



**NHPC Limited**  
(A Government of India Enterprise)

**Energy is future, Make it bright**

Advertisement No: NH/Rectt./02/ 2022

Regd. Office: NHPC Office Complex, Sector-33, Faridabad-121003 (Haryana)  
CIN No. - L40101HR1975GOI032564



**Come on board to embrace exciting challenges with NHPC...**  
**THROUGH: GATE – 2022, UGC NET-Dec-2021 & June 2022 (merged cycle), CLAT 2022 (for PG) & CA/CMA Score**

NHPC Limited, a premier Schedule – A, 'Mini Ratna' Company with 70.95% owned by Government of India is the biggest hydropower company in India and a leader in design, construction and operation of hydropower plants. NHPC has so far commissioned 22 Hydro Projects, 01 Wind Power Project & 01 Solar Power Project with an installed capacity of 7071.2 MW including projects developed in Joint Venture.

NHPC, along with its subsidiaries and JVs, is also aggressively expanding its renewable energy portfolio; including hydro, solar and wind power. It has 14 Projects with 7627 MW capacity in construction stage, 7 Projects with 7052 MW capacity in clearance stage, and 05 Projects with 2455 MW capacity in Survey & Investigation stage. NHPC has been earning profit for the last many years, with Gross Turnover of Rs. 9379.98 Crore and Profit after Tax of Rs. 3537.71 Crore during FY 2021-22.

NHPC offers exciting opportunities and challenges to learn and grow. The company fosters excellent working environment and has attractive compensation package. To support its high growth trajectory, NHPC is looking for High Performing, Dynamic & Achievement-Oriented young Graduate Engineers and Professionals with bright academic record to join the organization as:

Sl. No.	Post / Grade / Pay Scale	Minimum Qualification	Maximum Age(as on 25.01.2023) / Vacancies
1.	Trainee Engineer (Civil) / (E2) / ₹50,000-3%-1,60,000 (IDA)	Full time regular Bachelor's Degree in Engineering / Technology / B.Sc. (Engineering) Degree in Civil Discipline from recognized Indian University / Institute approved by AICTE with minimum 60% marks or equivalent grade or AMIE (enrollment upto 31.05.2013) with minimum 60% marks or equivalent grade.	30 Yrs. <b>Total – 136</b> Current Vacancies: (SC-20,ST-10,OBC-36, EWS-13,UR-57)
2.	Trainee Engineer (Electrical) / (E2) / ₹50,000-3%-1,60,000 (IDA)	Full time regular Bachelor's Degree in Engineering/ Technology / B.Sc (Engineering) Degree in Electrical Discipline from recognized Indian University / Institute approved by AICTE with minimum 60% marks or equivalent grade or AMIE (enrollment upto 31.05.2013) with minimum 60% marks or equivalent grade <b>Electrical Discipline includes</b> Electrical/ Electrical & Electronics /Power Systems & High Voltage/ Power Engineering.	30 Yrs. <b>Total – 41</b> Current Vacancies: (SC-05,ST-03,OBC-10, EWS-03, UR-20)
3.	Trainee Engineer (Mechanical) / (E2) / ₹50,000-3%-1,60,000 (IDA)	Full time regular Bachelor's Degree in Engineering/ Technology / B.Sc (Engineering) Degree in Mechanical Discipline from recognized Indian University / Institute approved by AICTE with minimum 60% marks or equivalent grade or AMIE (enrollment upto 31.05.2013) with minimum 60% marks or equivalent grade <b>Mechanical Discipline includes</b> Mechanical / Production / Thermal / Mechanical & Automation Engineering.	30 Yrs. <b>Total – 108</b> Current Vacancies: (SC-16,ST-08,OBC-29, EWS-10,UR-45)
4.	Trainee Officer (Finance) / (E2) / ₹ 50,000 - 3% - 1,60,000 (IDA)	Graduate with CA from Institute of Chartered Accountants of India / ICWA or CMA from Institute of Cost Accountants of India (formerly known as Institute of Cost and Works Accountants of India). Passed Candidates are only eligible to apply.	30 Yrs. <b>Total – 99</b> (Backlog vacancies: 02, (ST-02) Current Vacancies: 97, (SC-12,ST-07, OBC-28, EWS-09, UR-41)
5.	Trainee Officer (HR) / (E2) / ₹ 50,000 - 3% - 1,60,000 (IDA)	Full time regular two years Post Graduate Degree / Post Graduate Diploma / Post Graduate Program in Management with specialization in Human Resource / Human Resource Management / Human Resource Management & Labour Relations / Industrial Relations / Personnel Management / Personnel Management & Industrial Relations / Industrial Relations & Personnel Management from recognized Indian University / Institute approved by AICTE. Or Full time regular two years Masters in Social Work with specialization in Personnel Management & Industrial Relations from recognized Indian University / Institute approved by AICTE. Or Full time regular two years Masters of Human Resource and Organizational Development (MHROD) from recognized Indian University / Institute approved by AICTE. Or Full time regular two years MBA with specialization in Human Resource as major subject from recognized Indian University / Institute approved by AICTE. Candidate must have secured minimum 60% marks or equivalent grade in Master's Degree or P.G. Diploma/Program.	30 Yrs. <b>Total – 14</b> (Current Vacancies: SC-01, OBC-02, EWS-01, UR-10)
6.	Trainee Officer (LAW) / (E2) / ₹ 50,000 - 3% - 1,60,000 (IDA)	Full time regular Graduate Degree in Law (Professional) (3 Years LLB or 5 Years Integrated Course) with minimum 60% marks or equivalent grade from recognized Indian University / Institute recognized by Bar Council of India.	30 Yrs. <b>Total – 03</b> (Current Vacancies: UR-03)

**Vacancies earmarked for Persons with Benchmark Disabilities (PwBDs):**

Post	Identified Disabilities	No. of Posts
Trainee Engineer (Civil)	Cat. b (D, HH), Cat. c (OA, OL, LC, Dw, AA, Cat. e (combination of b & c)	16
Trainee Engineer (Electrical)		
Trainee Engineer (Mechanical)		
Trainee Officer (Finance)	Cat. a (LV), Cat. b (D, HH), Cat. c (OA, OL, BL, OAL, CP, LC, Dw, AA, MD), Cat. d (AUL, ID), Cat. e (Combination of a & c and b & c)	
Trainee Officer (HR)	Cat. a (B, LV), Cat. b (D, HH), Cat. c (OA, OL, BL, OAL, CP, LC, Dw, AA, MD), Cat. d (AUL, ID), Cat. e (Combination of a & c and b & c)	
Trainee Officer (Law)	Cat. a (B, LV), Cat. c (OA, OL, BL, OAL, CP, LC, Dw, AA, MD), Cat. e (Combination of a & c)	

**Note :** Reservation for Persons with Benchmark Disability(PwBD) vacancies is Horizontal & are reserved as per Government guidelines.

**Cat. a** = Blindness and Low Vision. **Cat. b** = Deaf and Hard of Hearing. **Cat. c** = Loco motor disability incl. Cerebral Palsy, Leprosy Cured, Dwarfism, Acid Attack victims and Muscular Dystrophy. **Cat. d** = Autism, intellectual disability, specific learning disability and mental illness. **Cat. e** = multiple disabilities from amongst persons under category (a) to (d) incl. deaf-blindness.

Acronym: B-Blind, LV-Low Vision, D-Deaf, HH-Hard of Hearing, OA-One Arm, OL- One Leg, OAL-One Arm and One Leg, CP-Cerebral Palsy, LC-Leprosy Cured, Dw-Dwarfism, AA-Acid Attack, MD-Muscular Dystrophy, ID-Intellectual Disability, AUL-Autism & Learning Disability, BL- Both Leg.

**COMPENSATION PACKAGE:**

The company offers attractive compensation package comprising Basic Pay, Dearness Allowance, HRA, Cafeteria Allowance, Performance Related Pay (PRP), Medical Facility, Social Security Benefits including PF, Pension, Gratuity etc. as per company rules in force from time to time. Selected candidates will be placed in the pay scale of ₹50,000-3%-1,60,000 (IDA) (E2) during one year training period. On successful completion of training, the candidates will be absorbed as Engineer/Officer in the same scale with probation of one year. The total annual emoluments for the new joinee shall be approx. ₹ 15 Lakh.

**PLACEMENT:**

Candidates will be placed at Projects / Power Stations/ Offices including Joint Ventures & Subsidiary Companies of NHPC located in various parts of the country or abroad as per requirement.

**SELECTION PROCESS:**

**For Trainee Engineer (Civil), Trainee Engineer (Elect.) & Trainee Engineer (Mech.):** Candidates shall be shortlisted out of the candidates registered with NHPC as per merit based on the GATE – 2022 marks and will be provisionally selected and extended **“Offer of Appointment” on provisional basis.**

Candidates with valid score in the corresponding paper of GATE-2022 exam can apply as detailed below:

Sl. No.	Posts / Disciplines as advertised By NHPC	Corresponding GATE-2022 Paper	Corresponding GATE-2022 Paper Code
1.	Civil Engineering	Civil Engineering	CE
2.	Mechanical Discipline includes Mechanical/ Production / Thermal / Mechanical & Automation Engineering	Mechanical Engineering	ME
3.	Electrical Discipline includes Electrical/Electrical & Electronics/Power Systems & High Voltage / Power Engineering	Electrical Engineering	EE

**For Trainee Officer (Finance):**

Candidates shall be shortlisted out of the candidates registered with NHPC as per merit based on the CA/CMA Intermediate and Final aggregate score and will be provisionally selected and extended **“Offer of Appointment” on provisional basis.**

Only CA/CMA passed Candidates are eligible to apply.

**For Trainee Officer (HR):**

Candidates who have appeared in the corresponding paper of **UGC NET-Dec-2021 & June 2022 (merged cycle)** exam can apply as detailed below:

Sl. No.	Posts / Disciplines as advertised By NHPC	Corresponding UGC NET Dec-2021 & June 2022 (merged cycle)	Corresponding UGC NET Paper Code
1.	Trainee Officer (HR)	Labour Welfare/ Personnel Management/ Industrial Relations/ Labour & Social Welfare/ Human Resources	55

**QUALIFYING CRITERIA FOR THE POST OF TRAINEE OFFICER (HR) IN NHPC SHALL BE AS PER THE STANDARDS SET BY UGC-NET CONDUCTING AUTHORITY, I.E. OBTAIN MINIMUM MARKS AS PRESCRIBED BY UGC NET**

Candidates shall be shortlisted out of the candidates registered with NHPC as per merit based on the **UGC NET Dec-2021 & June 2022 (merged cycle)** marks and will be provisionally selected and extended **“Offer of Appointment” on provisional basis.**

**For Trainee Officer (Law):**

Candidates who have appeared in the corresponding paper of CLAT 2022 exam can apply as detailed below:

Sl. No.	Posts / Disciplines as advertised By NHPC	Corresponding CLAT 2022 Paper
1.	Trainee Officer (LAW)	CLAT 2022 examination (applicable for admission into LLM/ PG courses)

Candidates shall be shortlisted out of the candidates registered with NHPC as per merit based on the CLAT 2022 ((applicable for admission into LLM/ PG courses) marks and will be provisionally selected and extended **“Offer of Appointment” on provisional basis.**

Candidates obtaining the minimum qualifying marks shall only be eligible for selection. The minimum marks for Recruitment of Trainee Officer (Law) in NHPC required in CLAT-2022 (for admission to LLM/ PG Courses) shall be as per the Qualifying Marks set by CLAT Authorities. In the absence of any Qualifying Marks set by CLAT, the following shall be treated as the Minimum Qualifying Marks in CLAT for consideration of candidates for selection process in NHPC:

Unreserved Vacancy- 40% Marks  
Reserved Vacancy- 30% Marks

**RESERVATIONS AND RELAXATIONS:**

- Reservation for SC / ST / OBC (Non-Creamy Layer) / PwBD (degree of disability 40% or above)/ EWS will be as per the Govt. Norms & Directives.
- The OBC category candidates who belong to “CREAMY LAYER” are not entitled for OBC concession and such candidates have to indicate their category as “General”. The OBC (Non-Creamy Layer) category candidates are required to submit requisite certificate (latest) in the prescribed format, issued by Competent Authority as prescribed by the Government of India, at the time of further selection process, if called for the same. The certificate must be issued within 06 months from the date of closing of online application.
- SC/ ST and PwBD (Persons with Benchmark Disabilities) candidates with 50% marks in qualifying examination are eligible to apply.
- The upper age limit is relaxable by 5 years for SC/ ST, 3 years for OBC (Non-creamy layer). It is relaxable by 10 years for PwBD - General, 13 years for PwBD – OBC (Non-Creamy Layer) and 15 years for PwBD - SC/ST candidates.
- The upper age limit is relaxed by 5 years for the candidates who had ordinarily been domiciled in the State of Jammu & Kashmir during 01.01.1980 to 31.12.1989.
- The relaxation of age for Ex-servicemen shall be as per Government guidelines.
- Candidates seeking reservation under EWS will have to submit an income & asset certificate issued by a Competent Authority. The closing date for submitting income & asset certificate by the candidate will be treated as the closing date of online application. The prescribed format and the competent authority have been given in the Department of Personnel & Training Office Memorandum No. 36039/1/2019-Estt (Res) dated 31.01.2019.
- Candidates seeking reservation as SC/ST/OBC (Non Creamy Layer)/ EWS/ Person with Disability (PwBD) (degree of disability 40% or above) will have to upload Certificate only in the prescribed proforma meant for appointment to the posts under the Government of India from the designated authority indicating clearly the candidate's caste, the Act/ Order under which the caste is recognized as SC/ST/OBC (NCL) and the village/ town the candidate is ordinarily resident of.

**SERVICE AGREEMENT/ SURETY BOND:**

The selected candidates will be required to execute a service agreement and Surety bond to successfully complete a minimum period of four years of service in NHPC Limited including the period spent on training. The amount of bond is ₹ 2,50,000/- for General/OBC (NCL)/ EWS candidates and ₹ 1,25,000/- for SC/ST candidates.

**HOW TO APPLY:**

- Only candidates who have appeared in GATE-2022 and having valid score with GATE Registration Number, appeared in **UGC NET-Dec-2021 & June 2022 (merged cycle)** with valid Application Number, appeared in CLAT 2022 (applicable for admission to PG/ LLM Courses) with CLAT 2022 Registration Number, and candidates who have valid **CA/CMA** score with **CA/CMA certificate** can register online in NHPC's website <http://www.nhpcindia.com/career.htm> against advertisement no. NH/Rectt./02/2022.
- Candidates belonging to General, EWS & OBC category are required to pay a non-refundable fee of ₹295/- (including GST@18%) through online mode. The SC/ST/PwBD Ex-Serviceman category candidates need not pay the registration fee. Fee once paid will not be refundable under any circumstances. Candidates are therefore requested to verify their eligibility & correctness of information on Application Form before paying the registration fee.
- Read the instructions carefully and fill in the On-line application form giving accurate information including the GATE-2022 Registration Number, the **UGC NET-Dec-2021 & June 2022 (merged cycle)** Application Number and CLAT 2022 Registration Number & CA/CMA Registration Number as applicable. After filling it, system will generate a Unique Registration Number of NHPC. Candidates should keep ready scanned copies of their certificates in PDF format in a separate file as given in step no. 4 under head “STEPS FOR APPLYING” of 100 to 250 KB each JPEG / PDF format along with passport size color photograph (25 KB to 50 KB) and signature (15 KB to 30 KB) in JPEG format. The scanned copies of certificates should be readable otherwise candidature shall be treated as rejected.
- Candidates can visit the online registration site from 05<sup>th</sup> January, 2023 (10:00 AM) to 25<sup>th</sup> January, 2023 (11:55 PM)**

**STEPS FOR APPLYING:**

- Step-1: Log on to [www.nhpcindia.com](http://www.nhpcindia.com) & click on Career <Tab>.
- Step-2: Read all instructions given on the website.
- Step-3: Fill the Online application form with relevant details and submit.
- Step-4: Scanned copies of following documents (PDF format in 100 to 250 KB each for the documents mentioned below from (a) to (i), as applicable) should be kept ready for attachment by the candidate before applying for online registration:
  - Matriculation / Secondary School Certificate as proof of date of birth.
  - Complete set of mark sheets / certificates in support of qualification i.e. X, XII, Graduation (Engineering/CA/CMA/others) and Post Graduation (if applicable).
  - Caste Certificate should be in format prescribed by the Government of India. In case

of OBC candidates, the community certificate should have been issued by the competent authority/ notified authority within last 6 months (if applicable) at the time of registration. EWS certificate (if applicable).

- Disability certificate issued by competent authority (if applicable).
- Certificate from the Principal of the college/institute stating that the candidate has passed the course on full time / regular basis (except AMIE) certified by the university / Institution from where they have obtained the Bachelor / Post Graduate Degree.
- A certificate for conversion of grades / CGPA to percentage of marks shall be based on the procedure certified by the University / Institution from where they have obtained the Bachelor Degree/ Post Graduate Degree.
- Copy of the GATE-2022 Score Card, **UGC NET-Dec-2021 & June 2022 (merged cycle)** Score Card & CLAT 2022 score card, Copy of CA/CMA certificate and marksheets, as applicable.
- Passport size colour photograph (JPG, Size 25-50 KB)
- Signature (JPG, Size 15-30 KB)

Step-5: Candidate should upload scanned copies of above mentioned documents/ certificates in separate space given in the online application form.

Step-6: After submission of the form candidate is required to make payment by clicking on “Make Payment” tab and status of the payment shall be updated within next 24 hours.

Step-7: Take the print out of the registration slip / form generated by the system for future reference.

**Application registered with invalid GATE-2022 Registration Number, UGC NET-Dec-21 & June 2022 (merged cycle) Application Number, CLAT 2022 Registration Number and CA/CMA Score/Certificate shall be summarily rejected. Application without complete documents shall not be entertained and shall be rejected. Candidate should not send any document/ certificate or printout of Registration Slip/ Form through Post.**

**GENERAL INFORMATION AND INSTRUCTIONS:**

- Only Indian Nationals are eligible to apply.
- Candidates interested in joining NHPC against Advertisement No. NH/Rectt./02/2022 as TE (Civil), TE (Electrical) and TE (Mechanical) should have appeared in GATE-2022. Candidates interested in joining NHPC as TO (HR) / TO (Law) in 2022 against Advertisement No. NH/Rectt./02/2022 should have appeared in **UGC NET-Dec-2021 & June 2022 (merged cycle)**/CLAT 2022 (applicable for admission to PG/LLM Courses) as applicable. Candidates interested in joining NHPC against Advertisement No. NH/ Rectt./02/2022 as TO (Finance) should have a valid certificate in CA/CMA.
- Final year appearing students are not eligible to apply. The result should be declared before date of closing of online application.
- Candidates should possess a valid e-mail ID and mobile number. Candidates are advised to keep the e-mail ID (to be entered compulsorily in the online application form) and mobile number active for at least one year. No change in the e-mail ID will be allowed once entered. All future correspondence including issuance of Offer of Appointment (if selected) etc, with candidates shall be done through e-mail only. Responsibilities of receiving, downloading and printing of information/ communication etc. will be of the candidate. NHPC will not be responsible for any loss of e-mail sent, due to invalid/ wrong e-mail ID provided by the candidate.
- Before applying, the candidate should ensure that he / she fulfills the eligibility and other norms mentioned in the advertisement. If a candidate is shortlisted, based on the information given by him / her and does not fulfill the same / meet the criteria, he / she will not be allowed to join.
- Category (SC/ST/OBC(NCL)/EWS/PwBD) once filled in the online application form will not be changed and no benefit of other category will be admissible later on. The reserved category candidates and EWS/PwBD category candidates are required to submit requisite Caste/Tribe/EWS/PwBD certificate in the prescribed format, issued by Competent Authority as prescribed by the Government of India, at the time of further selection process, if called for the same.
- Only GATE- 2022 score (Marks out of 100), **UGC NET-Dec-2021 & June 2022 (merged cycle)** score (Marks out of 300), & CLAT 2022 score (applicable for admission to PG/ LLM Courses) (out of 120) is valid for this recruitment exercise. Only CA/CMA Intermediate and Final aggregate score is valid for the post of Trainee Officer (Finance). Any other score card, of any other year will not be valid/considered.
- Candidate is required to obtain requisite marks/grade in minimum qualification prescribed for the post, taking average of all the semesters/years irrespective of the weightage given to any particular semester/year by Institute/University.
- No representation will be entertained for relaxation of prescribed criteria in any circumstances.
- Internal candidates having requisite qualifications are also eligible to apply. They are advised to refer to internal circular before filling up the application.
- Candidate has to apply Online only. No manual / paper application will be entertained.
- 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.
- Candidature of the registered candidate is liable to be rejected at any stage of recruitment process or after selection/joining, in the event of any information, provided by the candidate, is found to be false or is not found in conformity with eligibility criteria mentioned in the advertisement.
- For any queries, regarding this recruitment exercise, please send email to [recttcell2010@nhpc.nic.in](mailto:recttcell2010@nhpc.nic.in), with "TE(C)", "TE(E)", "TE(M)", "TO(HR)", "TO(Law)", "TO(F)" - <Subject>" in the subject line.
- Candidates employed with Government Departments/PSUs/Autonomous Bodies have to attach scanned copy of NOC along with testimonials with their application form. In case NOC is not ready till the last date of application form, then they have to attach a self-certificate that they have applied for NOC and shall submit the NOC at the time of Joining (if selected and called for Joining).
- In case of any ambiguity/dispute, arising on account of interpretation in version other than English, English version will prevail.
- NHPC reserves the right to cancel/modify/restrict/enlarge/alter recruitment process, without issuing any further notice or assigning any reason thereof.
- NHPC reserves the right to increase / decrease the vacancies as per requirement.
- Recruitment Process will be as per NHPC Policy and Recruitment Rules.
- Any canvassing, directly or indirectly, by the applicant will disqualify his/her candidature.
- In case of any dispute, the competent court at Faridabad / Hon'ble High Court of Punjab and Haryana at Chandigarh, shall have exclusive jurisdiction.
- Further, Notification, Addendum, Corrigendum (if any) shall be published at the official website of NHPC Limited only.

**Important Dates:**

a.	<b>Date of Opening of online portal</b>	<b>05<sup>th</sup> January, 2023 (10:00 AM)</b>
b.	<b>Last date of Closing of online portal</b>	<b>25<sup>th</sup> January, 2023 (11:55 PM)</b>

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