



टीएचडीसी इंडिया लिमिटेड
THDC INDIA LIMITED
(श्रेणी-क, मिनी रत्न, सरकारी उपक्रम)
(Schedule “A” Mini Ratna Government PSU.)

Advt. No.-13/2022

Date:07.12.2022

**RECRUITMENT FOR THE POST OF ADDITIONAL GENERAL MANAGER in
discipline of COMPANY SECRETARY & HR and DEPUTY GENERAL
MANAGER & DEPUTY MANAGER in discipline of Mining on Regular Basis**

Company Profile:

THDC India Limited is a leading Power Sector and Profit making Public sector Enterprise and registered as a Public Limited Company in July-88 under the Companies Act, 1956. THDCIL was conferred ‘Mini Ratna – Category - I Status in Oct - 09 and up -graded to Schedule ‘A’ PSU in July – 10 by the Govt. of India.

The Equity of company was earlier shared between Govt. of India and GoUP in the ratio of 75:25. Recently, the Share Purchase Agreement was executed between NTPC Limited and President of India on March 25, 2020, for acquisition of legal and beneficial ownership of equity held by the President of India in THDC India Limited which represents 74.496% of the total paid up share capital of THDCIL for an aggregate consideration of INR 7500 crore (Rupees Seven Thousand Five Hundred Crore only). After Strategic Sale Equity in THDC India Limited is shared between NTPC Limited and Government of UP in a ratio of 74.496 and 25.504.

The Authorized Share Capital of the Company is Rs. 4000 Cr. THDCIL started earning profits from first year (2006-07) of commercial operation of its maiden project i.e. Tehri HPP (1000 MW) and THDCIL is a consistently profit-making company since then.

THDCIL was constituted with the sole objective to develop, operate & maintain the 2400 MW Tehri Hydro Power Complex and other Hydro projects. The 2400 MW Tehri Hydro Power Complex comprises of (1) Tehri Dam & HPP (1000 MW), (2) Koteshwar HEP (400 MW) and (3) Tehri PSP (1000 MW).

The Corporation has grown into a multi-Project Organization, with Projects spread over various States as well as neighboring country, Bhutan. Presently, THDCIL has a portfolio of 13 projects (Hydro, Thermal, Wind & Solar), totaling to an installed capacity of 5,539 MW, which includes 1587 MW Operational and balance under various stages of development / implementation. In addition, a number of Projects in the country are in the business development stage.

Presently, THDCIL has three operational hydro power plants namely Tehri HPP (1000 MW), Koteshwar HEP (400 MW), Dhukwan Small HEP (24 MW), two operational Wind Power Plants namely Patan Wind Farm (50 MW) and Devbhumi Dwarika Wind Farm (63 MW) and one Solar Power Plant at Kasargod, Kerela (50 MW).

Presently, two hydro power projects namely Tehri PSP (1000 MW) & VPHEP (444 MW) and one Thermal Project namely Khurja STPP (1320 MW) are under construction.

Ministry of New and Renewable Energy (MNRE) has allotted THDCIL to develop UMREPPs through SPV/JVC in the state of Uttar Pradesh and Rajasthan. The capacity of UMREPPs to be developed in UP is 2000 MW and in Rajasthan 1500 MW. After approval by UP Cabinet on 16.06.2020, MoU between THDCIL and UPNEDA for formation of JV has been signed on 06.08.2020. JV Company namely TUSCO limited has been registered on 12.09.2020. In the initial phase, JV is planning to develop 600 MW capacity of Solar Park, each at Jhansi and Lalitpur District of UP. Formation of JV between THDCIL & representative of Rajasthan Govt. is under way.

Further, THDCIL has also diversified to provide specialized Consultancy services in the Power Sector.

For further details of company profile and projects candidates may log on to www.thdc.co.in

THDCIL invites applications from dynamic candidates with good experience and academic records to join THDC India Limited in following posts:

DETAILS OF POST

S.No.	Grade	No. of Post	Designation	Qualification	Experience	Age as on 7 th Dec 2022
1.	E-8 Level	01 (UR)	Additional General Manager (Company Secretary) on Regular Basis	Graduate and Member of Institute of Company Secretaries of India Degree in Law will be added qualification.	Post qualification executive experience of 23 years in executive/officer cadre out of which minimum 2 years in immediate lower grade/scale (CDA/IDA) IDA: 1,00,000-3%-2,60,000	53 years
2.	E-8 Level	01 (UR)	Additional General Manager (Human Resource) on Regular Basis	MBA with Specialization in Personnel Management (HR as Main or Major Subject) /HRD/HRM with Minimum 60% marks or Post Graduate Degree in Personnel Management/IR/Labour Welfare with minimum 60% marks or Minimum 2 years full time Post Graduate Diploma in PM&IR/Labour Welfare with minimum 60% marks or Masters in Social Work or MHROD from recognized university/Institutes recognized by appropriate statutory authority. Desirable Qualification: LLb	Post qualification executive experience of 23 years in executive/officer cadre out of which minimum 2 years in immediate lower grade/scale (CDA/IDA) IDA: 1,00,000-3%-2,60,000	53 years
3.	E-7 Level	01 (UR)	Deputy General Manager (Mining) on	Full-Time Degree in Mining Engineering (B.E/B.Tech/B.Sc-4yrs.) From a	Post qualification executive experience of 20 years in executive/officer cadre out of	50 years

			Regular Basis	recognized Institute. Valid First-Class Manager's Certificate from DGMS	which minimum 3 years in immediate lower grade/scale(CDA/ IDA) IDA : ₹.90,000-3%- ₹.2,40,000	
4.	E-4 Level	02 (UR)	Deputy Manager (Mining) on Regular Basis	Full-Time Degree in Mining Engineering (B.E/B.Tech/B.Sc-4yrs.) From a recognized Institute. Valid First-Class Manager's Certificate from DGMS.	Post Qualification Experience of 6 years in Executive/Officer Cadre out of which 3 years in immediate lower grade/scale(CDA/IDA) IDA Pay Scale:60,000-3%- 1,80,000	40 years

Candidates with 59.99% marks in Essential Qualification are not eligible and shall not be rounded off to 60%.

COMPENSATION PACKAGE

Selected Candidates in the post of **Additional General Manager in discipline of Company Secretary & HR in E-8 Level on Regular basis** will be placed at minimum basic pay of Rs. 1,20,000 in the pay scale of Rs. 1,20,000-3%-2,80,000 (IDA).

Selected Candidates in the post of **Dy. General Manager (Mining) in E-7 Level on Regular Basis** will be placed at minimum basic pay scale of Rs 1,00,000-3%-Rs 2,60,000 (IDA) and Selected Candidates in the post of **Dy. Manager (Mining) in E-4 Level on Regular basis** will be placed at minimum basic pay of Rs. 70,000 in the pay scale of Rs. 70,000-3%-2,00,000 (IDA).

The Compensation package shall include Basic Pay, Dearness Allowance, Perquisites and Allowance as per cafeteria, Performance Related Pay, Company Leased Accommodation / Company Quarters or HRA, Reimbursement of monthly conveyance expenditure, mobile facility, etc. will be admissible as per company rules in force from time to time. The Corporation also offers excellent facilities like Short and Long term Loans & Advances including House Building Advance, Car Loan, Computer/Laptop loan, Medical facilities for self and dependents, Group Insurance, PF, Gratuity and Pension

SELECTION PROCESS

1. Selection of candidates will be on the basis of experience in the respective field and performance in the interview.
2. Candidates shall be shortlisted for the Personal Interview in ratio of 1:5.
3. Personal Interview will be conducted for all eligible candidates.
4. However, if the number of eligible applicants to the number of vacancies for the post is in excess of the ratio 1:5, the number of candidates will be restricted for Personal Interview on the basis of academic record and experience.

HEALTH STANDARDS

Applicants should have sound health. Before joining candidates will have to undergo medical examination by CMO of any Govt Hospitals. No relaxation in Medical Norms is allowed. For details of norms and Standard of Medical Fitness, please visit “Medical Norms” on recruitment of our website www.thdc.co.in

REGISTRATION FEES

Candidate belonging to General/OBC(NCL)/EWS category are required to pay non-refundable registration fees of Rs. 600 (Rs Six Hundred Only) through online mode.

The SC/ST/PwBDs/Ex-Servicemen/ Departmental candidates (THDCIL Employees only) need not pay the Registration fee.

No age bar for the Departmental candidates (THDCIL employees only).

GENERAL INFORMATION AND INSTRUCTIONS

1. Only Indian Nationals are eligible to apply.
2. The candidate should ensure that he / she fulfills the eligibility criteria and other norms mentioned in this advertisement. If a candidate shortlisted based on the information given by him/ her and does not fulfill the same/ meet the criteria, he/she will not be allowed for Personal Interview.
3. All qualification should be from an Indian University/Institute recognized by AICTE appropriate statutory authority.
4. All Degree/Diploma should be from recognized Indian University.

5. Training / Apprenticeship / Teaching period will not be counted as experience.
6. Computation of age and experience shall be done as on **7th December 2022**.
7. While applying for the post, the applicant should ensure that he/she fulfils the eligibility and other norms mentioned above, as on the 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 fulfil 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.
8. Reservation/Relaxation/Concession to the candidates belonging to SC/ST/OBC (NCL)/EWS/ PwBDs/Ex-Servicemen/J&K Domicile/Victims of Riots category shall be as per the Government of India directives.
9. Canvassing in any form shall disqualify the candidate.
10. Candidates claiming to belong to any particular category shall/ necessarily furnish valid EWS/ OBC (NCL)/SC/ST/ PwBDs Certificate, as the case may be, from Competent Authority. For posts where there are identified vacancies for OBC (NCL)/SC/ST/ PwBDs/EWS candidates, are required to submit requisite certificate in the latest prescribed format of Government India, issued in the current year only. Relaxation can be extended in case of vacancies identified for SC/ST/OBC (NCL)/PwBDs/EWS candidates. The upper age limit relaxed by 05 years for SC/ST/, 03 years for OBC (NCL) candidates. It is relaxed by 10 years for PwBD-General/EWS, 13 years for PwBDs for OBC (NCL) and 15 years for PwBDs- SC/ST/ candidate. The OBC candidates who belong to "Creamy Layer" are not entitled for concession admissible to OBC-category and such candidates have to indicate their category as General. Upper age is relaxed by 05 years for the candidates who had ordinary been domiciled in the State of Jammu & Kashmir from 01.01.1980 to 31.12.1989 in addition, the age relaxation for Ex-Servicemen (Ex-SM) will be as per Government of India guidelines/directives.
11. The total number of vacancies indicated above may increase/decrease at the discretion of THDCIL Management.
12. Format prescribed for furnishing certificates for SC/ST, OBC, EWS and PwBDs (as applicable for the relevant PwBDs category), formats are available in THDCIL website www.thdc.co.in.
13. The closing date for receipt of application will be treated as the date reckoning for SC/ST/OBC(NCL)/EWS/PwBDs status of the candidate and the candidate should be in possession of necessary certificate as on this date.
14. In case Caste /Category Certificate is issued in a language other than Hindi or English,

candidates are advised to produce a certified translation of the same in either Hindi or English language at the time of document verification.

15. The upper age limit shall also be relaxed by 5 years for candidates belonging to THDCIL Project Affected Families.
16. Candidates belonging to **Doob Kshetra/THDCIL Project Affected Area** the certificate shall be valid only if the same is issued by **Special Land Acquisition Officer (SLO) duly verified by concerned District Authority.**
17. Candidates shall be required to bring a valid photo ID to the interview. Photocopies of the original identification document shall not be acceptable. Candidates will not be permitted to appear for the Personal Interview if original and valid photo identification is not presented.
18. Candidates are advised to keep their e-mail ID, Mobile No. active at least for one year. No change in e-mail ID and Mob. No. will be allowed once entered. All future correspondence shall be sent via e-mail/ or SMS only.
19. All information regarding this recruitment process shall be made available in the recruitment section of our website <http://www.thdc.co.in> and no separate communication shall be made. Applicants are advised to check the website periodically for updates related to recruitment process.
20. Applications from candidates employed in the Central/State Governments and Public Sector Undertakings, will have to be forwarded through proper channel. However, application not submitted through proper channel may be processed on the basis of advance copy but in such cases the candidate will be required to produce a **“No Objection Certificate”** at the time of interview. Failing which he/she shall not be permitted to attend the interview. An undertaking to this effect would have to be furnished by the applicant along with his application.
21. Candidates employed with Government Departments/PSUs/Autonomous Bodies will be required to submit relieving letter from current organization at the time of joining if selected for the post.
22. The mere fact that candidate has submitted application against the advertisement and apparently fulfilling the criteria as prescribed in the advertisement would not bestow on him/her the right to be definitely called for interview/ considered further for selection process.
23. Depending on the requirement THDCIL reserves the right to cancel / restrict /enlarge / modify / alter the recruitment/ selection process, if need so arises, without issuing any further notice or assigning anyreason thereafter.

24. For any queries, regarding the this recruitment process, please send email to thdcrecruitment@thdc.co.in. or can call on working day (Monday to Friday) from 10.00 AM to 5.30 PM in recruitment cell at 0135-2473412 and 0135-2473837
25. Any proceeding in respect of any matter of claim or dispute arising out of this advertisement and/or an application response there to can be instituted only in Dehradun (Uttarakhand) and Court/tribunals/ forums at Dehradun (Uttarakhand) only shall have sole exclusive jurisdiction to try any such cause/dispute.
26. In case any ambiguity/ dispute arises on account of interpretation in versions other than English, the English version will prevail.

HOW TO APPLY

Before applying for Online Registration Form candidates should possess the following:

1. Valid and active Email ID and Mobile No.
(E-mail ID and mobile number to be entered in online registration form is mandatory. In case a candidate does not have a valid e-mail ID, he/she should create his/her new e-mail ID before applying online. Candidates are advised to keep the e-mail ID and mobile number entered in the online registration form active for at least one year. No change in the e-mail ID or mobile number will be allowed once entered. All future correspondence shall be made via e-mail and/ or SMS only.)
2. Scanned copy of recent passport size color photograph of the candidate with white background (Size-50 KB & Format-JPG/PNG/PDF)
3. Scanned signature of the candidate. (Size-20 KB & Format-JPG/PNG/PDF).
(Signature (in Black ink) against white background is to be scanned and uploaded in the space earmarked in the online registration form. Candidate is advised to confirm his/her uploaded signature is clearly visible/ identifiable at the appropriate place.)
4. Scanned copy of Marksheet of Class Xth and XIIth Marksheet (Size-125 KB & Format-JPG/PNG/PDF)
5. Marksheet & Degree (Full-Time/Regular) of respective essential qualification. (Size-500 KB & Format-JPG/PNG/PDF).
NOTE: Candidates having Additional Qualification are supposed to upload the supporting documents alongwith documents of essential qualification as one file.
6. Scanned copy of Experience Certificate. (Size-500 KB & Format-JPG/PNG/PDF).
(Candidates should ensure that they have uploaded all their experience certificates as one file)

7. Scanned copy of Valid First-Class Manager's Certificate from DGMS (Size-500 KB & Format-JPG/PNG/PDF)

Candidates applying for DGM (Mining) and Dy. Manager (Mining) have to upload Valid First-Class Manager's Certificate from DGMS. They can upload other experience certificates as well alongwith this certificate.

And candidates applying for AGM (CS) and AGM (HR) can upload their other experience documents in this case.

NOTE: The above documents are to be uploaded against the UPLOAD OTHER EXPERIENCE CERTIFICATES in upload documents section.

8. Scanned copy of Caste/ Category Certificate (if applicable in case of SC/ST/OBC(NCL)/PwBD/J&K Domiciled / Ex-Servicemen/ Victims of riots /Doob Kshetra of THDC Projects) in a format prescribed by the Government of India. (Size-125 KB & Format-JPG/PNG/PDF)

9. Scanned copy of Proof of norms adopted by University/Institute to convert CGPA/OGPA/DGPA in to percentage. (Size-125 KB & Format-JPG/PNG/PDF)

If CGPA is not applicable then upload the scanned copy of Marksheet.

Steps to Fill in Online Registration Form:

- I. The relevant link will be made available on THDCIL website <https://www.thdc.co.in/> → **Career Section** → **New Openings**. No other means/ mode of Registration Form shall be accepted. Candidates shall only apply through online registration link. ***Before filling the Online Registration Form please read eligibility criteria and essential qualification required carefully.***
- II. Candidates must fill in their Basic Information.
Candidates must enter the same name in the same configuration as they are entering while applying as mentioned in their certificate.
- III. Must carefully fill the fields asked in the Basic Information. Such as State Domicile, Category, Religion and other information asked.
- IV. Fill in the details of Academics & Professional Qualification as per your marksheet and certificate only. Provide marks as per your marksheet. In case of CGPA provide correct marks in percentage after conversion.
- V. While filling in the Languages Known remember to tick the boxes provided in that section as well. Next fill in Address details and other information.
- VI. Fill in the details of your experience with proper mention of period of service.

- VII. Remember to upload all the documents as per mentioned format and size. Please see that all documents uploaded are clear and readable.
- VIII. Upon completing the filling of the details in Registration form, candidate has to click the Save button and then proceed further:
- For the candidates belonging to **General, OBC(NCL) and EWS**, Payment Now option will appear before final submission of Registration Form, the candidate has to click on Payment Now and complete the payment process. After completion of Payment process, the candidates shall complete the application form by filling up of Payment details and then shall click on the Submit Button at the bottom of the page.
 - For ST/SC/PwBD/ J&K Domiciled / Ex-Servicemen/ Victims of riots /Doob Kshetra (Project Affected)/ Department Candidates (THDCIL Employees only) need not pay the Registration Fee and no Payment Now option will appear, for such candidates, they have to directly click on Submit button at the bottom for Final Submission.

IMPORTANT NOTE: After clicking of Submit button the Registration Form will be considered complete and submitted for Final Submission.

- IX. Candidate should take a print out of completed application form and keep it with him/ her safely for future reference. **(This print out of application should be kept in safe custody of the candidate. Candidates must not send this printout to any office of THDCIL).**
- X. Other Points:
- All Information regarding this recruitment process shall be made available in the career section of our website <http://www.thdc.co.in> and no separate communication shall be made. Applicants are advised to check the web site periodically for updates regarding this recruitment.
 - Applicants should keep sufficient copies of same photographs in reserve for future use, which they are using in the Online Registration.
 - Applicants can send their Query related to Recruitment to e-mail ID: thdcrecruitment@thdc.co.in or can call any working day (Monday to Friday) from 10.00 AM to 5.00PM in recruitment cell at 0135-2473837 and 0135-2473412.
 - Once applied, the applicants are advised to check the website as well as their registered e-mail ID regularly for any updates.

THE CANDIDATES SHOULD CROSS CHECK ALL THE DETAILS FILLED IN THE ONLINE REGISTRATION FORM, BEFORE FINALLY SUBMITTING THE SAME, AS NO CORRECTION WILL BE ALLOWED LATER.

HOW TO MAKE PAYMENT

- For **GENERAL, OBC(NCL) & EWS CANDIDATES**- Candidates have to click on the payment now link and make payment of **Registration fee-₹ 600/- (₹. Six Hundred only)**
 - For **ST/SC/PwBDs/ J&K Domiciled / Ex-Servicemen/ Victims of riots /Doob Kshetra of THDC Projects** the **Registration fee is exempted.**
1. Visit SBI Collect from <https://www.onlinesbi.com/sbicollect/icollecthome.htm>
 2. Select the check box of Terms & Conditions and click on “Proceed”.
 3. State of Corporation/Institution-----> Select -All India
Type of Corporation/Institution-----> Select -PSU-Public Sector Undertaking.
 4. Click on “Go”.
 5. PSU-Public Sector Undertaking Name-----> Select----- THDC INDIA LIMITED.
 6. Click on “Submit”.
 7. Select Payment Category-----> Select as per the post applied for----->
 - Recruitment of Additional General Manager (CS)
 - Recruitment of Additional General Manager (HR)
 - DGM-Mining Amelia Coal Mines
 - Dy. Manager-Mining Amelia Coal Mines
 8. Fill in the details like THDC Registration No., Name, Father’s Name, Mobile and Email ID. (Please fill in the same details as entered in online application)
 9. Click on “Submit”
 10. Make payment of fees.

IMPORTANT POINTS:

- On making the payment a unique number will be generated and the candidates will receive it on their Registered Mobile Number through SMS.
- Candidate should take print out of receipt of Registration Fee and keep it with him/her safely for future reference. Candidate must not send this printout to any office of THDCIL.
- If Registration Fee is deducted from the bank account and candidate receives failure payment message, after submitted the Registration Form and Payment Now displaying on the Registration form then candidates are advised to read instructions carefully under “Steps for making payment of Registration Fee” and accordingly once again make the payment of Registration fee or contact his/her bank.
- Bank Commission charges will be borne by the candidates. In case the fee is deposited in wrong account then THDCIL will not be responsible.
- Registration fee deposited **after 08.01.2023 (5:30 PM) will not be valid.**
- Fees once paid will not be refunded under any circumstances. Candidates are therefore requested to ensure their eligibility before applying for any post and payment of Registration Fee.

IMPORTANT DATES

Sl.No.	Particulars	Date & Time
1.	Opening of Online Registration	7 th December 2022 (10:00 AM)
2.	Closing of Online Registration	6 th January 2023 (11:59 PM)
3.	Last date of submission of payment details in Online Portal (For Registered candidates only)	8 th January 2023 (5:30 PM)

Note:

- 1. Applicants are advised to check the Recruitment section of our website regularly for any updates.*
- 2. In order to avoid last minute rush, the candidates are advised to apply early enough. THDCIL will not responsible for network problems or any other problem in submission of online application.*
- 3. Registration Fee once paid will not be refunded under any circumstances.*