



# WEST BENGAL STATE ELECTRICITY DISTRIBUTION COMPANY LIMITED

(A Government of West Bengal Enterprise)

Vidyut Bhavan, Block-DJ, Sector-II, Salt Lake City, Kolkata-700 091

## PATHWAYS TO A POWERFUL CAREER

West Bengal State Electricity Distribution Company Limited (WBSEDCL) is a wholly-owned profit-making Government of West Bengal Enterprise, engaged in the business of Hydel Generation and Power Distribution throughout the state of West Bengal with a customer base of approximately 72 lakhs, an employee strength of around 23000 and annual turnover in the region of Rs.8000 crores invites applications from Indian nationals to fill up the following vacant posts immediately:

### A. General Manager (HRD & Training)

In the pay band of : Rs. 37,400/- – Rs. 67,000/- with Grade Pay of Rs. 8,900/-

No. of Post : 1 Designation code - 01

**Qualifications** : Graduate in any discipline with MBA (2 year full time) in HR./PG diploma in Personnel Management/ Industrial Relations (2 YEAR FULL TIME) preferably with Diploma in Training and Development from a recognised institute / university or Ph.D. in industrial psychology / organisational behaviour.

**Experience** : Experience of 20 years or more in training and development of manpower in a large engineering / power generation / distribution organisation in a professional environment, out of which at least 3 years experience as head of training and development or just below the position of head. The candidate must have experience in following areas : development of training setup within the Company, active participation in TNI of all sections of employees, development of internal faculty, hiring of faculty from leading institutes of the country, recent developments in training tools / simulation practice, formulation of training policy of the Company, experience in designing customised programmes to monitor quality of training delivery, developing cost-effective training solution, development of management training institute for executives, to introduce application of best practice methodology to evaluate outcomes and to play a lead role in establishing formal training plan in line with business goals and priorities of the Company.

### B. Chief Safety Officer

In the pay band of : Rs.15,600/- – Rs.39,100/- with Grade Pay of Rs. 7,600/-

No. of Post : 1 Designation code - 02

**Qualifications** : Full time BE/B.Tech./B.Sc. (Engineering) Degree in Electrical Engineering from recognised university / institute with P.G. Diploma in Industrial Safety from a recognised institute / university.

**Experience** : 15 years experience in safety department of any large organization/ Power Distribution / Generation Company related to safety in the electrical installations / Line & Substations upto 33 KV. Must have experience in running safety department independently as HOD atleast for 2 years.

### C. Principal, Electricity Employees Training Institute

In the pay band of : Rs.15,600/- – Rs.39,100/- with Grade Pay of Rs. 7,600/-

No. of Posts : 6 Designation code - 03

**Qualifications** : Full time BE/B.Tech./B.Sc. (Engineering) Degree in Electrical / Mechanical Engineering from recognised university / institute preferably with P.G. Diploma in Training & Development from a recognised institute / university.

**Experience** : Minimum 15 years experience in the field of training and development of technical manpower, including skilled and semi-skilled categories. Must have administrative experience in running a training institute independently. Candidates having experience of minimum 3 years as head of a training institute in any Electricity Distribution Company will be preferred.

### D. Safety Officer

In the pay band of : Rs.15,600/- – Rs.39,100/- with Grade Pay of Rs. 5,400/-

No. of Posts : 5 Designation code - 04

**Qualifications** : Four years full time BE / B.Tech./B.Sc. (Engineering) Degree in Electrical Engineering from recognised institute duly approved by AICTE with P.G. Diploma in Industrial Safety from a recognised institute.

**Experience** : 5 years experience in safety department of any large organisation related to safety in the electrical installation upto 33 KV.

**Other facilities** : In addition to Basic Pay & DA, GP, HRA, Medical Allowance, Electricity Allowance, LTC / HTC, CPF, gratuity, liberal benefits for indoor treatment in leading hospitals for self & dependents, leave encashment, incentives, departmental vehicle (on payment of charge) for to and fro office journey (for the post of GM - HRD and Training only) and other benefits like house building loans as per the rules of the Company, are admissible. Safety Officers are also eligible to get time-bound promotion with higher responsibility to the next higher post based on their performance.

**Age limit** : Age between 45-50 years for the post of General Manager(HRD & Training), between 40-45 years for the post of Chief Safety Officer and Principal, Electricity Employees Training Institute and between 30-35 years for the post of safety officer as on 01.01.2010, with relaxation for SC & ST candidates of 5 years and OBC candidates of 3 years for posts at B,C & D from State of West Bengal only. The age limit may be relaxed up to 55 years for exceptionally qualified and experienced candidates for the post of General Manager (HRD & Training).

**Other conditions** : Positions as of C & D above are transferable. Selected candidates will be appointed in the regular pay scale, initially on probation for a period of one year and on satisfactory completion of probationary period they will be confirmed in regular post. The decision of the Management for absorption in the Company is final and binding. Candidates must have adequate knowledge for communicating in Bengali / Nepali. Candidates from Govt. / PSUs are required to submit NOC at the time of interview.

**How to apply** : Interested applicants are requested to forward the format (to be downloaded from the website) filled in all respect, along with two copies of recent photograph, testimonials, certificate of age proof and experience duly attested by a Gazetted Officer to The Advertiser, Post Bag No. 01, Sech Bhavan Post Office, Salt Lake City, Kolkata 700 091.

The last date of receipt of complete application is 23.03.2010. Applications incomplete / received late are liable to be rejected.

CANVASSING IN ANY FORM SHALL DISQUALIFY THE CANDIDATE

Notification No. : PP/2010/04