

## Recruitment of CAs and CMAs as Executive Trainee (Finance)

POWERGRID, the Central Transmission Utility (CTU) of India, one of the largest Transmission Utilities in the World and a Maharatna Enterprise of Govt. of India is engaged in power transmission business with the mandate for planning, coordination, supervision and control over complete Inter-State transmission system.

POWERGRID operates around 161,864 circuit kms. of transmission lines along with 248 Sub-stations (as on 31.12.2019) and wheels about 50% of total power generated in the country through its transmission network.

POWERGRID also owns and operates approximately 60,946 kms of Telecom Network, with points of presence in approx. 688 locations and intra-city network in 105 cities across India.

POWERGRID, with its strong in-house expertise in various facets of Transmission, Sub-Transmission, Distribution and Telecom sectors also offers consultancy services at National and International level. POWERGRID has been making profit since inception, having Gross turnover of Rs. 34,119 Crore and Profit After Tax of Rs. 9939 Crore (FY: 2018 - 19).

To take the growth curve to further heights, POWERGRID is looking for bright, committed and hardworking **Chartered Accountants (CA) and Cost & Management Accountants (CMA)** to join them as **Executive Trainee (Finance)**.

**Post ID: 181**

**Post Name: Executive Trainee (Finance)**

### VACANCIES

Unreserved	OBC (NCL)	SC	ST	EWS	PwD#	Total
10	7	4	2	2	1 VI	25

# Horizontal reservation

VI – Visually Impaired

### UPPER AGE LIMIT

28 years as on **06.04.2020** (Candidates should be born on or after **06.04.1992**)

### ESSENTIAL QUALIFICATION

CA/ICWA (CMA) pass

## RELAXATIONS AND CONCESSIONS

- Reservation/ Relaxation/ Concession to candidates belonging to OBC (NCL)/ SC/ ST/ EWS/ PwD/ Ex-SM/ J&K Domicile / Victims of Riots category shall be as per Government of India directives.
- Relaxation in Upper Age Limit:

a) For OBC(NCL) candidates	: 3 years
b) For SC/ST candidates	: 5 years
c) For PwD candidates	: 10 years over and above category relaxation (i.e. 10 years for a PwD candidate belonging to General category, 13 years for a PwD candidate belonging to OBC(NCL) category etc.)
d) J&K Domicile/ Ex-Servicemen/ Victims of riots	: As per Govt. of India directives

- Reservation/ Relaxation / Concession for SC / ST candidates** will be subject to submission of Caste certificate in the GOI prescribed format issued by a Competent Authority at the time of application as well as interview, if called for.
- Relaxation/ Concession for J&K Domicile / Ex-Servicemen/ Victims of riots** will be subject to submission of Age relaxation cum Domicile certificate /Discharge certificate in the prescribed format issued by a Competent Authority at the time of application as well as interview, if called for.
- Reservation/ Relaxation for OBC (NCL)** will be subject to submission of a copy of OBC (NCL) certificate alongwith NCL declaration in the format prescribed by the Govt. of India for “Appointment to Posts under Govt. of India” from a Competent Authority at the time of application as well as interview, if called for.
- Reservation for EWS** will be subject to submission of a copy of the latest Income and Asset Certificate issued by a Competent Authority at the time of application as well as interview, if called for.
- Categories/ Subcategories of PwD eligible for the post are as per the categories/ sub-categories of PwD identified suitable for the post are as follows:
  - Locomotor Disability :
    - Orthopedic Impairment: One Leg, Both Leg, One Arm, One Arm & One Leg
    - Other conditions: Cerebral Palsy, Dwarfism, Muscular Dystrophy, Acid Attack, Leprosy Cured

*(The extent of orthopedic impairment arising out of the condition should not be more than the subcategories of orthopedic impairment identified suitable)*

- Visually Impaired : Blind, Low Vision
  - Hearing Impaired : Deaf & Hard of Hearing
  - Autism and Learning Disability
  - Chronic Neurological Conditions : Multiple sclerosis/Parkinson's disease, Blood Disorders/Hemophilia/ Thalassemia/Sickle Cell disease
7. **Relaxation / Concession for Persons with Disability** is subject to submission of Disability Certificate issued by a Government Medical Board, in the format prescribed by Govt. of India, if called for at the time of application as well as interview, if called for.
8. SC/ST/PwD/Ex-SM candidates are exempt from payment of Application fee.
9. Relaxation/ Concession for Departmental Candidates
- No Upper Age Limit
  - No Application Fee

Trainees working in POWERGRID shall not be considered as Departmental Candidate. Please refer to Internal Circular for further details.

## SELECTION PROCESS

The selection process will comprise of Test, followed by Group Discussion, Behavioral Assessment and Personal Interview of the candidates who qualify in Test and are shortlisted category wise for the GD and Interview.

### **Scheme of the Written Test (Computer Based Test):**

The question paper shall be objective type with four answer choices for each question and consists of two sections –

Professional Knowledge Test (PKT)	–	120 Questions
Executive Aptitude Test (EAT)	-	50 Questions

The PKT shall consist of discipline specific questions whereas the EAT shall have questions on vocabulary, verbal comprehension, quantitative aptitude, reasoning ability, data sufficiency and interpretation & numerical ability.

All questions shall carry equal marks (1) with 1/4 negative marking for each wrong or multiple answer.

**Qualifying Marks in Test:**

Candidates shall have to qualify in the test to be called for GD, Behavioral Assessment and Interview based on their performance in test as indicated below:

**For Unreserved/EWS** – minimum 40% marks subject to at least 30% marks in EAT and PKT separately.

**For OBC(NCL)/SC/ST/PwD vacancies** – minimum 30% marks subject to at least 25% marks in EAT and PKT separately.

**Shortlisting of Eligible candidates for GD & Interview:**

The eligible qualified candidates shall be called for GD & Interview on the basis of their marks in test.

**Qualifying Marks in GD & Interview:**

GD will not have any qualifying marks. Interview will have qualifying marks for different categories as mentioned below :

Category	Qualifying Marks in Interview
Unreserved/EWS	40%
OBC (NCL) / SC/ST/ PwD	30%

**Weightage to Different Parameters:**

For calculation of final score of a candidate for empanelment, the weightages assigned to Test Marks, Group Discussion and Interview shall be as indicated below:

Marks in Test	85%
Group Discussion	3%
Personal Interview	12%

**Empanelment of Candidates:**

Candidates shortlisted for GD and interview will have to undergo behavioral assessment; results of which shall be used as an input during the interview.

Candidates who qualify in the Personal Interview will only be adjudged suitable for empanelment.

Therefore it is again reiterated that candidates will have to qualify in the Test and in the Personal Interview **separately** in order to be considered eligible for empanelment. The Offer of Appointment shall be issued to the suitable candidates in the order of category wise merit and based on vacancies.

Appointment of selected candidates will be subject to them being found medically fit in the Pre-Employment Medical Examination.

## TEST CENTERS

The test shall be held at following locations:

- Delhi NCR
- Mumbai
- Bangalore
- Kolkata
- Vadodara
- Hyderabad
- Chennai

However, POWERGRID reserves the right to change the test centers at its discretion depending on the no. of applications and availability of venue. Test Centre once allotted will not be changed under any circumstances.

Further, the test may be conducted through written / Computer Based Mode in one or multiple dates/sessions at POWERGRID's discretion.

**Date of the CBT shall be intimated at a later date.**

## INDICATIVE JOB DESCRIPTION

[Please click here for indicative Job Description.](#)

*Vacancies are for requirement in our RHQs and Corporate Center. Selected candidates shall be posted for OJT and final postings accordingly*

## HEALTH

Applicants should have sound health. No relaxation in POWERGRID Medical Norms is allowed. For details of standards on medical fitness, please visit career section of our website: [www.powergridindia.com](http://www.powergridindia.com).

## COMPENSATION PACKAGE

The Corporation offers a very attractive pay package and is one of the best in the industry. Selected candidates will be placed in the pay scale of Rs.60,000 – 1,80,000 during the one-year training period.

On regularization, the Compensation package includes Basic Pay, Dearness Allowance, Perquisites and Allowance as per cafeteria approach, Performance Related Pay, Company Leased Accommodation / Company Quarters or HRA, Reimbursement of monthly conveyance expenditure, mobile facility, PF, Gratuity, Pension & Leave encashment, Group Insurance, Personal Accident Insurance etc.

The Corporation also offers excellent facilities like Short and Long term Loans & Advances including House Building Advance, Medical facilities for self and dependents etc. to its regular employees in accordance with the policies of the organization from time to time.

## SERVICE AGREEMENT BOND

The selected candidates will be required to execute a service agreement bond to successfully complete the prescribed training period and thereafter serve the organization for at least three years.

The amount of the bond is INR 5,00,000/- for General/OBC (NCL)/EWS candidates and INR 2,50,000/- for SC/ST/PwD candidates.

## IMPORTANT INSTRUCTIONS FOR REGISTRATION

1. Application window for POWERGRID shall be open from **07.03.2020 to 06.04.2020**. Candidates have to register themselves online at POWERGRID website, which will be made available at CAREER section of [www.powergridindia.com](http://www.powergridindia.com).
2. Candidates will have to upload their **latest colour passport size photograph** (.jpg file size not exceeding 50 kb), **scanned copy of signature** (.jpg file size not exceeding 30 kb), **category certificate & qualification final passing certificate**.
3. Candidates will have to correctly declare their Name and Date of Birth as mentioned in their Birth certificate or matric certificate. Candidates will have to declare their category correctly and must be in a position to submit relevant certificate in prescribed format as and when asked by POWERGRID. Candidates must correctly enter the qualification details including the date of acquiring qualification as mentioned in their certificates.
4. Candidates other than SC/ST/PwD and Ex-SM are required to submit Application Fee of **Rs. 500/-** as detailed below.
5. **Candidates are not required to forward the hard copies of their applications to POWERGRID.**
6. Admit cards shall be issued through the respective Candidate Logins of the candidates and will be collected from the candidates at the examination venue.

## Payment of Application Fee (Non-Refundable Rs. 500/-)

For detailed instructions regarding payment of application fee [CLICK HERE](#). Candidates are requested to go through the instructions carefully and ensure payment of fees on time.

## Information Related To Engagement of Scribes

### Eligibility for Engagement of Scribes:

Visually Impaired candidates and candidates with Locomotor Disability and Cerebral Palsy where dominant (Writing) extremity is affected to the extent of slowing the performance of function (minimum of 40% impairment) will be allowed to write the examination with the help of a scribe.

### Please note:

- Candidates who are eligible and interested for engagement of Scribe for the test are required to fill up the details of the Scribe in the application form itself.

- Candidates engaging scribes are also required to download and fill up the **Scribe Declaration Form** (available in **Important Formats Section**) and bring the duly filled scribe declaration format the examination venue.

### GENERAL INFORMATION AND INSTRUCTIONS

1. Only Indian Nationals of age 18 years or above are eligible to apply for POWERGRID.
2. Before applying, the candidate should ensure that he / she fulfills the eligibility criteria and other norms mentioned in this advertisement.
3. Essential qualification should be recognized in India and from a recognized Institution or University.
4. Management reserves the right to cancel / restrict /enlarge / modify / alter the recruitment/ selection process, if need so arises, without issuing any further notice or assigning any reason thereafter.
5. Date of issuance of final mark sheet shall be taken as the date of acquiring qualification.
6. Candidates working in Govt. / PSU are required to produce “No Objection Certificate” at the time of Interview.
7. Candidates claiming reservation under OBC (NCL) should belong to OBC - Non creamy layer as on last date of online submission of application to POWERGRID.
8. Candidates selected in POWERGRID are liable to be posted anywhere in India and Abroad. For any queries regarding this recruitment please send email to [et25@powergrid.co.in](mailto:et25@powergrid.co.in) with “**ET Finance - 2020**” in the subject line. Candidates are required to add this email-id to their address book in order to avoid any email communication gap.
9. No correspondence regarding this recruitment made in Complaint Management System of POWERGRID will be entertained.
10. Legal jurisdiction will be NCT of Delhi in case of any cause / dispute.
11. Candidature is liable to be rejected at any stage of recruitment/ selection process without notice or if joined, services are liable to be terminated, if any information provided by the candidate is not found in conformity with the eligibility criteria notified or POWERGRID comes across any evidence/ knowledge that the qualification/ experience /and any other particulars indicated in application/personal resume/ other forms/ formats are not recognized/ false/ misleading and / or amounts to suppression of information/ particulars of which should have been brought to the notice of POWERGRID or that the candidate has been shortlisted for next stage in the process/ has secured employment in POWERGRID through or by adopting any unfair means.

12. Complaints attributable to the incompatibility of the Client Systems, ignorance of users, non-availability of internet connectivity or any other aspects beyond the direct control of POWERGRID employees or systems will not be entertained.
13. All information regarding this recruitment process would be made available in the career section of POWERGRID website only. Applicants are advised to check the web site periodically for important updates. Once registered for POWERGRID, all correspondences shall be made through their registered e-mail ID or candidate login only.

**IMPORTANT DATES**

Commencement of Online Submission of Application to POWERGRID	<b>07.03.2020</b>
Last date for Online submission of Application to POWERGRID	<b>06.04.2020</b> <b>(2359 hrs)</b>
Cut-off date for eligibility criteria	<b>06.04.2020</b>