



NTPC BHEL Power Projects Private Limited

(A Joint Venture Company of NTPC & BHEL)

Corporate Office : "The Corenthum", 6th Floor, Tower-B, A-41, Sector-62, Noida-201301(U.P)
 Registered Office : NTPC Bhawan, Scope Complex, 7, Institutional Area, Lodhi Road, New Delhi – 3
 Plant Office : Y.S.R. Puram, Mannavaram, Sri Kalahasti Mandal, Distt. : Chittoor (A.P.)

Ref No: REG/NBPPL/2012/03

Date : 28/04/2012

NBPPL Needs Experienced Engineering, HR and Finance Professionals

NTPC BHEL Power Projects Private Limited (NBPPL) is a joint venture company of NTPC Ltd. and Bharat Heavy Electrical Ltd., two leading public sector companies of India. The prime objective of the Company is to enhance the Engineering, Procurement & Construction (EPC) capability and manufacturing capacity of the power sector and supplement the efforts of both the promoter companies.

NBPPL, as an EPC Company, takes up turn-key jobs of power plant with a view to provide total business solution to the customer from concept to commissioning. NBPPL is establishing an equipment manufacturing facility at Mannavaram, near Tirupati, in Andhra Pradesh for Balance of Plant equipment such as Coal Handling, Ash Handling Plant.

Vacancies

To take up the challenges before the company, NBPPL is looking for dedicated, experienced and self driven executives having relevant experience in the following functions – "Power Project Engineering, Project Management, Capital Planning & Coordination, Planning & Development, Quality Assurance, Material Management, Investment & Coordination, Marketing, Information Technology, Site Operations, Human Resource and Finance" as per details given below :

Sl. No	Post	Level	Pay Scale (IDA Pattern) (RS.)	Minimum Overall Experience	Upper Age Limit (Years)	Function wise Vacancies															Total
						PPE	PM	CP&C	P&D	QA	MM	I&C	Mkt	IT	SO (PS)	SO (MP)	SO (Safety)	HR	Fin		
1	Engineer/ Executive	E1	24900-50500	2	30	3	2	1	-	-	1	-	-	-	5	-	-	3	2	17	
2	Sr. Engineer / Executive	E2	29100-54500	5	33	-	1	-	-	-	1	1	1	-	4	-	1	3	2	14	
3	Dy. Manager	E3	32900-58000	7	36	1	-	-	-	-	3	-	1	-	5	3	-	-	2	15	
4	Manager	E4	36600-62000	10	39	7	1	-	1	1	1	-	1	1	10	-	1	1	-	25	
5	Sr. Manager	E5	43200-66000	14	43	7	4	-	-	1	-	-	1	-	4	-	-	-	2	19	
6	Dy. General Manager	E6	43200-66000	16	46	1	2	-	-	-	-	-	1	-	4	-	-	-	1	10	
7	Additional General Manager	E7	51300-73000	20	50	1	1	1	-	-	-	-	1	-	3	-	-	-	-	7	
Total						20	11	2	1	2	6	1	6	1	35	3	2	8	9	107	

*The number of vacancies is tentative and may vary on review as per requirement.

PPE – Power Project Engineering; **PM** – Project Management; **CP&C** – Capital Planning & Coordination; **P & D** – Planning & Development; **QA** – Quality Assurance; **MM** – Material Management; **I&C** – Investment & Coordination; **Mkt** – Marketing; **IT** – Information Technology; **SO(PS)** – Site Operations (Project Sites); **SO(MP)** – Site Operations (Manufacturing Plant); **SO(Safety)** – Site Operations (Safety); **HR** – Human Resource; **Fin** – Finance
Posting Location: The vacancies exist for posting at Corporate Office, Manufacturing Plant at Mannavaram (near Tirupati) and various project sites across the Country. Though the Corporate office is presently situated at Noida, the same will be shifted shortly to Mannavaram / Tirupati in Andhra Pradesh. The applicant should be ready to work anywhere in India or abroad.

Reservations and Relaxations

Grade	Reservations				
	Total	Un-reserved	SC	ST	OBC
E1	17	9	3	1	4
E2	14	8	1	1	4
E3	15	5	4	1	5
E4	25	12	4	2	7
E5	19	10	3	1	5
E6	10	8	0	0	2
E7	7	5	1	0	1

In addition, 3% reservation as horizontal reservation would be given to persons with disabilities as per Government guidelines.

Note:

- Vacancies reserved for OBC category are meant only for candidates coming under "Non Creamy Layer". Non Creamy Layer means the gross annual income of parents of candidate should not exceed Rs. 4.5 Lakhs in last three consecutive years in line with DOPT OM No. 36033/3/2004-Estt.(Res) dated 14th October, 2008. The Non Creamy layer does not include the wards of parents, who are employed with central / State governments, PSUs in Group A or even those who were initially in Group B and travel to group A below the age of 40 years.
- The persons with disabilities of not less than 40% of relevant disability shall be eligible for reservation. The disability certificate should be issued by the competent authority in line with the DOPT OM No. 36035/3/2005- Estt(Res) dated 29.12.2005. For identification of posts for PWD, reference of notification of such posts vide DPOT No. 16-25/99 N.I.I. dated would be made.
- The numbers given above are tentative and may vary on review of requirement.

Age limit is relaxable by:

- 3 years for OBC (Non Creamy Layer);
- 5 years for SC/ST Candidates;
- 10 years for Physically Challenged candidates with locomotor disability or hearing impairment. The definition of locomotor disability and hearing impairment for Physically Challenged candidates is as per "The Persons with Disabilities (Equal Opportunities Protection of Rights and Full Participation) Act 1995;
- 5 years for the candidates who had domiciled in the state of Jammu & Kashmir during the period from 01.01.1980 to 31.12.1989.
- Maximum age limit shall be relaxed by 2 years for candidates with full-time Post Graduate Degree in relevant Engineering discipline.

Qualification:

A. For Power Project Engineering/Project Management / Capital Planning & Coordination/Planning & Development/Quality Assurance /Material Management / Investment & Coordination/ Marketing / Information Technology /Site Operations (Project Sites) / Site Operations (Manufacturing Plant) / Posts:

Full time Bachelor's Degree in Engineering / Technology from a recognized Indian University / Institute approved by AICTE with not less than 60% marks in aggregate for Un-reserved/OBC and 50% for SC/ST candidates, taking average of all Semesters / Year irrespective of the weight age given to any particular semester / year by your Institute / University in relevant discipline as per table below :

Functions	Allowable Engineering Discipline
Power Project Engineering	Electrical / Mechanical/ Electronics / Control & Instrumentation
Project Management	Electrical / Mechanical/ Civil/ Electronics / Control & Instrumentation
Capital Planning & Coordination	Civil / Mechanical
Planning & Development	Electrical / Mechanical/ Civil/ Electronics / Control & Instrumentation
Quality Assurance	Mechanical / Electrical
Material Management	Mechanical / Electrical
Investment & Coordination	Electrical / Mechanical/ Civil/ Electronics / Control & Instrumentation
Marketing	Electrical / Mechanical/ Civil/ Electronics / Control & Instrumentation
Information Technology	Computers Science / Information Technology
Site Operations (Project Sites)	Electrical / Mechanical / Civil / Electronics / Control & Instrumentation
Site Operations (Manufacturing Plant)	Mechanical / Electrical

B. For Human Resource Posts:

Graduate with at least two years full time Post graduate Degree / Post graduate Diploma in HR with specialization in Social Work/ Industrial Relations/ Personnel Management/ Business Administration from recognized Indian University/ Institutes with not less than 60% marks for Un-reserved/OBC and 50% for SC/ST candidates.

C. For Finance Posts:

Graduate with membership of Institute of Chartered Accountants of India OR Member of Institute of Cost Accountant of India with at least aggregate 50% marks considering all levels / stages.

D. For Site Operations (Safety) Posts :

Full time Bachelor's Degree in Engineering / Technology from a recognized Indian University / Institute approved by AICTE with not less than 60% marks in aggregate for Un-reserved/OBC and 50% for SC/ST candidates, taking average of all Semesters / Year irrespective of the weight age given to any particular semester / year by your Institute / University And possess at least One year Diploma in Industrial Safety recognised by the Government.

Experience Profile :

A. Power Project Engineering:

Mechanical / Electrical /Electronics/ Control & Instrumentation: Engineers with experience in Design and or Engineering, Proposal/procurement engineering and site support activities in any of the following areas:

- Boiler, turbine, generator, auxiliaries and balance of plant items such as Coal handling plant, ash handling plant, water treatment and transport system, fuel oil handling system, AC and ventilation system, fire protection system, effluent treatment and handling system
- Electrical protections and control, and layout, cabling and grounding etc., covering equipment and systems such as power and distribution transformers, HT and LT switchgear, DC systems, cables and cabling, lighting etc
- Proposal/ basic station C&I of power plants covering analog and binary controls for boiler, turbine and generator and balance of plant areas, instrumentation and layouts, interlocks and protection, and procurement engineering of items such as control valves, flow elements and local instruments etc.

B. Project Management :

Project Management function /activities namely preparing master network schedules, execution & monitoring the project progress, project engineering co-ordination, commercial bid evaluation, understanding and preparation of BBU and Cash Flow statements, Site issues co-ordination in Engineering Industry /Projects.

C. Capital Planning & Coordination :

Engineers with experience in preparation of scope of works contract including preparation of bill of quantities & estimation and technical evaluation of offers.

D. Planning & Development:

Planning & development /central planning – current and long range, corporate planning, development of new projects/ products in Engineering Industry / Projects, Technology collaboration and implementation.

E. Quality Assurance/ Control :

Quality Assurance/ Control, Inspection and Performance testing experience in Engineering Industry/ Projects. Candidates with Level 2 or level 3 in Ultrasonic Testing / Radiographic Testing will be preferred.

F. Material Management:

Material Planning /Purchase/ Sub-contracting/ Purchase & Stores in Engineering Industry /Projects.

G. Investment & Co-ordination :

Investment and co-ordination experience namely cost – benefit studies, calculation of return on investments for various alternatives in Engineering industry / projects.

H. Marketing :

Marketing functions namely market scanning, Bid preparation for power / infrastructure / Engineering industries, liaisoning with statutory authorities, finalisation of specifications and scope, terms and conditions with customer and internal departments; Marketing activities namely Tendering, Contracting, Other Commercial function in Engineering Industry/Projects.

I. Information Technology :

Experience in creating IT Policy, Strategy, Architecture and implementing IT practices for the organization. Candidate should have worked in the area of servers, Network Management, Computer Hardware Management, IT Security, IT Application implementation, IT procurement proposal.

J. Site Operations (Project Sites):

- Mechanical Engineer experienced in erection of boiler, turbine, generators, piping, auxiliaries or erection of piping, insulation, welding, NDT with knowledge of quality systems / safety practices in site operations
- Electrical Engineer experienced in Electrical Equipment erection, HT/LT Switchgears, EHV switchgears, cabling, lights, commissioning work in infrastructure projects preferably in power projects.
- C&I Engineer experienced in C&I erection and commissioning works in infrastructure projects preferably in power projects.
- Civil Engineers experienced in all types of civil works in infrastructure projects preferably in power projects

K. Site Operations (Safety):

Experience in Industrial Safety, Health & Environment in Power station or Engineering Industry.

L. Site Operations (Manufacturing Plant):

Engineering graduates with experience in maintenance functions in modern machine shop having general purpose machineries like CNC Lathe, Horizontal boring, VTL etc.. Knowledge of machinery installation will be advantageous.

M. Human Resources:

HR Functions like Policy Formulation, Manpower Planning, Recruitment, Performance Management, Organisational Development, Compensation & Benefits, Administration, Award and Recognitions, Industrial Relations and Welfare, Training & Development etc.

N. Finance:

In – Depth knowledge in the area of Accounting and Audit, Financial Management, Direct and Indirect Taxation, Management Accounting, Budgeting, Costing etc.

MODE OF SELECTION:

Through Personal Interview

GENERAL INSTRUCTIONS:

- Only Indian Nationals are eligible to apply.
- No processing fee is applicable to candidates applying for these posts.
- Category such as OBC, SC, ST should be carefully filled up in the online application format as this will normally not be allowed to be changed at a later date.**
- All computations of age / minimum experience requirement / qualification shall be done w.r.t. the last date of receipt of online applications as mentioned in the advertisement. The date of declaration of result / issuance of mark sheet shall be deemed to be the date of acquiring the qualification and there shall be no relaxation on this account. Post qualification executive experience on a post / level shall be counted only from said date onwards.
- The management reserves the right to raise the minimum eligibility standards / criteria. Management may also relax / lower the qualifying standards/ criteria in case suitable candidates are not available. If the eligible applicants are in excess of 1:10 to the number of vacancies, candidates will be shortlisted and invited in the ratio of 1:10 on the basis of merit of qualifying degree marks.
- Candidates called for interview will be reimbursed up to single AC-2 tier sleeper class return rail fare by mail/express train from their starting station or mailing address, whichever is near to the place of interview or Economy air fare whichever is lower. However, candidates called for E1 position would be reimbursed for Sleeper Class (Non-AC).
- Candidates claiming to belong to any particular category shall necessarily submit a copy of SC / ST/OBC/PWD certificate, as the case may be, from a competent authority. Relaxation, as applicable as per government guidelines shall be applicable for SC/ST/OBC/PWD.
- The company reserves the right to cancel/ restrict/expand/enlarge the recruitment process without issuing any notice or reason thereof.
- While applying for any post, the applicant should ensure that he/she fulfills the eligibility criteria and other norms mentioned above, as on specified dates and that the particulars furnished are correct in all respects. In case it is detected at any stage of recruitment that a 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 will stand automatically cancelled, if any of the above shortcoming (s) is /are detected even after appointment, his /her services are liable to be terminated without any notice.
- Candidates presently employed with Govt. Depts., PSUs and Autonomous Bodies must apply through proper channel or produce a "No Objection Certificate" at the time of interview. However, in the event of difficulty, they may send the application directly and produce the relieving letter from their organization in the event of selection. However, for employees of NTPC and BHEL, production of NOC at the time of interview is a binding condition.
- NBPPL will not be responsible for any postal delay/ loss in transit in submission of documents within specified time.
- Posting of selected candidates would be as per the job requirement of desired profile and on management discretion. The postings can be subsequently changed.
- Candidates should be in sound health. On selection, their appointment will be subject to meeting the medical requirements as per company policy.
- Any legal proceedings in respect of any matter of claim or dispute arising out of this advertisement and / or an application in response thereto shall be subject to jurisdiction of Courts at Delhi.
- Company reserves the right to reject any application without assigning any reason whatsoever.

HOW TO APPLY:

The application is to be applied on line; relevant link of the same is available at our website www.nbppl.in. The on-line submission of application will be accepted only on filling up of all relevant information for applicable category. On submission, the system would generate an acknowledgement slip, the same is to be sent along with documents (i.e. self attested copies of mark sheet, Professional Degrees, Proof of date of birth, documents certifying the experience, NOC etc.) by speed post / Courier to The Recruitment Cell, HR Department, NBPPL, "The Corenthum", 6th Floor, Tower-B, A-41, Sector-62, Noida-201301(U.P.). Candidates are advised to remain in readiness to produce the required documents as mentioned above in original in the event of being invited for the interview.

The online application submission would start w.e.f. Date :02.05.2012 Time: 10:00 am
 The last date of on-line application submission would be Date :16.05.2012 Time: 06:00 pm
 The last date of receipt of documents Date :23.05.2012 Time: 06:00 pm