



ODISHA POWER GENERATION CORPORATION LIMITED

CIN: U40104OR1984SGC001429

Zone-A, 7th Floor, Fortune Towers, Chandrasekharpur, Bhubaneswar, Odisha, India

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POWER YOUR CAREER WITH OPGC

Detailed Advertisement for Recruitment to Various Positions (Reserved Category only) in MBS Roll

Advertisement No: OPGC/CO/HR/05/2023

Date: 08/11/2023

IMPORTANT DATES	
Opening of online submission of application	08-11-2023
Last date of submission of online application	22-11-2023 (5:00 PM)
Last date for receipt of hard copy of application along with requisite documents	30-11-2023 (5:00 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 2x660 MW in second phase). We are looking for young, 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 application from eligible Indian Citizens for the following positions:

(A) O&M Department:

Sl. No.	Name of the Post	Grade	No. of Posts
1	Assistant Manager - Operation (Electrical / Mechanical)	E1	04
2	Assistant Manager - O&M (Mechanical)	E1	02
3	Assistant Manager - Chemist	E1	01
4	Assistant Manager - Supply Chain Management	E1	01
5	Assistant Manager - Civil	E1	01
6	Assistant Manager - MGR (P-way Maintenance)	E1	01
Total			10

(B) Finance Department:

Sl. No.	Name of the Post	Grade	No. of Post
1	Assistant Manager - Finance	E1	03
Total			03

(C) SAP Department:

Sl. No.	Name of the Post	Grade	No. of Post
1	Assistant Manager - SAP	E1	01
Total			01

Reservation of Above Posts:

Sl. No.	Name of the Post	Grade	No. of Posts	ST	SC
1	O&M	E1	10	08 (w:3)	02 (w:1)
2	Finance	E1	03	02 (w:1)	01
3	SAP	E1	01	01	00

The reservation of vacancies in respect of Persons with Benchmark disabilities are given below. Persons with Benchmark Disabilities (whose permanent disabilities is 40% or more) shall be adjusted against the categories to which they belong.

Sl. No.	Department	Category
1	O&M	Person with Benchmark Disabilities a. Deaf and hard of hearing
2	Finance	b. Locomotor Disability (OA, OL) including leprosy cured, dwarfism and acid attack victims. c. Combination of a & b above.

The Number of vacancies in any discipline may increase or decrease by the Corporation without any notice.

(ST-Scheduled Tribe, SC-Scheduled Caste, W-Woman). The PwBD certificate is subject to verification of the candidate by the prescribed medical board.

(D) EXPERIENCE AND AGE:

- (i) Candidates must not be under 21 (Twenty-One) years as on 01-12-2023.

Sl. No.	Post	Grade	Minimum relevant Experience (As on 01-12-2023) in Years	Maximum Age (As on 01-12-2023) in Years
A	Assistant Manager (O&M)	E1	3+ Years	41 Years
B	Assistant Manager (Finance)	E1	3+ Years	41 Years
C	Assistant Manager (SAP)	E1	3+ Years	41 Years

- (ii) **Relaxation for SC, ST, Women and PwBD:**

Category	Age Relaxation
Schedule Caste (SC)	Upper age relaxation by 5 (Five) Years
Schedule Tribe (ST)	Upper age relaxation by 5 (Five) Years
Women	Upper age relaxation by 5 (Five) Years
Ex-Serviceman	To the extent of service rendered by them
Person with Benchmark Disability (whose permanent disability is 40% or more)	Upper age relaxation by 10 (Ten) Years

- (iii) Provided that a person who comes under more than one category mentioned above, shall be eligible for only one benefit of upper age relaxation, which shall be considered most beneficial to him / her.
- (iv) Persons with Benchmark Disabilities belonging to SC/ST categories are eligible for cumulative age relaxation benefit.
- (v) The date of birth entered in the Birth Certificate or High School Certificate Examination or equivalent Certificate issued by the concerned Board / Council will only be accepted.

THE AGE LIMITS PRESCRIBED ABOVE CAN IN NO CASE BE RELAXED.

(E) RESERVATION:

- (i) Reservation of posts including reservation for Women will be as per the ORV and other applicable Acts and Rules of Government of Odisha.
- (ii) PwBD candidates, whose disability is 40% (forty percent) or more, are required to attach Disability Certificate indicating percentage of disability & type of disability issued by the concerned Medical Board for consideration as per Rules.
- (iii) Ex-Servicemen are required to attach copy of Discharge Certificate issued by the Competent Authority.

- (iv) Concession meant for SC and ST by birth are admissible to the Scheduled Castes, Scheduled Tribes of Odisha State only.
- (v) Candidates belonging to PwBD and Ex-Servicemen when selected as per the reservation provided for them, shall be adjusted against the categories to which they belong.
- (vi) In the event of non-availability or insufficient number of eligible / suitable women candidates belonging to any particular category, the vacancies or the remaining vacancies shall be filled up by male candidates of the same category.
- (vii) Exchange of reservation between Scheduled Caste and Scheduled Tribe will not be considered.
- (viii) Women candidates belonging to SC/ST are required to submit Caste Certificate by birth showing "daughter of" Caste Certificate obtained by virtue of marriage i.e., showing "wife of" is not acceptable.
- (ix) Community (Caste Status) once mentioned by the candidates shall not be changed under any circumstances.

(F) 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, promotions and rewards.

Sl. No.	Post	Grade	Fixed CTC / Per annum (Rs.)	Variable Pay in Grade (% of Fixed CTC)
A	Assistant Manager (O&M, Finance and SAP)	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.

(G) ESSENTIAL QUALIFICATION:

O&M Engineer: Bachelor's Degree in Engineering or Equivalent with minimum required marks is 50%.

Finance Executive: Must have passed final examination of the Institute of Chartered Accountants of India (CA) or Institute of Cost Accountants of India (CMA).

(H) POST WISE ESSENTIAL QUALIFICATION & EXPERIENCE:

Department	Operation
Grade / Designation	E1 / Assistant Manager
Qualification	<ul style="list-style-type: none"> • Bachelor's Degree in Mechanical/Electrical or equivalent with minimum 50% marks. • Diploma from NPTI/CEA approved training institute is preferred.
Years of Experience	3+ Years (post qualification)

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.
Job Description	
Essential	<ul style="list-style-type: none"> The candidate must have at least one-year similar experience in a coal based thermal plant of Unit size not less than 200/210MW of Gencos, CPPs & IPPs.
Desirables	<ul style="list-style-type: none"> Must have excellent communication, interpersonal, analytical and problem-solving skills. Responsible for Start Up, Synchronization, Shut Down and Emergency Handling of BTG from DCS by keeping a close watch on the parameters of BTG and following the SOP on Operation Techniques. Power generation operations of main plant & auxiliary system with the knowledge of Black Start Procedures, Contingency planning and emergency preparedness in order to handle the emergencies. Knowledge in Grid Management, System control, Scheduling, Dispatch, Fuel Management, Power Plant Chemistry, fuel oil handling, Condenser cooling water system, bearing cooling water system, raw water system, and ash disposal system. Compliance to various Organizational and Statutory Safety requirements with a belief of "Safety First" in order to foster a non-resilient Safety Culture. Issuance of Safety work permit, Ensuring the isolation as per Safety work permit. Must be a team player with an ability and willingness to work with people of different culture and back ground.

Department	O&M (Mechanical)
Grade / Designation	E1 / Assistant Manager
Qualification	<ul style="list-style-type: none"> Degree in Mechanical Engineering or equivalent with minimum 50% marks Diploma from NPTI/CEA approved training institute is preferred.
Years of Experience	3 + Years (post qualification)
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.
Job Description	
Essential	Must have 3 (Three) years' experience in a coal based thermal power plant of capacity not less than 200/210 MW.
Desirables	<ul style="list-style-type: none"> Responsible for spare parts planning, inventory control and planning for annual overhauling/capital overhauling, renovation and modernization works, Execution of reliability centred maintenance practices and administration of maintenance management system. Perform a variety of administrative duties as well as responsible for EHS and other relevant compliances, Provide plant budget forecasts, Capex Budgets, formulating strategy and

	cost minimization conversant with modern maintenance management tools like CMMS, RCA, RCM practices.
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Department	WTP (Chemist)
Grade / Designation	E1 / Assistant Manager
Qualification	Post-Graduation in Chemistry/Degree in Chemical Engineering with minimum 50% marks
Years of Experience	3 + Years (post qualification)
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.
Job Description	
Essential	Must have at least 1 (one) year experience in operation of Water Treatment Plant and Laboratory of Power Plant not less than 200/210MW
Desirables	<ul style="list-style-type: none"> • Knowledge in Operation of Water Pretreatment, Chlorination and Effluent Treatment Plant. • Knowledge in Operation of Demineralization, Reverse osmosis and Ultra filtration Plant. • Knowledge in Operation of Condensate Polishing Plant, Monitoring of SWAS parameters. • Knowledge of various Safety processes and permit to work system. • Conversant with Laboratory analysis of Coal, Water, Lube Oil, Fuel Oil as per standard procedures. • Fully conversant with Environmental parameters monitoring and reporting. • Knowledge of Laboratory Instruments calibration, reagents preparation and standardization. • Knowledge in Safe Operation of Chemicals as per MSDS. • Idea about Inventory control pertaining to Water Treatment Plant and Laboratory. • Able to Manage and guide contractual work force working for WTP and Laboratory. • Conversant with Cooling water treatment and monitoring, Stator water treatment, different actions levels of water and steam parameter. • Planning and ensuring good level of availability of water treatment plant and different type of water required for plant. • Conversant with different standard procedures for analysis of chemicals parameters. • Should have good leadership, communication, interpersonal skill. • Good level of co-ordination skill with cross functional team.

Department	Supply Chain Management
Grade / Designation	E1 / Assistant Manager
Qualification	<ul style="list-style-type: none"> • B.E./ B.Tech./ B.Sc. (Engg.) or equivalent with minimum 50% marks • MBA/PGDM with specialization in Materials Management / Supply Chain Management is preferred.
Years of Experience	3+ Years (post qualification)
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.
Job Description	
Essential	Must have at least 1 (one) year experience in executive cadre in any core industry in Procurement/Contracts/ Supply chain functions.
Desirables	<ul style="list-style-type: none"> • Candidate should be well conversant with SAP MM Module • Candidates with experience in Coal Based Thermal Power Plants shall be given preferred • Candidate must have excellent communication, interpersonal, analytical and problem-solving skills. • Candidate must be a team player with ability to work with people of different background and culture

Department	Civil
Grade / Designation	E1 / Assistant Manager
Qualification	Degree in Civil Engineering or equivalent with minimum 50% marks
Years of Experience	3 + Years (post qualification)
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.
Job Description	
Essential	Must have at least 2 (two) years' experience in various civil works related to a thermal power plant
Desirables	<ul style="list-style-type: none"> • 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. • Knowledge of hard and soft landscaping activity, construction of embankment. • 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. • Knowledge of Spare parts planning, inventory control and planning for day-to-day maintenance, renovation and modernization works. • Knowledge of having variety of administrative duties like EHS and other relevant compliances, provide budget forecasts, Capex Budgets, formulating strategy and cost minimization.

	<ul style="list-style-type: none"> • Able to track of expenses with relation to allotted budget, report variance and take necessary steps. Prepare MIS for all activities. • Knowledge in preparation of contract document, handling & supervision of contract labour and associated issues.
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Department	MGR (P-way Maintenance)
Grade / Designation	E1 / Assistant Manager
Qualification	Degree in Mechanical or equivalent with minimum 50% marks
Years of Experience	3+ Years (post qualification)
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.
Job Description	
Essential	Must have at least 1 (one) year experience in maintenance of Broad-gauge Track.
Desirables	<ul style="list-style-type: none"> • Should have experience in maintenance & inspection of Track in a satisfactory and safe condition for Traffic. • Experience in execution of all works incidental to track maintenance • Sound knowledge about Indian Railway Track Manual, Code & Schedule Dimension. • Knowledge of Spare parts planning, inventory control and planning for day-to-day maintenance, renovation and modernization works. • Knowledge of having variety of administrative duties like EHS and other relevant compliances, provide budget forecasts, Capex Budgets, formulating strategy and cost minimization. • Should have knowledge in handling team of contract workmen

Department	Finance
Grade / Designation	E1 / Assistant Manager
Qualification	<ul style="list-style-type: none"> • Degree from a recognized University. • Pass in the final examination of the Institute of Chartered Accountants of India (CA) or Institute of Cost Accountants of India (CMA)
Years of Experience	3+ Years (post qualification)
Desired Previous Experience	3+ years of post-qualification experience in relevant area in the executive cadre in a Govt./PSU or private company of repute
Job Description	
Essential	<ul style="list-style-type: none"> • Knowledge of accounting in SAP and experience in thermal power projects. • Relevant field of experiences includes experience in the field(s) of Finance/ Accounts/ Taxation/ Cost Accounting/ Auditing in power sector etc. (Experiences obtained after date of declaration of CA / CMA result shall only be considered for this position. Further, the articulated training /practical training which are integrated to the curriculum of respective institution shall

	not be considered as valid experience for this purpose.)
Desirables	<ul style="list-style-type: none"> • Preparation of Accounts, Cost Accounting, Internal Audit, Pricing (tariff), Banking & Treasury Functions, Project accounting, Direct and Indirect Taxation, Coal and Oil procurement/payments, Trade receivables, Trade payables, Assets accounting etc. and specifically interiliac includes the followings: • Preparation of Loan (project Loan and working capital loan) application and liasioning with Banks and Financial Institutions for the purpose; • Preparation of Cost Records in terms of Companies (Cost Audit and Record) Rules. • Taxation (direct and Indirect). • Processing of vendor invoices. • Monitoring of financial health of company, cash flow planning and preparation of financial statements. • Prepare regular MIS reports and summaries of accounting activities. • Preparation of Customer invoices. • Computation of power Tariff and preparation of tariff application for approval by the regulator/s.

Department	SAP
Grade / Designation	E1 / Assistant Manager
Qualification	<ul style="list-style-type: none"> • B.E / B.Tech. in Computer Science and Engineering, Information Technology or equivalent with minimum 60% marks. • SAP certification in ABAP
Years of Experience	3+ Years (post qualification)
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.
Job Description	
Essential	<ul style="list-style-type: none"> • Must have at least 1 year experience in Implementation/Support project extensively working in HR Module related development and excellent in Webdynpro and workflow technology.
Desirables	<ul style="list-style-type: none"> • Rich Skill Sets on ABAP-HR, HR Forms, OOPS ABAP, Webdynpro, Workflow, XML transformations and API based integration. • Work Extensively on HR module related development including Organizational Management, Personnel Administration, Time Management and Payroll Accounting and Taxation. • Experienced in utilizing HR info types, developing and enhancing custom info types, using Logical Databases and customizing LDB selection screens. • Worked on ESS/ MSS, configuring and customize the functionalities. Experience in User Management, Roles and authorization management in portal and backend SAP. • Proficient in DDIC, Reports, Module Pool, ALV's, User Exits, BADI's, Interfaces, Smart forms, SAP Script, Enhancements and Data Uploads and debugging. • Work closely with at least two functional areas within FICO, MM, PM, PS and clear understanding of the associated business process. • Must have good communication skill, strong problem solving, debugging and Analytical skill.

- 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.

(I) 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.

(J) MEDICAL FITNESS:

- The final placement of the candidate is subject to their 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.

(K) PLACEMENT:

- The selected candidates will undergo a probation period of minimum one year from the date of joining.
- Selected candidates may be positioned at ITPS, Banharpalli or Corporate Office, Bhubaneswar, 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.

(L) HOW TO APPLY:

- The candidates need to apply online in the career section of OPGC website (www.opgc.co.in) from **10:00 AM of 08-11-2023 to 5:00 PM of 22-11-2023**. 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. Applications received through any other mode would not be accepted and summarily rejected.
- 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)

	File Size	Dimension
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:

**Dispatch 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. **“ASSISTANT MANAGER – O&M (MECHANICAL)”**

- 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 30-11-2023**.

- 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.

(M) 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.
- Candidates belonging to SC/ ST and PwBD categories will be reimbursed to and fro fare (3rd AC Train fare / bus fare or equivalent amount) as per company's policy from their communication address mentioned in the on-line application for attending the Personal Interview on production of original ticket.
- No change in communication address will be entertained at a later stage for the purpose of reimbursement of TA.
- 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 post 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.

(N) FACILITATION SUPPORT:

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

For information regarding advertisement & recruitment, please e-mail us at recruitment@opgc.co.in

Wish you all the best !

Head (HR)

Odisha Power Generation Corporation Ltd.
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Chandrasekharapur, Bhubaneswar, Odisha – 751023
