



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

Date: 17/03/2022

Advt. No. 03/2022

**EXECUTIVE TRAINEE HUMAN RESOURCE , PUBLIC RELATIONS & LAW
DISCIPLINES**

**JOIN THDCIL TO BOOST YOUR CAREER GRAPH AND CONTRIBUTE IN
LIGHTENING INDIA THROUGH GREEN POWER**

Company Profile:

THDCIL is Schedule "A" Mini Ratna Government Public Sector Undertaking (PSU). It is one of the premier power generators in the country with installed capacity of 1587 MW with commissioning of Tehri Dam & HPP (1000MW), Koteshwar HEP (400MW), Dhukwan Small HEP (24 MW) and Wind Power Projects of 50MW at Patan ,63MW at Dwarka and 50MW Solar Power Project Kasargod.

The Equity of company is shared between NTPC and GoUP.

The Company was incorporated on 12th July 1988 to develop, operate and maintain the 2400MW Tehri Hydro Power Complex and other Hydro Projects. The Company has an authorized share capital of Rs.4000Cr. THDCIL is a Mini Ratna Category-I and Schedule "A" PSU.

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 project (50 MW).

Presently, 2764 MW under Construction Projects (Tehri PSP -1000 MW, VPHEP (444 MW) and Khurja STPP -1320 MW). The Other Projects are under various stage of development/implementation. Further THDCIL also developing 2000 MW UMREPPs (600 MW capacity of Solar Park, each at Jhansi and Lalitpur District and 800 MW at Chittarkoot District of UP) through SPV (a JV of 'THDCIL' and 'UPNEDA' named TUSCO) in the state of Uttar Pradesh.

THDCIL is consistently profit-making company since the commissioning of Tehri Dam & HPP in the year 2006-07.

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

THDCIL invites applications from bright, dedicated, result oriented, energetic and dynamic candidates with good academic records to join us as Executive Trainee in Human Resource and Law Discipline.

DISCIPLINE AND CATEGORY-WISE VACANCIES

Sl. No.	Name of Post	Total No. of Vacancies*	UR	SC	ST	OBC (NCL)	EWS	Post identified suitable for
1.	Executive Trainee-Human Resource	05	03	01	Nil	01	Nil	OA/OL/BL/OAL/B/LV//HH
2.	Executive Trainee-Law	05	03	Nil	Nil	01	01	OA/OL/B/LV
3.	Executive Trainee-Public Relations	02	01	Nil	Nil	01	Nil	OA/OL/B/LV

Vacancies for EWS candidate are as per Govt. Guidelines subject to final outcome of Hon'ble Supreme Court Order.

The total number of vacancies indicated above may increase/ decrease at the discretion of THDCIL Management.

The vacancies for Persons with Benchmark Disabilities (PwBDs) are reserved as per Govt. Guidelines.

The vacancies for PwBDs are reserved as per Govt. Guidelines. If there is no person with benchmark disability available for the post shall fill up the vacancy by appointment of a person, other than a person with benchmark disability.

Abbreviations:

LV=Low Vision, B=Blind, OA=One Arm, OL=One Leg, BL=Both Leg, VH=Visually Impaired, HH=Hearing Impaired, OH=Orthopedically Impaired, BLOA=Both Leg and one Arm, OAL=One Arm and Leg.

ELIGIBILITY CRITERIA

(1) Name of Post-Executive Trainee (HR)-05 Posts

Essential Qualification

Full Time/regular 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**

Overall Percentage of Marks

Candidates with not less than 60% marks or equivalent CGPA, taking average of all the Semesters/Years, irrespective of the weightage given to any particular semester/year by the University/ Institute in Qualifying Educational Qualification and also not less than 65% marks or equivalent CGPA (taking average of all subjects) in XII & X examinations will only be considered. Candidates with 59.99%/64.99% marks are not eligible and the same shall not be rounded off to 60%/65%.

Only pass marks is required by SC/PwBD/Ex-Serviceman/Departmental candidates (THDCIL Employees) in order to apply.

As there is no vacancy in ST category, hence the candidature of the candidate(s) belonging to ST category will be considered subject to meeting the eligibility criteria as prescribed for Un- Reserved (UR) category.

(2) Name of Post-Executive Trainee (Law)-05 Posts

Essential Qualification:

Full Time/regular Graduate with degree in Law with 60% marks from recognized Indian university or 5 year integrated course in Law with 60% marks from Institute recognized by appropriate statutory authority in India.

Overall Percentage of Marks:

Candidates with not less than 60% marks or equivalent CGPA, taking average of all the Semesters/Years, irrespective of the weightage given to any particular semester/year by the University/ Institute in Qualifying Educational Qualification and also not less than 65% marks or equivalent CGPA (taking average of all subjects)in XII & X examinations will only be considered. Candidates with 59.99%/64.99% marks are not eligible and the same shall not be rounded off to 60%/65%.

Only pass marks is required by PwBD/Ex-Serviceman/Departmental candidates (THDCIL Employees) in order to apply.

As there is no vacancy in SC/ ST category, hence the candidature of the candidate(s) belonging to SC/ST category will be considered subject to meeting the eligibility criteria as prescribed for Un- Reserved (UR) category.

(3) Name of Post-Executive Trainee (Public Relations)-02 Posts

Essential Qualification:

Graduate with 2 Year Full time Post Graduate Degree /Diploma in PR/Mass Communication or Journalism from recognized Indian University or Institute recognized by appropriate statutory authority in India with not less than 60% marks.

Overall Percentage of Marks:

Candidates with not less than 60% marks or equivalent CGPA, taking average of all the Semesters/Years, irrespective of the weightage given to any particular semester/year by the University/ Institute in Qualifying Educational Qualification and also not less than 65% marks or equivalent CGPA (taking average of all subjects)in XII & X examinations will only be considered. Candidates with 59.99%/64.99% marks are not eligible and the same shall not be rounded off to 60%/65%.

Only pass marks is required by PwBD/Ex-Serviceman/Departmental candidates(THDCIL Employees) in order to apply.

As there is no vacancy in SC/ ST category, hence the candidature of the candidate(s) belonging to SC/ST category will be considered subject to meeting the eligibility criteria as prescribed for Un- Reserved (UR) category

Experience Requirement for the both post: Nil

- Final Year / Semester students of academic year 2021-22, who expect their results by August-2022 may also be considered eligible, **provided they obtain minimum 60% marks** or equivalent CGPA in aggregate of all semesters/years up to pre-final examination at the time of applying for any of the above posts. Their candidature shall be provisional and will be considered for appointment in the event of selection, only if they meet all the eligibility criteria specified.
- Wherever specialization is mentioned, subjects in specialization required should have been part of the examination cleared and find mentioned in the final mark sheet / degree certificate or the specialization should be certified by the concerned University/ Institute attended / attending by the candidates.

- In absence of above, THDCIL shall be at liberty to decide the eligibility based on the courses studied/opted by the candidates during their post-graduation. Candidates for Human Resource discipline must have majority of papers from Human Resource Management Stream.

Upper Age Limit: 30 years as on 01.04.2022

Valid Score in the UGC- NET-June-2022 and CLAT 2022 Examination:

Candidates are required to appear in the corresponding paper of **UGC-National Eligibility Test (NET) of June-2022 and CLAT 2022** as shown below and Qualify in the same. The qualifying marks shall be as per standards prescribed by conducting authority of UGC-NET and CLAT.

SI.No.	Name of Post	Details
1.	Human Resource	Corresponding NET (June-2022) Paper and Subject Code- Labour Welfare/Personnel Management/Industrial Relations/Labour & Social Welfare/Human Resources Management (55) or as notified by UGC-NET June 2022
2.	Public Relations	Corresponding NET (June-2022) Paper and Subject Code- Mass Communication & Journalism (63)
3.	Law	CLAT 2022 exam as conducted by Consortium of NLU's

SELECTION PROCESS

- The Selection Process consists of marks obtained in order of merit in UGC-NET June-2022 and CLAT 2022 examination score, followed by Group Discussion/ Personal Interview.
- Eligible candidates will have to appear for the corresponding paper/ subject of UGC-NET (June-2022), i.e. Subject Code 55 (for HR) as notified by UGC-NET -2022 and CLAT-2022 examination.
- Candidates declared qualified in corresponding paper/ subject of UGC-NET-June-2022 and CLAT 2022 examination shall only be eligible to be considered for the next stage of selection subject to meeting the eligibility criteria prescribed by THDCIL.
- Qualifying Marks in UGC-NET- June-2022 and CLAT 2022 shall be as per the standards prescribed by Conducting authority of UGC-NET and Consortium of NLU's respectively.
- Qualified candidates shall be short-listed category-wise for Group Discussion/ Personal Interview based on their marks in UGC-NET-June-2022 in the corresponding paper/ subject & CLAT 2022 (whichever examination score is applicable) and as per the criteria decided by THDCIL Management.
- Candidates must qualify in the Group Discussion/Personal Interview in order to be considered for empanelment.

Weightage of Different Parameters

For calculation of final score of a candidate for empanelment, the weightage of marks obtained in UGC-Net-June-2022 & CLAT 2022 examination and Personal Interview/ Group Discussion.

Mode of selection may change for any/all post subject to the number of applicants and management discretion:

HEALTH STANDARDS

Applicants should have sound health. Appointment of selected candidates will strictly be subject to their being found med medically fit in the Pre- Employment Medical Examination to be conducted as per the Norms and Standards of Medical Fitness prescribed by the corporation which is minimum standard of fitness required. 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

COMPENSATION PACKAGE

The organization offers a very attractive pay package and is one of the best in the Power Sector Industry. Selected candidates will be placed at minimum basic pay of Rs. 50,000.00 in the pay scale of **Rs. 50,000 -3%-1,60,000 (IDA)** during the period of training as **Executive Trainee in E-2 Grade**.

These candidates will be absorbed after successful completion of training as **Senior Officer in E-3 Grade** in the pay scale of **Rs. 60,000-3%-1,80,000 (IDA)**.

During training period besides Basic pay candidates will also be paid Dearness Allowance and will also be entitled for other perquisites & allowances under cafeteria approach. Benefits such as leave, medical treatment for self only (renowned hospitals have been empanelled in Delhi, NCR and at other places), Provident Fund, Pension, Gratuity.

On regularization, 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.

REGISTRATION FEES

Candidates belonging to General and OBC/EWS category required to pay non-refundable Registration fee Rs. 600 through online mode.

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

SERVICE AGREEMENT BOND

The selected candidates will be required to execute a Service Agreement bond, for General, OBC & EWS category of Rs. 5,00,000/- (Rupees Five Lakh only) and for SC/ST/PwBDs category of ₹ 2,50,000/- (Rupees Two Lakh Fifty Thousand only) to successfully complete the prescribed training period and thereafter serve the company for at least 03 years.

PLACEMENT

The selected candidates shall be required to undergo one year training as per schedule. The training period can be extended if the performance of candidate(s) is not found satisfactory during the training period. The place of posting will be decided after successful completion of training, based on requirement of various units/projects/offices of the Corporation.

GENERAL INFORMATION AND IMPORTANT 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.
3. All qualification should be from an Indian University/Institute recognized by AICTE appropriate statutory authority.
4. Only UGC – NET of June 2022 (to be conducted on 1st Week of June 2022) score and CLAT 2022 (to be conducted on 8th May 2022) score is valid for this recruitment process. Score from any previous UGC-NET and CLAT examination is not valid. Candidates, who are willing to apply for THDCIL, will have to apply and appear for UGC-NET-June-2022 & CLAT 2022 as applicable even if they are previously qualified in UGC NET and CLAT Examination.
5. Computation of age shall be done as on **01.04.2022**.
6. 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.
7. Canvassing in any form shall disqualify the candidate.
8. Candidates claiming to belong to any particular category shall/ necessarily furnish valid EWS/ OBC (NCL)/SC/ST/ PwBD Certificate, as the case may be, from Competent Authority. For posts where there are identified vacancies for OBC (NCL)/SC/ST/ PwBD 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)/PwBD 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 PwBD for OBC (NCL) and 15 years for PwBD-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.
9. Format prescribed for furnishing certificates for SC/ST, OBC, EWS and PwBD are appended at Annexure-A,B,C,V/VI/VII (as applicable for the relevant PwBD category), The formats also available in THDCIL website www.thdc.co.in
10. The closing date for receipt of application will be treated as the date reckoning for SC/ST/OBC/EWS/PwBD status of the candidate and the candidate should be in possession of necessary certificate as on this date.
11. The validity of the certificate, if any, will as per Government of India rules as amended from time to time. Like the EWS Candidate must be in possession of an income and Asset Certificate for the year 2020-21 based on income assessment for the year 2019-2020 on or before closing date of application.
12. 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
13. The upper age limit shall also be relaxed by 5 years for candidates belonging to THDCIL Project Affected Families.

14. 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.**
15. If the candidate is called for Group Discussion/ Personal Interview, her/ his identity would be verified with UGC-NET – June 2022 & CLAT 2022 admit card and UGC-NET & CLAT Official Score Card. Therefore, candidates are requested to retain their UGC-NET 2022 & CLAT 2022 application copy, admit card and score card with them.
16. 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 group discussion and interview if original and valid photo identification is not presented along with the UGC-NET June-2020 admit card and score card.
17. 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.
18. 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.
19. Candidates working in Govt./PSU are required to produce “ No objection Certificate” from the present employer at the time of Interview
20. 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.
21. 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.
22. 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 any reason thereafter.
23. For any queries, regarding this recruitment process, please send email to **thdcrecruitment@thdc.co.in**
24. 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.
25. In case any ambiguity/ dispute arises on account of interpretation in versions other than English, the English version will prevail.

**ON LINE REGISTRATION FOR THE POST OF EXECUTIVE TRAINEE HUMAN RESOURCE,
PUBLIC RELATIONS AND LAW DISCIPLINES**

IMPORTANT DATES

Sl. No.	Particulars	Date	Website
FOR UGC NET AND CLAT			
1.	Opening of Online Registration for UGC-NET June-2022	2 nd Week of March 2022	https://ugcnet.nta.nic.in/
2.	Closing of Online Registration for UGC-NET June-2022	Last Week of April 2022	
3.	Opening of Online Registration for CLAT-2022	1 st January,2022	https://consortiumofnlus.ac.in/
4.	Closing of Online Registration for CLAT-2022	31 st March.2022	
FOR THDCIL			
5..	Opening of Online Registration	Link will be activated-After availability of Admit Card-UGC-NET-June-2022 and CLAT-2022	

Note:

- 1. How to apply and how to make payment of application fee will notify separately in THDCIL website www.thdc.co.in.*
- 2. Applicants are advised to check the Recruitment section of our website regularly for any updates.*
- 3. 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*
- 4. Fee once paid will not be refunded under any circumstances.*