



# ODISHA POWER GENERATION CORPORATION LIMITED

CIN: U40104OR1984SGC001429

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## POWER YOUR CAREER WITH OPGC

### Detailed Advertisement for Recruitment to Various Positions in MBS Roll

Advertisement No: OPGC/HR/01/2023

Date: 18-03-2023

IMPORTANT DATES	
Opening of online submission of application	18-03-2023 (10:00 AM)
Last date of submission of online application	09-04-2023 (5:00 PM)
Last date for receipt of hard copy of application along with requisite documents	15-04-2023 (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 2x660MW in second phase). We are looking for 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 applications from eligible Indian Citizens for the following positions:

Sl. No.	Name of the post	Grade	No of Posts
1	Deputy General Manager - (Merry Go Round -MGR)	E6	1
2	Senior Manager - (Security)	E5	1
3	Manager – (Legal)	E4	1
TOTAL			3

**(A) EXPERIENCE AND AGE:**

Sl. No.	Post	Grade	Minimum relevant Experience (As on 01-04-2023) in Years	Maximum Age (As on 01-04-2023) in Years
A	Deputy General Manager (DGM)	E6	16+ Years	50 Years
B	Senior Manager	E5	15+ Years	47 Years
C	Manager	E4	12+ Years	47 Years

**(B) 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. 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
A	Deputy General Manager (DGM)	E6	19,00,000/-	19%
B	Senior Manager	E5	16,50,000/-	18%
C	Manager	E4	14,50,000/-	16%

Apart from Fixed and Variable Pay, other allowances / reimbursements will be paid as per OPGC policy.

**(C) POST WISE ESSENTIAL QUALIFICATION & EXPERIENCE:**

Department	MGR Maintenance
Grade / Designation	E6 / Deputy General Manager (DGM)
Qualification	<ul style="list-style-type: none"> <li>• Bachelor's Degree in Mechanical / Electrical Engineering or equivalent with minimum 60% marks</li> <li>• Training received from any Indian Railway institute will be preferred.</li> </ul>
Years of Experience	16 + Years (post qualification)
Age Bar	Maximum 50 Years as on 01/04/2023
Desired Previous Experience	16+ years of post-qualification experience in the executive cadre in the relevant area in a Govt./PSU or private company of repute.
<b>Essential</b>	<ul style="list-style-type: none"> <li>•The candidate must have worked in a coal based thermal power plant</li> <li>•Must have exposure to operation maintenance of MGR system having Diesel Loco, Wagons and P-way system.</li> </ul>

<b>Desirables</b>	<ul style="list-style-type: none"> <li>• Strong leadership ability, excellent communication, interpersonal, analytical and problem-solving skills.</li> <li>• Coordination with Railway Authority for POH of Locos</li> <li>• Conversant with modern maintenance management tools like CMMS, RCA, RCM practices.</li> <li>• Conversant with SAP PM and MM Module.</li> <li>• Guide the team in spare parts planning, inventory control, planning for annual overhauling/capital overhauling, renovation and modernization works, performance evaluations and performing residual life assessment.</li> <li>• Execution of reliability centered maintenance practices and administration of Maintenance Management System.</li> <li>• Responsible for development of subordinates and succession planning, preparing plant budget forecasts including Capex Budgets, formulating strategy and cost minimization.</li> <li>• Ability to identify the training needs.</li> <li>• Mentor, coach subordinate/s to develop the team's capabilities and ability to interact with both senior and junior staff.</li> </ul>
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<b>Department</b>	<b>Security</b>
Grade / Designation	E5 / Senior Manager (Sr. Manager)
Qualification	Graduate in any discipline with minimum 60% marks.
Years of Experience	15+ Years (post qualification)
Age Bar	Maximum 47 Years as on 01/04/2023
Desired Previous Experience	Minimum Years of Work Experience: 15+ years
<b>Essential</b>	<ul style="list-style-type: none"> <li>• Must have minimum 5 years of service in any armed force (Permanent / Short Service Commissioned officers of Indian Armed Force / Paramilitary (CPO) Organization (in the rank of Captain or equivalent and above.)</li> <li>• Residual experience in a managerial capacity of handling the Security functions of Govt./PSU/Private industrial sectors of repute.</li> </ul>

<b>Desirables Experience</b>	<ul style="list-style-type: none"> <li>• Management, planning and coordination of overall administrative practices and procedures of Security Department</li> <li>• Liaison with Govt. &amp; Civil administration, local authorities to ensure organizational compliances and smooth functioning of company business</li> <li>• Implement Security standards, guidelines and procedure to ensure maintenance of security and safety at all levels for protecting company assets, personnel, material and information in compliance with prescribed statutory norms.</li> <li>• Exposure to modern security and safety gadgets.</li> <li>• Threat perception and vulnerability assessment to optimize security standard and adoption of suitable gadgets &amp; automation technology as control measure.</li> <li>• Build and maintain Intelligence and Vigilance network.</li> <li>• Monitoring of CCTV surveillance center</li> <li>• Functioning of quick response team</li> <li>• Ability to identify the training needs.</li> <li>• Strong leadership ability, excellent communication, interpersonal, analytical and problem-solving skills.</li> <li>• Mentor, coach subordinate/s to develop the team's capabilities and ability to interact with both senior and junior staff.</li> </ul>
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<b>Department</b>	<b>Legal</b>
Grade / Designation	E4 (Manager)
Qualification	5 years Integrated BA LLB / LLB from reputed institute with minimum 50% Marks or equivalent
Years of Experience	12+ Years (post qualification)
Age Bar	Maximum 47 Years as on 01/04/2023
Desired Previous Experience	<p>Minimum 12+ years of post-qualification experience in the executive Position cadre in the relevant area handling various legal issues in a Govt./PSU or private company/Legal firm of repute.</p> <p>The period of experience of practicing in any Bar or before any District Court/High Court/Supreme Court and or any equivalent Court as an Advocate or with a law firm of repute with a valid license prior to entering into Service may be considered as executive experience for the purposes of this advertisement subject to maximum limit up to 50% of the total required experience.</p>
<b>Essential</b>	Must have at least 5 years' experience in Corporate sector/Law firm

**Desirables**

- Experience in handling litigation before District Court, High Court, Supreme Court and Tribunals. Experience in handling high value arbitrations adhoc/institutional.
- Knowledge of Legal and Statutory regulations related to Operations and Investments
- Knowledge and experience in drafting and vetting of pleadings, writ petitions, counter affidavits, legal notices/replies, providing legal opinions, interpreting various agreements including commercial contracts.
- Updated on Legal Rules and Regulations of the State Govt., Central Govt. and other related to industry and establishments.
- Knowledge of company policies and rules
- Knowledge on latest Land Acquisition Rules and Guidelines
- Knowledge Coordinating with external legal counsels, Senior Counsels and consultants
- Knowledge of contract management
- Knowledge of labour laws, industrial law, arbitration, land acquisition, contracts and other laws
- Excellent drafting skill in contract, counter, rejoinder & money suit.
- Drafting/managing all operational contracts, fuel supply agreement services agreements, plant specific agreements, offtake agreements, etc.
- Understanding the commercial & legal implications of contract clauses, Risk and obligation assessment of contracts and identification of risk mitigation strategies.
- Analyzing the applicability of any law to a situation in hand and understanding the implications of inclusion or otherwise of any clauses in the Agreement
- Reviewing/vetting, drafts and negotiates all kind of agreements, like Lease and License Agreement, Service Agreements, non-disclosure agreements, Consultancy Agreement, Maintenance Agreement, Supply and Purchase Agreement, Sourcing Agreement, Indemnity Bond, MOU, Power of Attorney, and review of customer proposed terms
- Maintaining a deep understanding of contract templates, contracts policy, legal risk and liability, and company position on various matters.
- Knowledge in Execution of legal documents

- 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.

**(G) 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.

**(H) MEDICAL FITNESS:**

- The final placement of the candidate is subject to his / her 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.

**(I) PLACEMENT:**

- The selected candidates will undergo a probation period of minimum 1 (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.

**(J) HOW TO APPLY:**

- The candidates need to apply online in the career section of OPGC website ([www.opgc.co.in](http://www.opgc.co.in)) from **10.00 AM of 18-03-2023 to 5.00 PM of 09-04-2023**. 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.
- 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)

	<b>File Size</b>	<b>Dimension</b>
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:

**Despatch 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. **“DEPUTY GENERAL MANAGER – MGR”**

- 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 15-04-2023**.
- 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.

**(K) 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/ SEBC and PwBD categories will be reimbursed to and fro fare (3<sup>rd</sup> 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 no of posts 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.

**(M) 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](mailto: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](mailto:recruitment@opgc.co.in)



**Wish you all the best !**

**General Manager (HR)**

Odisha Power Generation Corporation Ltd.  
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