



# ODISHA POWER GENERATION CORPORATION LIMITED

CIN: U40104OR1984SGC001429

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## POWER YOUR CAREER WITH OPGC

### Detailed Advertisement for Recruitment to Various Positions in MBS Roll

Advertisement No: OPGC/CO/HR/03/2023

Date: 11-07-2023

IMPORTANT DATES	
Opening of online submission of application	11-07-2023 (10:00 AM)
Last date of submission of online application	26-07-2023 (05:00 PM)
Last date for receipt of hard copy of application along with requisite documents	05-08-2023 (05:00 PM)

**Odisha Power Generation Corporation Ltd. (OPGC)**, a Government of Odisha Company, operates state of the art thermal power plants at Ib Thermal Power Station, Banharpalli, Jharsuguda. It has a total generation capacity of 1740 MW (2x210 MW in first phase and 2x660MW in second phase). We are looking for dynamic and result-oriented professional for the following position under **Market Based Salary (MBS) structure and performance-based service conditions on our regular rolls**. Reservation laws as notified by Govt. of Odisha will be followed.

OPGC invites applications from eligible Indian Citizens for the following positions:

SI. No.	Name of the post	Grade	No. of Posts
1	Deputy General Manager - Civil	E6	1
2	Manager – Civil	E4	1
3	Assistant Manager – Land / R&R	E1	1
4	Assistant Manager – CSR	E1	1
<b>TOTAL</b>			<b>4</b>

**(A) EXPERIENCE AND AGE:**

Sl. No.	Post	Grade	Minimum relevant Experience (As on 01-08-2023) in Years	Maximum Age (As on 01-08-2023) in Years
A	Deputy General Manager - Civil	E6	16+ Years	50 Years
B	Manager – Civil	E4	10+ Years	47 Years
C	Assistant Manager – Land / R&R	E1	03+ Years	41 Years
D	Assistant Manager – CSR	E1	03+ Years	41 Years

**(B) COMPENSATION AND BENEFITS:**

Compensation will be paid on Market Based Salary (MBS) structure and Performance based Service condition, which will be on Cost to Company (CTC) pattern in line with the industry. The incumbents would be covered by MBS service conditions where performance will be the key to increments, promotion and rewards.

Sl. No.	Post	Grade	Fixed CTC / Per annum (Rs.)	Variable Pay in Grade (% of Fixed CTC)
A	Deputy General Manager - Civil	E6	19,00,000/-	19%
B	Manager – Civil	E4	14,50,000/-	16%
C	Assistant Manager – Land / R&R	E1	10,00,000/-	10%
D	Assistant Manager – CSR	E1	10,00,000/-	10%

Apart from Fixed and Variable Pay, other allowances / reimbursements will be paid as per OPGC policy as applicable to the grade.

**(C) POST WISE ESSENTIAL QUALIFICATION & EXPERIENCE:**

Department	Civil
Grade / Designation	E6 / Deputy General Manager (DGM)
Qualification	Bachelor Degree in Civil Engineering or equivalent.
Years of Experience	16 + Years (post qualification)

Age Bar	Maximum 50 Years as on 01/08/2023
Desired Previous Experience	16+ years of post-qualification experience in the executive cadre in the relevant area in a Govt./PSU or private company of repute.
<b>Essential</b>	Must have at least 5 years' experience in various civil works related to a thermal power plant.
<b>Desirables</b>	<ul style="list-style-type: none"> <li>• Adequate knowledge in survey, planning, estimation, preparation of technical specifications, layout, execution of new jobs and maintenance of jobs related to buildings, water supply, sewerage system and roads.</li> <li>• Knowledge of hard and soft landscaping activity, construction of embankment.</li> <li>• Knowledge of maintaining the civil structures in a systematic manner logging of complaints, attending the defects, closing out and obtain regular feedback from the occupants for improvement of satisfaction level.</li> <li>• Able to track of expenses with relation to allotted budget, report variance and take necessary steps. Prepare MIS for all activities.</li> <li>• Knowledge in preparation of contract document, handling &amp; supervision of contract labour and associated issues.</li> <li>• Ash Dyke Designing and Construction for construction and maintenance of Ash Pond.</li> <li>• Different type of failure of earthen Embankment and its remedial measures.</li> <li>• Survey &amp; Investigation in order to prepare an estimate basing on current schedule of rates of OPWD.</li> <li>• Recording Measurement as per Int. Standard and deriving the quantities actual executed at site for preparation of bill.</li> <li>• Preparation of Technical specification, special condition of contract, BOQ etc. required for floating of a tender.</li> <li>• Plan, develop and administers total budget related to Civil in support of business continuity.</li> <li>• Conversant with the analysis and schedule of rates, ability to derive quantities for preparation of estimate.</li> <li>• Execution of reliability centered maintenance practices and administration of Maintenance Management System.</li> <li>• Perform a variety of administrative duties as well as responsible for EHS and other relevant compliances.</li> <li>• Responsible for development of subordinates and succession planning, preparing budget forecasts including Capex Budgets, formulating strategy and cost minimization.</li> <li>• Should keep track of expenses with respect to budget allotted, variance.</li> <li>• Must possess excellent leadership, communication, interpersonal skills and interact with peers for better co-ordination.</li> <li>• Knowledge on Quality Management System e.g. (ISO 9000,14000, OSHAS 18000 etc. &amp; Asset Management System, so as to optimize plant performance.</li> </ul>

Department	Civil
Grade / Designation	E4 / Manager
Qualification	Bachelor Degree in Civil Engineering or equivalent with minimum 60% marks
Years of Experience	10 + Years (post qualification)
Age Bar	Maximum 47 Years as on 01/08/2023
Desired Previous Experience	10+ years of post-qualification experience in the executive cadre in the relevant area in a Govt./PSU or private company of repute.
<b>Essential</b>	Must have <b>at least 5 years'</b> experience in operation & maintenance of ash pond/dyke in compliance with all statutory and EHS procedure and regulations.
<b>Desirables</b>	<ul style="list-style-type: none"> <li>• Field Compaction Test of soil used in Dyke, Quality of Construction material such as sand, cement, aggregates, bolder to be used in different ancillary works in order to Construct and maintain Ash Pond Dyke.</li> <li>• Ash Dyke Designing and Construction for construction and maintenance of Ash Pond.</li> <li>• Different types of failure of earthen Embarkment and its remedial Measures.</li> <li>• Survey &amp; Investigation in order to prepare an estimate basing on current schedule of rates of OPWD.</li> <li>• Recording Measurement as per Int. Standard and deriving the quantities actual executed at site for preparation of bill.</li> <li>• Preparation of Technical specification, special condition of contract, BOQ etc. required for floating of a tender.</li> <li>• Plan, develop and administer total budget related to Civil in support of business continuity</li> <li>• Conversant with the analysis and schedule of rates, ability to derive quantities for preparation of estimate.</li> <li>• Guide the team in spare parts planning, inventory control and planning for day-to-day maintenance, Special repairs, renovation and modernization works, construction of additional facilities.</li> <li>• Execution of reliability centered maintenance practices and administration of Maintenance Management System.</li> <li>• Perform a variety of administrative duties as well as responsible for EHS and other relevant compliances.</li> <li>• Responsible for development of subordinates and succession planning, preparing budget forecasts including Capex Budgets, formulating strategy and cost minimization.</li> <li>• Should keep track of expenses with respect to budget allotted, variance.</li> <li>• Must possess excellent leadership, communication, interpersonal skills and interact with piers for better co-ordination.</li> <li>• Knowledge on Quality Management System e.g. (ISO 9000,14000, OSHAS 18000 etc.) &amp; Asset Management System, so as to optimize plant performance.</li> </ul>

<b>Department</b>	<b>CSR</b>
Grade / Designation	E1 / Assistant Manager
Qualification	Post Graduate in PMIR (Fulltime) / Post Graduate in Social Work/ Sociology / Master of Social Work or MBA in Rural Management / Corporate Sustainability Management (Fulltime).
Years of Experience	3+ Years (post qualification)
Age Bar	Maximum 41 Years as on 01/08/2023
Desired Previous Experience	Minimum 3+ years of post-qualification experience on CSR in a Govt./PSU or private company of repute or National level NGO
<b>Essential</b>	Must have at least 1 year experience within a similar role in a Govt./PSU or private company or National level NGO.
<b>Desirables</b>	<ul style="list-style-type: none"> <li>• In depth understanding on CSR Policy, Philosophy, Guide Line provisions under Companies Act. &amp; Rules as updated.</li> <li>• Identifying Thrust Area under CSR in line with Company Guide Line.</li> <li>• Measuring Effectiveness &amp; Impact Analysis of CSR expenses made by Company.</li> <li>• Building Relationship with others opinion leaders of Periphery to create a health &amp; harmonious climate, inclusive culture with in Company.</li> <li>• Brand Building &amp; Liaisoning with Company's CSR frame work with Govt./ Other stake holders.</li> <li>• Compliance of all statutory matters pertaining CSR guide line.</li> <li>• High Level of Inter personal skill, effective communication, building strategic mindset are essential attribute.</li> <li>• To play Catalysts Role of partnership &amp; participative Management Style.</li> <li>• Optimize the CSR Project work &amp; Project based CSR outlook.</li> <li>• Adopt best practices &amp; complete the CSR Project work on time.</li> <li>• Local language will be an added advantage.</li> </ul>

<b>Department</b>	<b>Land and R&amp;R</b>
Grade / Designation	E1 / Assistant Manager
Qualification	Any Graduate with LLB (Fulltime) or MBA with LLB (Fulltime).
Years of Experience	3+ Years (post qualification)
Age Bar	Maximum 41 Years as on 01/08/2023
Desired Previous Experience	Hands on experience of at least 3 years dealing with Land Acquisition & R&R matters of reputed Company/ Industry.
<b>Essential</b>	Must have at least 1 year experience within a similar role in a Govt./PSU or private company.

<b>Desirables</b>	<ul style="list-style-type: none"> <li>• Should be well conversant of Land Acquisition both private and Govt. Lands along with R&amp;R Policy of Govt. of Odisha.</li> <li>• Impact Level Liaisoning with Revenue Authorities to District Administration for smooth functioning of Land Acquisition.</li> <li>• Managing different levels of Poly Sabha/ Gram Sabha/ Public Hearing.</li> <li>• Compliance of all revenue related matter pertaining Land Acquisition/ R&amp;R frame work.</li> <li>• In depth knowledge of evaluating various kinds lands &amp; designing compensation frame work with disbursement.</li> <li>• Fair knowledge of Geographical map of Western Odisha.</li> <li>• Knowledge on Reviewing Land/ Revenue/ Legal documents.</li> <li>• In depth understanding Legal aspects of Land Acquisition including various contracts &amp; agreements/ registrations/ Sale deeds.</li> <li>• Understanding Environment Laws, goods Liaison with opinion Leaders.</li> <li>• Local language will be an added advantage.</li> </ul>
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- In case of educational qualification, in addition to an institute being approved by UGC/AICTE, the particular Degree/Diploma awarded by that institute is also required to be an approved Degree/Diploma.
- The qualifications possessed by candidates must be qualifications acquired through regular full-time courses by attending colleges/institutes and not part-time course, distance learning programs or correspondence courses.
- Preference shall be given to the candidates having relevant additional qualification and work experience in Coal Based Thermal Power Plant.
- Candidates possessing less than 06 (Six) months of work experience in any organization, shall not be taken into account while considering total years of experience. The post qualification experience will be considered in the relevant field of the job for which advertisement has been published.

**(G) SELECTION PROCESS:**

- The assessment of short-listed candidates applied against any post, will be made through Personal Interview only. Mere qualifying as per the qualification criteria described above does not give a right for shortlisting for the interview.
- The candidates will be selected based on the performance in Personal Interview, organizational requirement and vacancies to be operated.
- In the event of large number of short-listed candidates, the Management reserves the right to raise the minimum eligibility standards/criteria by taking into account the qualification and/or experience to restrict the number of candidates for assessment/ Personal Interview.

#### **(H) MEDICAL FITNESS:**

- The final placement of the candidate is subject to his / her medical fitness as per Company's prescribed standard and other parameters/ joining formalities.
- The selected candidate needs to be medically fit as per medical rules of the Company. No relaxation in health standards as indicated in the medical rule of the Company is allowed.

#### **(I) PLACEMENT:**

- The selected candidates will undergo a probation period of minimum 1 (one) year from the date of joining.
- Selected candidates will be positioned at ITPS, Banharpalli, Jharsuguda, Odisha as per the requirement of OPGC. During the probation period and/or after confirmation, selected candidates will be posted in the OPGC establishments anywhere in Odisha & may be transferred as per the organizational requirement. The selected candidates may be assigned jobs/ functions/ assignments as per the requirements of the Company.

#### **(J) HOW TO APPLY:**

- The candidates need to apply online in the career section of OPGC website ([www.opgc.co.in](http://www.opgc.co.in)) from **10:00 AM of 11-07-2023 to 5:00 PM of 26-07-2023**. The candidate should click on the online application link, read the instructions carefully and fill-in the online application form giving accurate information. If the online application is not successfully completed, candidate is required to register again.
- No request with respect to change in any data entered by the candidate will be entertained once the online application is submitted successfully. While applying online, candidate needs to upload the scanned copy of their recent passport size colour photograph & signature. In case, the candidate is called for Personal Interview, he/she will be required to produce his/her original certificate and other relevant documents as mentioned in the on-line application form.
- Recent colour passport size photograph and signature to be uploaded in the prescribed format (.jpg/.jpeg)

	<b>File Size</b>	<b>Dimension</b>
Photograph	25 KB to 50 KB	3.5 cm X 4.5 cm
Signature	25 KB to 35 KB	3.5 cm X 1.5 cm

**Note: Candidate should ensure that the same passport size color photograph is used throughout this recruitment process.**

- The downloaded application with self-attested photocopies of all requisite documents in support of the information given by the candidate in his/her on-line application should reach the following address by speed post / courier:

**Despatch Section  
Xavier Institute of Management  
XIM University  
Xavier Square, Chandrasekharpur  
Bhubaneswar, Odisha - 751013**

- **Name of the post applied for should be super-scribed on the envelop used for sending the hard copy of the application.**

Example. **“DEPUTY GENERAL MANAGER – CIVIL”**

- No application will be received by hand. No manual / paper application will be entertained directly unless registered and applied online.
- The hard copy application must reach the above-mentioned address along with self-attested copies of all requisite documents by **5:00 PM of 05-08-2023**.
- Mere submission of Online application is not sufficient for consideration of candidature.
- OPGC will not be responsible for any candidate for not being able to submit their online application within the last date, on account of system error or for any other reason whatsoever.
- Only Indian Nationals are eligible to apply.

**(K) INSTRUCTION TO THE CANDIDATES:**

- The candidate should ensure that he/she fulfills the eligibility criteria and other conditions as mentioned in this advertisement. Mere submission of application or meeting the advertised specification does not entitle the candidates' eligibility for the post. In case, it is detected at any stage of recruitment/ selection/even after appointment that the candidate does not fulfill the eligibility norms and/or that he/she has furnished any incorrect/false information or has suppressed any material fact(s), his/her candidature/appointment will automatically stand cancelled, as the candidature/appointment would be deemed to be void ab initio.
- The e-mail id and mobile number mentioned in the application form must remain valid for one year. All future communication with the candidates will take place through e-mail only. OPGC will not be responsible for any loss/non-delivery of e-mail/any other communication sent, due to invalid/wrong id or due to any other reason.
- Candidates working in PSUs/Govt. should apply through proper channel or produce **“No Objection Certificate”** at the time of interview. However, in case of failing in this regard, the candidate would only be allowed to join, if selected, after formal release order from his present organization.
- OPGC reserves the right to raise the minimum eligibility standards. The Management reserves the right to fill up or not to fill up the above position without assigning any reason



whatsoever. OPGC also reserves the right to cancel/restrict/modify/alter the recruitment process and also reserves the right to increase or decrease the no. of posts advertised, if need arises without issuing any further notice or assigning any reason whatsoever.

- Canvassing by a candidate in any form or means shall disqualify his/her candidature.
- OPGC reserves the right to cancel the whole of the recruitment process or any part thereof without assigning any reason.
- Any dispute with regard to the said recruitment will be settled within the jurisdiction of Bhubaneswar only under the judicature of High Court of Orissa.

**Note:**

1. All-important notifications & updates regarding this recruitment shall be hosted in the OPGC website in the Career Section and accordingly all applicants are advised to visit the site regularly.
2. In order to avoid last minute rush, the candidates are advised to apply early enough. OPGC will not be responsible for network problems or any other problem in submission of online Application.

**(M) FACILITATION SUPPORT:**

For any guidance / technical support on filling up the On-line Application, the candidate may contact the **Help Desk Telephone Number 0674-2354859 / Mob: 8480904123** or **email: [webmaster@opgc.co.in](mailto:webmaster@opgc.co.in)** on all working days between 10:00 AM to 5:00 PM.

For information regarding advertisement & recruitment, please **e-mail** us at [recruitment@opgc.co.in](mailto:recruitment@opgc.co.in)

**Wish you all the best !**

**Manager (HR & Admin.)**

Odisha Power Generation Corporation Ltd.

Zone-A, 7th floor, Fortune Towers,

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