



**POWER FINANCE CORPORATION LIMITED**  
**(A Government of India Undertaking)**  
**'Urjanidhi' 1 Barakhamba Lane,**  
**New Delhi-110 001.**  
**Website: [www.pfcindia.com](http://www.pfcindia.com)**

**Advertisement No: 03/2016**

Power Finance Corporation Ltd. (PFC), a Navratna Company providing financial assistance to the various entities in the power sector has consistently been rated as 'Excellent' by the Government of India in the achievement of its MOU targets.

Having cumulative sanctions of Rs.5.27 lakh crores (approx.) and disbursement of Rs.3.92 lakh crores (approx.) upto 31<sup>st</sup> March, 2016; PFC is geared up to meet the challenges faced by the Power Sector. In order to augment manpower resources, PFC is looking for a dynamic, committed and self-motivated professional for the position of Executive Director to manage Human Resources & other areas of PFC:

S.No	Position	Scale of pay	Total vacancies	Reservation	Qualification	Experience & Age Limit
1.	Executive Director (HR) (E9)	Rs. 62000-3%-80000 (on IDA pay pattern)	01	UR	Graduate with MBA/ PGDBM or equivalent with specialization in Personnel Management / Human Resources from AICTE/UGC approved institutions (MBA/PGDBM qualification must be 2 years full time or 3 years part time)	<p>The candidate should have an experience of minimum 26 years in a PSU/ reputed company.</p> <p>The candidate should have experience at Senior level in various aspects of Human Resource / Personnel management (Manpower Planning, Succession Planning, Recruitment, Training, HR Policy formulation, Handling Disciplinary Proceedings and Court cases) / Industrial Relations (Statutory Labour Issues, Settlement of Industrial Disputes) in a large organization having multiple units like Projects/ Subsidiaries/ Joint Ventures.</p> <p>Experience in Corporate Social Responsibility and implementation of Official Language Policy is desirable but not essential.</p> <p>Candidates from Central PSUs should be presently working in the scale of General</p>

S.No	Position	Scale of pay	Total vacancies	Reservation	Qualification	Experience & Age Limit
						<p>Manager or above (DPE pay scale of E-8 Rs. 51,300-3%-73,000), Candidates from Private Sector should be working one level below Board in a company listed on Stock Exchange and having annual turnover of Rs.100 Crores or more.</p> <p>Maximum age limit: 56 years</p>

#### **COMPENSATION PACKAGE:**

The company offers compensation package which includes Basic pay and DA (on IDA pay pattern) with benefits such as leased accommodation, conveyance reimbursement, medical facilities, group insurance, CPF, Gratuity and other fringe benefits. Performance Related Pay (PRP) will be payable as per norms.

Designation	Gross Emoluments as per present DPE guidelines		Other benefits
	at Minimum of Basic Salary (Minimum Basic Pay+ DA+ HRA+ upto 49.9% of Basic Pay under cafeteria approach)	at Maximum of Basic Salary (Maximum Basic Pay+ DA+ HRA+ 49.9% of Basic Pay under cafeteria approach)	
Executive Director	Rs.1,82,500/- approx.	Rs.2,35,500/- approx.	Lease in Lieu of HRA, Uniform Reimbursement, Medical Reimbursement, Performance Related Pay (PRP), Superannuation benefits

#### **SUITABILITY OF POSTS FOR PWD CANDIDATES:**

Reservation and appointment to PWDs shall be admissible in accordance with DoPT O.M. No. 36012/24/2009-Estt(Res) dated 03.12.2013. Disabilities identified for the above posts are as follows:-

DISCIPLINE	POSTS IDENTIFIED SUITABLE FOR PWD	TYPE OF DISABILITY	LEGEND
HR	ED (HR)	SUITABLE FOR OA, OL, BL, OAL, B, LV, HH	OA=one arm, OL=one leg, BL=both legs, OAL=one arm & one leg, B=Blind, LV=low vision, HH= hearing handicapped,

#### **RELAXATIONS/ CONCESSIONS:**

- All criteria mentioned above are for general candidates, however, relaxation of age, experience, percentage of marks in qualification, etc. as per Govt. guidelines shall be applicable for the vacancies reserved for SC/ST/OBC/PwD and Ex-Servicemen candidates.
- The reserved category candidates are required to submit the caste/ category certificate in prescribed format of Government of India, issued by the Competent Authority, in support of their claim. In addition, the OBC-NCL (OBC-Non Creamy layer) candidates will be required to submit a valid caste certificate in the revised format applicable for the purpose of reservation in appointment to posts under Government of India/ Central Government Public Sector Undertaking as contained in DoPT OM No 36036/2/2013-Esstt(Res.) dated May 30, 2014 from a Competent Authority. The revised format can also be downloaded from our website [www.pfcindia.com](http://www.pfcindia.com) (career page). Further, the OBC-NCL candidates will have to submit an undertaking at the time of Personal Interview, if called for, indicating that they belong to OBC-Non Creamy Layer.
- The OBC candidates who belong to “Creamy Layer” are not entitled for concession admissible to OBC-NCL candidates and such candidates will have to indicate their category as General.
- If the SC/ST/OBC/PwD certificate has been issued in a language other than English/Hindi, then the candidates will be required to submit a self-certified translated copy of the same in either English or Hindi.
- Maximum age limit is relaxable by 10 years for ‘PwD from UR category’, 13 years for ‘PwD from OBC-NCL category’ and 15 years for ‘PwD from SC/ST category’ for all vacancies subject to suitability of post for the type of disability.
- Maximum age limit is relaxable by 5 years for candidates domiciled in Jammu & Kashmir between 01.01.1980 and 31.12.1989.
- Age relaxation by 5 years for Ex-servicemen & Commissioned Officers (including ECOs/ SSCOs) subject to rendering minimum 5 years military service and fulfillment of other conditions prescribed by Govt. of India.
- **However maximum upper age of the applicants shall not exceed 60 years including all possible age relaxations.**

#### **GENERAL CONDITIONS:**

1. Requisite qualifications should be from Universities/ Institutions recognized and approved in India by AICTE/ UGC/ appropriate statutory authority.
2. Candidates belonging to Government/Semi-Government organization/PSU should normally send their application through proper channel. However, in the event of difficulty, they may send the application directly and they will have to produce relieving order from their organization in the event of their selection.
3. Incomplete applications or applications received late will be summarily rejected.
4. All computations of age/minimum experience requirement/qualification shall be done w.r.t. **October 31, 2016**. 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 the date of assumption of charge.
5. The mere fact that a candidate has submitted the application against the advertisement and apparently fulfilling criteria as prescribed in the advertisement would not bestow on him/her the right to be called for interview/considered for selection process.
6. The total number of projected vacancies indicated in this advertisement may increase/ decrease/ be cancelled at the discretion of PFC Management, if need so arises, without any further notice and without assigning any reason thereof.

7. Positions are advertised for PFC, postings can be at any of the Units/Projects/Regional Offices/JVs/Subsidiaries of PFC. All posts are transferable at the sole discretion of the Management.
8. Single to and fro fare by the shortest route as per the Corporation's rules will be paid to outstation candidates called for interview on production of ticket/ proof of journey.
9. The eligibility w.r.t. Nationality will be as per the existing policy of the Corporation. While applying for any post, the applicant should ensure that he/she fulfills 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 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.
10. Any legal proceeding in respect of any matter of claim or dispute arising out of this advertisement and/or any application in response thereto can be instituted only in Delhi and courts/ tribunals/ forums at Delhi only shall have sole and exclusive jurisdiction to try any such cause/dispute.
11. PFC will not be responsible for any postal delay/ loss in transit in submission of documents within specified time.
12. In case any ambiguity/dispute arises on account of interpretation in version other than English, English Version will prevail.

#### **HOW TO APPLY:**

Eligible applicants would be required to Register and Apply Online through PFC's website i.e. [www.pfcindia.com](http://www.pfcindia.com) (career page) from **1000 hours on October 10, 2016 to 1700 hours on October 31, 2016**. After successful registration, a copy of challan form will be generated in triplicate with a unique application ID printed over it. Applicants will be required to deposit a non-refundable application fee of Rs.500/- (not applicable for SC/ST/PwD/Ex-servicemen candidates) in cash at any SBI branch along with the Bank copy of challan form **on any day after the generation of challan form (not on the same day) but not later than November 2, 2016**. In addition to the application fee of Rs.500/-, the Bank charges (as applicable) shall be paid separately to the Bank directly by the candidate as per the challan form. Candidates are required to take printout of the system generated Registration-cum-Application form. A recent passport size photograph must be affixed on the Registration-cum-Application form and the same should be sent along with the PFC copy of challan and the self attested photo copy of proof of date of birth, category, qualifications (showing percentage, specialisation, etc.), experience (showing the date of joining, relieving & the desired pay scale for three years, etc.) and last emoluments drawn by Post, in a cover superscribing "APPLICATION FOR THE POST OF EXECUTIVE DIRECTOR (HR), Application No....." addressed to "The Deputy Manager (HR), Power Finance Corporation Limited, Urjanidhi, 1-Barakhamba Lane, Connaught Place, New Delhi – 110 001".

All the Registration-cum-Application forms along with requisite enclosures and PFC copy of challan duly stamped by SBI branch should reach us by **November 4, 2016**. However, in respect of the applications received (only by Post/ Speed Post) from the candidates residing in Assam, Meghalaya, Arunachal Pradesh, Mizoram, Manipur, Nagaland, Tripura, Sikkim, Jammu & Kashmir, Lahaul & Spiti district and Pangi sub division of Chamba District of Himachal Pradesh, Andaman & Nicobar Island or Lakshadweep or abroad, the last date for receipt of applications is **November 11, 2016**. The benefit of extended date will be available only in respect of applications received by Post/ Speed Post from the above mentioned areas/regions. In case of applications received by hand or through courier service, benefit of extended time will not be available regardless of the place of residence of the applicant.

**Note** All the applicants are requested to forward only their system generated applications along with requisite enclosures.

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