



# 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/06/2023

Date: 04-12-2023

IMPORTANT DATES	
Opening of online submission of application	<b>04-12-2023 (11:00 AM)</b>
Last date of submission of online application	<b>19-12-2023 (05:00 PM)</b>
Last date for receipt of hard copy of application along with requisite documents	<b>29-12-2023 (05:00 PM)</b>

**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 professionals for the following positions 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:

Sl. No.	Name of the post	Grade	No. of Posts
1	Manager – Boiler & Auxiliaries	E4	1
2	Manager – Civil	E4	1
3	Assistant Manager – Environment	E1	1
4	Assistant Manager – MGR (Track & P-way)	E1	1
5	Assistant Manager – Land / R&R	E1	1
<b>TOTAL</b>			<b>5</b>

**(A) EXPERIENCE AND AGE:**

Sl. No.	Post	Grade	Minimum relevant Experience (As on 01-01-2024) in Years	Maximum Age (As on 01-01-2024) in Years
A	Manager – Boiler & Auxiliaries	E4	10+ Years	47 Years
B	Manager – Civil	E4	10+ Years	47 Years
C	Assistant Manager – Environment	E1	03+ Years	41 Years
D	Assistant Manager – MGR (Track & P-way)	E1	03+ Years	41 Years
E	Assistant Manager – Land / R&R	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	Manager – Boiler & Auxiliaries	E4	14,50,000/-	16%
B	Manager – Civil	E4	14,50,000/-	16%
C	Assistant Manager – Environment	E1	10,00,000/-	10%
D	Assistant Manager – MGR (Track & P-way)	E1	10,00,000/-	10%
E	Assistant Manager – Land / R&R	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:**

<b>Department</b>	<b>O&amp;M (Mechanical - Boiler &amp; Auxiliaries)</b>
Grade / Designation	E4 / Manager
Qualification	Bachelor's Degree in Mechanical or equivalent with minimum 60% marks
Years of Experience	10 + Years (post qualification)
Age Bar	Maximum 47 Years as on 01/01/2024
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>	<ul style="list-style-type: none"> <li>The candidate must have similar experience of <b>at least 3 years</b> in a power plant of Unit size not less than 200/210MW.</li> <li>Fully conversant with Boiler Pressure parts (Boiler &amp; Auxiliaries), rotating parts (mills &amp; fans) and sound knowledge in IBR/ASME standards &amp; Codes.</li> <li>Knowledge on QA/QC for mechanical systems/structures &amp; equipment.</li> <li>Sound knowledge in preparation of contract work scope and techno commercial evaluation.</li> <li>Must be able to execute best maintenance practices in compliance with all statutory and state of art safety (PTW, LOTO, Safety Walks etc.) procedures and regulations.</li> </ul>
<b>Desirables</b>	<ul style="list-style-type: none"> <li>Strong leadership ability, excellent communication, interpersonal, analytical and problem-solving skills.</li> <li>Coordination with Directorate of Boiler for IBR approval, Boiler License &amp; other statutory compliance.</li> <li>Conversant with modern maintenance management tools like CMMS, RCA, RCM practices.</li> <li>Conversant with SAP PM and MM Module.</li> <li>Guide the team in spare parts planning, inventory control, planning for annual overhauling/capital overhauling, renovation and modernization works, performance evaluations and performing residual life assessment.</li> <li>Execution of reliability centered maintenance practices and administration of Maintenance Management System.</li> <li>Responsible for preparing plant budget forecasts including Capex Budgets, formulating strategy and cost minimization.</li> <li>Ability to identify the training needs.</li> <li>Mentor and coach subordinates to develop the team's capabilities. Knowledge on Quality Management System e.g. (ISO 9000,14000, OSHAS 18000 etc.) &amp; Asset Management System, so as to optimize plant performance.</li> <li>Candidates having Post Graduate Diploma in Power Plant from any National Power Training Institute/BOE certificate will be given preference.</li> </ul>

<b>Department</b>	<b>Civil</b>
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 01/01/2024
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>Environment</b>
Grade / Designation	E1 / Assistant Manager
Qualification	M.Sc. In Environmental Sciences / B. Tech in Environmental Engineering with minimum 60% marks
Years of Experience	3 + Years (post qualification)
Age Bar	Maximum 41 Years as on 01/01/2024
Desired Previous Experience	3+ 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>	<ul style="list-style-type: none"> <li>• Must have industrial experience &amp; must worked in Environment field dealing with Statutory Reporting, managing environment related contracts of an industry, must have exposure to ISO 14001:2015 system, Disposal of Biomedical &amp; hazardous wastes.</li> <li>• Must have experience in filing applications for CTE/CTO/Hazardous Waste Authorization/Biomedical Wastes Authorization.</li> <li>• Must have previous experience in imparting Environment related trainings.</li> </ul>
<b>Desirables</b>	<ul style="list-style-type: none"> <li>• Preferably previous work experience in Thermal Power Sector and having sound knowledge on Environmental aspects of Thermal Power Plant including ash utilization &amp; disposal will be preferred.</li> <li>• Should have experience in facing Environment Audits including ash audit &amp; hazardous waste audit.</li> <li>• Preparing all statutory reports/letters and ensuring dispatch of the same to respective designated statutory authorities.</li> <li>• Computation of minimum, maximum and average values of monitoring data.</li> <li>• Compiling records of water consumption and computation of specific water consumption.</li> <li>• Ash stock calculation for all ash ponds with respect to ash utilization and disposal.</li> <li>• Filling of online applications.</li> <li>• Daily checking of RTDAS data from OSPCB portal and reporting if abnormality found.</li> <li>• Compiling monthly record of data availability of all online Env analyzers for forwarding of the same to OSPCB.</li> <li>• Identification of the species as per IUCN list (International Union for Conservation of Nature) for creation of baseline data for future EIA studies.</li> <li>• Maintaining MB book for all Environment related contracts.</li> <li>• Compiling all statutory documents for processing the bills.</li> <li>• Keeping record of work completed against to work order.</li> <li>• Support in filling up forms for awards and recognition.</li> <li>• Liaisoning with statutory authorities.</li> </ul>

<b>Department</b>	<b>MGR (Track &amp; P-way)</b>
Grade / Designation	E1 / Assistant Manager
Qualification	Degree in Civil Engineering or equivalent with minimum 60% marks
Years of Experience	3 + Years (post qualification)
Age Bar	Maximum 41 Years as on 01/01/2024
Desired Previous Experience	3+ 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 1 (one) year experience in maintenance of Broad-gauge Track.
<b>Desirables</b>	<ul style="list-style-type: none"> <li>• Should have experience in maintenance &amp; inspection of Track in a satisfactory and safe condition for Traffic.</li> <li>• Experience in execution of all works incidental to track maintenance.</li> <li>• Sound knowledge about Indian Railway Track Manual, Code &amp; Schedule Dimension.</li> <li>• Knowledge of Spare parts planning, inventory control and planning for day-to-day maintenance, renovation and modernization works.</li> <li>• Knowledge of having variety of administrative duties like EHS and other relevant compliances, provide budget forecasts, Capex Budgets, formulating strategy and cost minimization.</li> <li>• Should have knowledge in handling team of contract workmen.</li> </ul>

<b>Department</b>	<b>Land and R&amp;R</b>
Grade / Designation	E1 / Assistant Manager
Qualification	Any Graduate or Full Time MBA (Must be Regular Course) with 60% or equivalent CGPA
Years of Experience	3+ Years (post qualification)
Age Bar	Maximum 41 Years as on 01/01/2024
Desired Previous Experience	3+ 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 hands of experience in dealing with Land Acquisition & R&R matters of at least 1 year in a similar role in a Govt./PSU or private company of repute.

<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> <li>• Full Time LLB will be given preference.</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.

**(D) SELECTION PROCESS:**

- The assessment of short-listed candidates applied against the 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 candidate 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.

**(E) 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.

**(F) PLACEMENT:**

- The selected candidate will undergo a probation period of minimum 01 (one) year from the date of joining.
- Selected candidate will be positioned at **Ib Thermal Power Station (ITPS), Banharpalli, Jharsuguda, Odisha** as per the requirement of OPGC. During the probation period and/or after confirmation, selected candidate will be posted in the OPGC establishments anywhere in Odisha & may be transferred as per the organizational requirement. The selected candidate may be assigned jobs/ functions/ assignments as per the requirements of the Company.

**(G) 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 **11:00 AM of 04-12-2023 to 5:00 PM of 19-12-2023**. 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. **“MANAGER – BOILER & AUXILIARIES”**

- 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 29-12-2023**.
- 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.

#### **(H) 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 Odisha.

**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.

**(I) 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!**

**Head (HR)**

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