-type: none"> <li>Individuals retired/separated at the level of E9 &amp; above from CPSE</li> <li>JS level and above in Govt. of India</li> <li>For others, minimum CTC of Rs. <b>55 lakhs per annum</b>.</li> </ul>	30 Years
Senior Consultant	<ul style="list-style-type: none"> <li>Individuals retired/separated at the level of E8 from CPSE</li> <li>Level 13 &amp; 14 as per 7th CPC in Govt. of India</li> <li>For others, minimum CTC of Rs. <b>42.5 lakhs per annum</b> for others.</li> </ul>	20 Years
Consultant	<ul style="list-style-type: none"> <li>Individuals retired/separated at the level of E5 to E7 from CPSE</li> <li>Level 11 &amp; 12 as per 7th CPC in Govt. of India</li> <li>For others, minimum CTC of Rs. <b>25.5 lakhs per annum</b> for others.</li> </ul>	15 Years

**IV. Maximum Age:** The Age limit for applicant will be **68 years** as on last/ closing date of application. i.e. on **09.08.2024**.

**IV. Remuneration:**

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

\*Other benefits as per company policy.

**IV. Place of Posting:**

Place of posting of all above positions will be at Corporate Office, Gurugram, however, in case of requirement Senior Consultant/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 **hrdivision@recindia.com** on or before in the prescribed format.

**V. 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 Ltd.
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 of submission of application i.e. **09.08.2024**.
5. REC Ltd 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 at New Delhi

11. REC Ltd reserves the right to relax/raise the experience, qualification & other qualifying criteria.
12. No correspondence will be entertained from the candidates who are not shortlisted / selected.

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## **Annexure A**

### **Scope of Work**

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

**Sr. No. I: Advisor (Energy Accounting & Auditing):** Power Distribution Operations, Energy Accounting & Auditing System, Consumer Metering projects etc.

**Sr. No. II: Advisor (Business Development)/ Consultant (Business Development):**

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 down sell 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.

**Sr. No. III to Sr. No. V: Advisor (Social & Commercial Infrastructure)/ Senior Consultant (Infrastructure & Logistics)/ Senior Consultant (Energy):**

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.
  - a. **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.
  - b. **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.

**c. 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.

**Sr. No. VI: Consultant (Finance & Banking):**

1. Providing expert advice & consultancy on RBI regulation, policies, and compliance issues.
2. Develop and implement strategies to ensure compliance with RBI guidelines.
3. Testing of RBI compliances and risk management in REC.
4. Conduct thorough analysis and assessment of RBI-related matters and provide actionable insights.
5. Liase with RBI Officicals and represent the company in regulatory discussions and negotiations.
6. Prepare and submit accurate reports, documentation, and correspondence required by RBI
7. Stay updated with the latest RBI regulations, circulars and notifications and conduct training sessions and workshops to educate concerned team of REC about RBI compliance requirements.



**REC Limited | आरईसी 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



(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)