



POWER GRID CORPORATION OF INDIA LIMITED
(A Government of India Enterprise)

Inviting Legal Gems to **JOIN** the Navaratna

Advertisement No. 2/2012

POWERGRID, the Central Transmission Utility (CTU) of the country and a Navaratna Public Sector Enterprise under the Ministry of Power, Govt. of India is engaged in power transmission business with the mandate for planning, co-ordination, supervision and control over complete inter-State transmission system and operation of National & Regional Power Grids. POWERGRID operates around 90,000 circuit kms of transmission lines along with 145 Sub-stations and wheels about 51% of total power generated in the country through its transmission network. POWERGRID, with its strong in-house expertise in various facets of Transmission, Sub-Transmission, Distribution and Telecom sectors also offers consultancy services at National and International level.

During the XII Plan, POWERGRID envisages an investment of more than Rs.100000 crore for huge network expansion in which about 52,000 ckm of transmission lines, 70 sub-stations and transmission capacity of 1,36,000 MVA are to be added.

POWERGRID is looking for bright, committed and dynamic individuals with rich professional experience to join its fold as per details given under:

Post ID	Name of the Post / Level	Vacancy	Reservation Status	Upper Age limit (in Years) as on 30.04.2012
89	Addl. General Manager (Law) / E7A	01	UR-1	50 years
90	Sr. Officer (Law)/ E3	02	UR-2	36 Years
91	Officer (Law) / E2A	03	UR-3	33 Years

[Minimum age limit for AGM post (post ID-89) is 45 years]

Job Specifications:

Post ID : 89 - Additional General Manager (Law)

Grade & Pay Scale	E7A Grade - ₹51300 - 73000
Essential Qualification	1 st Class Degree in Law from a recognized University/ Institute. Post Graduate qualification in Law with specialization in Commercial/ Corporate Law/ Labour/ Taxation Law will be an added advantage.
Experience	Should have a post qualification experience of 15 years out of which minimum 02 years in the following pay scale or equivalent level (in case of practice experience shall be considered from the date of enrollment as an advocate): IDA ₹51,300/- - 73,000/- CDA ₹37400 - 67000 and Grade Pay ₹8900 or ₹16400-20900 (Pre-revised)

Experience Profile	<ul style="list-style-type: none"> • Should be well conversant with all legal matters and should have adequate knowledge of Law relating to contracts, Taxation, Labour, Customs, Excise, Land Acquisition, Civil, Corporate Law, Arbitration, Electricity matters, etc. The incumbent is also expected to have in-depth knowledge and experience in vetting of deeds, drafting of legal documents besides ensuring compliance with requirements under various Acts, conducting court & arbitration cases, vetting of contracts & rendering legal advice to other departments. • The candidates should also have excellent leadership qualities and decision making capabilities, strong inter-personal and communication skills and must be able to lead a team of Law Professionals with result oriented approach and commitment to quality and assigned targets. • Experience includes working in Public Sector, Private Sector in senior position and practice as an Advocate either as Associate, Partner of a Legal Firm or Independent Practice. Experience in PSU/Listed Company particularly in Power Sector will be preferred.
Age limit	45-50 years

Post ID : 90 - Sr. Officer (Law)

Grade & Pay Scale	E3 Grade - ₹ 29,100 - 54,500
Essential Qualification	1 st class Degree in Law from a recognized University/ Institute. Post Graduate qualification in Law with specialization in Commercial/ Corporate Law/ Labour/ Taxation Law will be an added advantage.
Experience	Should have a post qualification experience of six years out of which at least two years in the following pay scales or equivalent level (in case of practice experience shall be considered from the date of enrollment as an advocate): IDA : ₹ 24,900 - 50,500 CDA ₹ 9300-34800 and Grade Pay ₹ 5400 or ₹ 8000-13500 (Pre-revised)
Experience Profile	<ul style="list-style-type: none"> • Should be well conversant with all legal matters and should have knowledge of Law relating to contracts, Taxation, Labour, Customs, Excise, Land Acquisition, Civil Matters, Arbitration etc .The incumbent is also expected to have in-depth knowledge and experience in vetting of deeds, drafting of legal documents besides ensuring compliance with requirements under various Acts, conducting court and arbitration cases, vetting of contracts and rendering legal advice to other departments. • Experience includes working in Public Sector, Private Sector, and practice as an Advocate either as Associate, Partner of a Legal Firm or Independent Practice. • Experience in PSU/Listed Company particularly in Power Sector will be preferred.
Age limit	36 years

Post ID :91 - Officer (Law)

Grade & Pay Scale	E2A Grade - ₹ 24900 - 50500
Essential Qualification	1 st class Degree in Law from a recognized University/ Institute. Post Graduate qualification in Law with specialization in Commercial/ Corporate Law/ Labour/ Taxation Law will be an added advantage.
Experience	Should have a post qualification experience of three years in the following pay scale or equivalent level (in case of practice experience shall be considered from the date of enrollment as an advocate): IDA : ₹ 20,600 - 46,500 CDA : ₹ 9300 - 34800 and Grade Pay ₹ 4200 or ₹ 6500 - 10500(pre revised)
Experience Profile	<ul style="list-style-type: none"> • Should be well conversant with all legal matters and should have knowledge of Law relating to contracts, Taxation, Labour, Customs, Excise, Land Acquisition, Civil Matters, Arbitration etc .The incumbent is also expected to have in-depth knowledge and experience in vetting of deeds, drafting of legal documents besides ensuring compliance with requirements under various Acts, conducting court and arbitration cases, vetting of contracts and rendering legal advice to other departments. • Experience includes working in Public Sector, Private Sector, and practice as an Advocate either as Associate, Partner of a Legal Firm or Independent Practice. • Experience in PSU/Listed Company particularly in Power Sector will be preferred.
Age Limit	33 years

Equivalent Pay (for persons working in organizations other than Govt./PSU) : The gross emoluments at the time of submission of application excluding LTC, Medical, Leave encashment and employer's contribution towards social security schemes shall be at least of the following :

Post Applied for	Minimum Monthly Gross Emoluments
E7A	₹ 51300 per month
E3	₹ 29100 per month
E2A	₹ 24900 per month.

Candidates need to submit copy of their latest salary slip/pay certificate along with hard copy of their resume.

Qualifying criteria of pay scale/ equivalent pay is not applicable in case of practicing advocates.

Relaxations and Concessions

1. For Persons with Disability (PwD) candidates, upper age limit is relaxed by 05 years (over and above the age limit prescribed).
2. Ex-Servicemen with a minimum of six month continuous service are allowed age relaxation to the extent of the period spent in service plus three years subject to the condition that the resultant age after deducting his period of service from his actual age does not exceeds the prescribed age limit by more than three years.

3. Relaxation to victims of 1984 riots shall be as per Govt. directives.
4. Upper age limit is relaxed by 5 years for the candidates who had ordinarily been domiciled in the state of Jammu & Kashmir during the period from 1/1/1980 to 31/12/1989.
5. **SC, ST, PwD & Ex-Servicemen candidates are exempted from payment of application fee.**
6. Persons suffering from not less than 40% of the relevant disability shall only be eligible for the benefit of age relaxation/ concession. Persons with Disability can apply subject to meeting other eligibility requirement.
7. Relaxation & Concession for SC/ST/J&K Domicile / Ex-Servicemen/ victims of 1984 riots is subject to submission of Caste/ Age relaxation cum Domicile certificate /Discharge certificate etc. in the prescribed format issued by a competent authority along with hard copy of application and also at time of interview, if called for.
8. Relaxation & Concession for Persons with Disabilities is subject to submission of medical certificate in support of disability issued by the Government Medical Board in the prescribed format along with hard copy of application and also at time of interview, if called for.

Selection

The selection process shall consist of Personal interview of shortlisted candidates. Candidates shall have the option to be interviewed in Hindi or English.

“The Management reserves the right to raise the minimum eligibility standards/criteria and/or to conduct a screening test, to restrict the number of candidates to be called for Personal Interview, if so required.”

Candidates will have to qualify in the Interview to be adjudged suitable for empanelment for Appointment. The qualifying marks in interview shall be 40%. The Offer of Appointment shall be issued to the suitable candidates in the order of merit and based on the number of vacancies. However the final appointment of selected candidates will be subject to candidates being found medically fit in the Pre-Employment Medical Examination to be conducted as per POWERGRID Norms and Standards of Medical Fitness.

Health

Applicants should have sound health. No relaxation in Medical Norms is allowed. For details of Norms and Standards of Medical Fitness, please visit “Health” link on career page of our website.

Compensation

CTC per annum (Approximate) & Pay Scales

AGM (Law)	: ₹ 25.00 lakhs	& Pay Scale ₹ 51300 -73000
Sr Officer (Law)	: ₹ 13.71 lakhs	& Pay Scale ₹ 29100 - 54500
Officer (Law)	: ₹ 12.00 lakhs	& Pay Scale ₹ 24900 -50500

The compensation package is very attractive and one of the best in the Industry with excellent facilities. The compensation package includes Basic Pay, Dearness Allowance, Perquisites and Allowances under cafeteria approach, Performance Related Pay, Company Leased Accommodation/Company Accommodation or HRA, Reimbursement of monthly conveyance expenditure, telephone/mobile facility, medical facilities for self and dependants, various long and short term advances including HBA, Group Insurance, Group Personal Accident Insurance, Provident Fund, Pension and Gratuity etc., in accordance with the policies of the Corporation from time to time.

General Information:

1. Only Indian Nationals are eligible to apply.
2. Before applying, the candidate should ensure that he / she fulfills the eligibility criteria and other norms mentioned in this advertisement.
3. All eligibility qualification should be from a recognized Institution or University.
4. **Teaching experience** will not be counted as experience.
5. For the Un Reserved (UR) vacancy, SC/ST/OBC (NCL) candidates can apply subject to meeting with all general standards of eligibility.
6. Categories/ Subcategories of PwD eligible for the posts shall be as per the categories/ sub-categories of PwD identified suitable for the posts as per Govt. Notification.
7. If any certificate etc. is issued in a language other than Hindi/English, candidates are advised to submit a certified translation of the same in either Hindi or English language along with the hard copy of the application and also at the time of Interview, if called for.
8. Mere submission of Application does not guarantee the adequacy of candidature for being considered for further selection process.
9. Management reserves the right to consider applicants for placement at a position lower than the advertised post, if suitable candidates are not available for the advertised position.
10. Management reserves the right to cancel / restrict /enlarge / modify / alter the recruitment/ selection process, if need so arises, without issuing any further notice or assigning any reason thereafter.
11. Vacancies may vary depending upon the requirement.
12. Candidature is liable to be rejected at any stage of recruitment/ selection process or after recruitment or joining, if any information provided by the candidate is not found in conformity with the eligibility criteria mentioned in the detailed advertisement given in the web site or in the event of false declaration.
13. All computations of Age, Post Qualification Experience etc., shall be as on **Last Date of Submission of Online Application i.e. 30.04.2012**. Date of issuance of mark sheet shall be taken as the date of acquiring qualification.

14. **Candidates currently employed in Public Sector/Government establishments are advised to produce NOC at the time of interview.**
15. **Demand Draft is non refundable** even if the candidature is rejected for any reason.
16. **All photocopies of documents submitted along with the hard copy should be self attested by the candidate.**
17. **Applications that are not in conformity with the requirements indicated in the advertisement, incomplete applications, unsigned, without Photograph / Demand Draft or necessary document proofs and those received after **10.05.2012** will be rejected.**
18. **POWERGRID will not be responsible for any postal delay or loss of application in transit.**
19. Selected candidates are liable to be posted anywhere in India.
20. Complaints attributable to compatibility of the Client Systems, ignorance of users, non-availability of internet connectivity or any other aspects beyond the direct control of POWERGRID employees or systems will not be entertained in the Complaint Management System of POWERGRID. No communication made in POWERGRID's Complaint Management System, in respect of this recruitment will be entertained by POWERGRID.
21. In case of any query the same may be sent to **recruitment@powergridindia.com**
22. Legal jurisdiction will be the NCT of Delhi in case of any cause / dispute

How To Apply

Interested eligible candidates should apply ON LINE only. Any other mode of submission of application would not be accepted.

An application fee of Rs.400/- is payable by candidates through a **non-refundable A/C Payee Demand Draft in favour of "Power Grid Corporation of India Ltd.", payable at New Delhi (preferably drawn on State Bank of India).**

Candidates should ensure the following while filling up the online registration form:

- Details of the Demand Draft are entered correctly.
- Qualification Details are complete.
- Details of experience are mentioned separately for each organization.
- Details of more than one posts held within the same organization are mentioned separately along with the pay scales and area of experience.

On submission of valid application, the system will generate a "Resume" with a registration number, which then has to be downloaded, signed, photograph affixed and sent **through ordinary post** along with following enclosures.

List of enclosures along with Hard Copy of the Application:

- a) A/C Payee Demand Draft
- b) Documents related to Qualification (Degree and Mark sheets)
- c) Documents related to Experience:
 - i) **Details of important cases handled.**
 - ii) **Present as well as Previous Employment**
 - **Proof** of experience indicating post held, period of service, pay scale in respect of PSU/Govt. employees (**indicating revised as well as pre-revised pay scales**), pay emoluments in respect of those working in private sector.
 - Latest Pay Slip / Certificate
 - iii) **Experience certificate** from Solicitor/ Advocate under whom the candidate is currently practicing (If applicable).
 - iv) **Document in support of date of enrollment as an advocate** / Registration certificate with Bar Council/ Bar Association (if applicable)
- d) X class certificate (for proof of Date of Birth)
- e) Caste Certificate in case of SC/ST for claiming concessions (If applicable)
- f) Age relaxation cum Domicile Certificate (If applicable)
- g) Discharge Certificate (If applicable)
- h) Disability Certificate (If applicable)
- i) Any other relevant document

The application and the enclosures should be sent to the address mentioned below in an envelope by ordinary post.

To
The Advertiser (PG),
Post Box No. 9248,
Krishna Nagar Head Post Office
DELHI - 110051

On the top of the envelope the following should be clearly mentioned.

“Application for the post of AGM (Law), Post ID- 89” or
“Application for the post of Sr. Officer (Law), Post ID- 90” or
“Application for the post of Officer (Law), Post ID- 91” whichever is applicable.

Last Date of receipt of Hard Copy of Application (Online generated Resume) is **10.05.2012**.

All Candidates are requested to ensure that the Hard Copy of the Application (Resume) generated after submission of online Application are to be sent **by Ordinary Post and NOT by any other means like Courier, Speed Post, Registered Post etc.**, since the Resume is being received in a Post Bag.

Candidates should submit only single application for a post and application once submitted cannot be altered. A valid e-mail ID is essential for submission of the online application. POWERGRID will not be responsible for bouncing of any e-mail sent to the candidates.

Candidates should write their Name, Registration No., Post applied for, on the reverse of the bank draft.

Candidates are advised to make a note of their e-mail ID as entered in the application form and Registration Number generated at the top right hand corner of the 'Resume'. These would be required for accessing information during the later stage of the recruitment process.

All information regarding this recruitment process would be made available in the **career section of our website : www.powergridindia.com** only and the applicants are advised to check the web site periodically.

IMPORTANT DATES

Opening Date of Online Application Submission	: 27.03.2012
Last Date & Time of Online Application Submission	: 30.04.2012 (5 PM)
Last Date of Receipt of Hard Copy of Application (Resume)	: 10.05.2012
Base Date for computation of Age, Post Qualification Experience	: 30.04.2012
