



टीएचडीसी इंडिया लिमिटेड

THDC INDIA LIMITED

(श्रेणी-क, मिनी रत्न, सरकारी उपक्रम)

(Schedule "A" Mini Ratna Government PSU.)

RE-ADVERTISEMENT

Advt. No.-05/2025

Date: 02.04.2025

RECRUITMENT OF GENERAL MANAGER IN E-8 GRADE ON REGULAR BASIS

Last Date of receipt of online application- 30.04.2025 (6:00 PM)

Company Profile:

THDC India Limited is a leading Power Sector and Profit-making Public sector Enterprise and registered as a Public Limited Company in July-1988 under the Companies Act, 1956. THDCIL was conferred 'Mini Ratna' Category- Status in Oct-2009 and up-graded to Schedule 'A' PSU in July-2010 by the Govt. of India.

The Equity of Company was earlier shared between Govt. of India and GoUP in the ratio of 75:25. Pursuant to Strategic Sale, the Share Purchase Agreement was executed between NTPC Limited and President of India on 25th March 2020, for acquisition of legal and beneficial ownership of equity held by the President of India in THDC India Limited. After Strategic Sale, Equity in THDC India Limited is shared between NTPC Limited and Government of UP in a ratio of 74.496% and 25.504%.

The Authorized Share Capital of the Company is 4000 Cr and paid-up capital as in Sep-2024 is 3665.88 Cr. Net Worth of the THDCIL as of 31st March 2024 is Rs 10546.68 Cr. THDCIL started earning profits from first year (2006-07) of commercial operation of its maiden project i.e. Tehri HPP (1000 MW) and is consistently profit-making company since then.

THDCIL was constituted with the sole objective to develop, operate & maintain the 2400 MW Tehri Hydro Power Complex, and other Hydro projects. However, over time THDCIL has expanded its horizons and fully diversified in all types of conventional and non-conventional forms of energy.

Presently, THDCIL has 06 Nos. Power Plants and 1 Coal Mine under operation with a total generation capacity of 1,587 MW (1424 MW Hydro, 113 MW Wind and 50 MW Solar Power Generation) and 5.6 MTPA. The company has 04 projects under construction with a combined installed capacity of 2775 MW including Tehri PSP (1000 MW), Vishnugad Pipalkoti HEP (444 MW), Khurja STPP (1320 MW), and an 11 MW Floating Solar project at Khurja STPP.

Memorandum of Agreement (MOA) for the implementation of the 1200 MW Kalai-II Hydro Electric Project in the Anjaw District of Arunachal Pradesh was signed between GoAR (Govt. of Arunachal Pradesh) and THDCIL. Transfer of various clearances is in progress Other 03 Hydro Projects.

THDCIL has signed an MOU with Department of Energy, Govt. of Maharashtra (GoM) for harnessing of Pumped Storage Energy through six number of PSPs in Maharashtra, totalling to installed capacity of 6790 MW capacity. DPR

preparation work for 2 projects will be awarded in Nov'24.

THDCIL has also signed MoU with MREL, Maharashtra for the development of self-identified PSPs and other RE projects (Total tentative capacity: 4200 MW) in Maharashtra State.

THDCIL signed Memorandum of Understanding (MoU) with Karnataka Power Corporation Limited (KPCL) for development and implementation of 1500 MW Pumped Storage Plant at Varahi in Karnataka State.

Besides, THDCIL has signed MoU with Govt. of Rajasthan for Bisanpura PSP (800 MW) in Bundi District, Rajasthan and Rampura PSP (800 MW) in Tonk District, Rajasthan with intent to establish these projects.

Infrastructure and Industrial Development Commissioner (IIDC), GoUP granted in-principle approval for the development of a PSP with 1200 MW project in Sonbhadra District, Uttar Pradesh.

'TUSCO Ltd.', a joint venture between THDCIL and UPNEDA has been incorporated to develop 2000 MW of Ultra Mega Solar Power Parks. Accordingly, 600 MW Solar Power Park each in Distt Jhansi & Distt. Lalitpur and 800 MW Solar Park in Distt Chitrakoot are being developed.

'TREDSCO Rajasthan Ltd.', a joint venture between THDCIL and RRECL (Rajasthan Renewable Energy Corporation Limited) has been incorporated for development of 10,000 MW Ultra Mega Renewable Energy Parks. In principle approval for 2000 MW Bodana Solar Power Park received from MNRE.

THDCIL-UJVNL Energy Company Limited (TUECO Ltd.), a joint venture between THDCIL and UJVNL Ltd. has been incorporated for the development of potential HEPs and PSPs in the state of Uttarakhand.

THDCIL is actively pursuing 2 PSPs namely, Rouni PSP (2100 MW) and Dangari PSP (1400 MW) both located in Jashpur District, Chhattisgarh for development through a JV mode.

THDCIL is also in process of implementing a Pilot Project for Carbon capture of 20 TPD capacity at Khurja STPP (2x660MW) with a cost-effective Carbon capture technology.

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

THDCIL invites applications on All India Basis from bright, dedicated, result oriented, energetic and dynamic candidates with good academic records & experience to join us as General Manager on Regular Basis:

NOTE: The candidates already applied vide Advt.No.01/2025 dated 05.02.2025 for the post of General Manager in E-8 (North East Hydro Projects) meeting the eligibility criteria will be considered in the selection process and need not apply again.

DETAILS OF POST & ELIGIBILITY CRITERIA

Sl. No.	Name of Post and No. of Post	Eligibility Criteria	Post Qualification Experience	Upper Age Limit
1.	General Manager in E-8 Grade (North East Hydro Projects) 01(UR)	Full Time BE/B-Tech (Electrical/Mechanical/ Civil/Electrical & Electronics/ Instrumentation & Control / Electronics & Instrumentation Engineering) Engineering	Minimum 23 Years post qualification experience in executive/Officer cadre out of which minimum 1 year in immediate lower grade /Scale (CDA/IDA). IDA: 1,20,000-3%- 2,80,000 Equivalent level (private	55 years

		from recognized University/ Institute by appropriate statutory authority in India.	sector) : Rs. 26 lacs p.a CTC. The candidate from private sector should also submit Form 16 of Previous employer of FY 23-24 related to income tax return. Experience: Minimum 23 Years post qualification Executive/Officer experience out of which minimum 12 years in the fields related to Hydropower Development including 5 years in Erection & commissioning/ O&M of Hydropower Plant of installed capacity of minimum 500 MW	
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IMPORTANT NOTE:

1. All qualification (i.e Xth, XIIth and essential qualification) should be Full-Time & Regular and from an Indian University/Institute recognized by AICTE appropriate statutory authority.
2. For CTC proof candidate has to submit the certificate issued by his current employer with all the components of his/her Annual CTC.

Post Identified Suitable for PwBDs Category:

Name of the post	Post Identified Suitable for PwBDs Category
General Manager	b) D, HH c) OL, Dw, AAV d) SLD, MI e) MD involving (b) to (d)

Abbreviations: D=Deaf, HH=Hard of Hearing, OL=One Leg, Dw=Dwarfism, AAV=Acid Attack Victims, SLD=Specific Learning Disability, MI=Mental Illness and MD=Multiple Disabilities.

RELAXATION & CONCESSION

1. Reservation to OBC (Non-Creamy Layer)/SC/ST/PwBDs (Degree of Disability 40% or above)/ Ex-Servicemen /J&K Domiciled/Victims of riots candidates will be provided as per Government of India directives/guidelines wherever the vacancy is reserved.
2. Category (SC/ST/OBC(NCL)/PwBDs/ Ex-Servicemen /EWS) once filled in the online Registration form will not be changed and no benefit of these category will be admissible later on.
3. For Departmental Candidates (only THDCIL Regular Employees) relaxation/concession shall be as per THDCIL Policy Statement on Manpower Recruitment & Direct Recruitment Procedure Manual.

4. Relaxation/concession to OBC(NCL)/SC/ST/ PwBDs/ EWS/ Ex-Servicemen/J&K Domiciled/Victims of riots shall be as per Government of India Directives wherever the vacancy is reserved.

SELECTION PROCESS

1. Eligible candidates shall be shortlisted category wise for Personal Interview.
2. The Selection process consists of marks obtained in Personal Interview.
3. Candidates must qualify in the Personal Interview in order to be considered for empanelment. The Qualifying percentage marks in the interview for different categories are as mentioned below:

CATEGORY	QUALIFYING PERCENTAGE MARKS
Unreserved (UR)/EWS/ OBC(NCL)/ SC/ST/ PwBDs/Ex-Servicemen	50%

4. For calculation of final score of the candidate for empanelment, the weightage of marks obtained in Personal Interview shall be considered as indicated below:

S.No.	Criteria	Weightage
1.	Personal Interview	100%

5. The offer of appointment shall be issued to the suitable candidates in the order of category wise merit.

NOTE: In order to restrict the number of candidates to be called for interview, if so required, the Management reserves the right to conduct online screening/shortlisting /selection test or to raise the minimum eligibility criteria as per requirement.

HEALTH STANDARDS

Applicants should have sound health. Before joining candidates will have to undergo medical examination by CMO of any Govt Hospitals. 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.

The selected candidates for will be placed at respective minimum basic pay in the following pay scale:

GRADE	SCALE OF PAY
E-8	Rs 1,20,000-3%-2,80,000

Protection of Basic Pay in the case of PSU and Govt. Employees as per DPE Guidelines issued from time to time.

The Compensation Package shall include Basic Pay, Dearness Allowance, Perquisites and Allowance @ 35% of basic pay as per cafeteria, Performance Related Pay, Company Leased Accommodation /Company Quarters or HRA, Reimbursement of monthly conveyance, expenditure, mobile instrument facility and communication charges reimbursement 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, Group Insurance, PF, Gratuity and Pension, Post-Retirement Medical Benefits etc.

REGISTRATION FEES

Rs. 600/- (Rupees Six Hundred Only) shall be payable by candidates belonging to General and OBC/EWS category through online mode.

No fee for SC/ST/PwBDs/Ex-Servicemen/Departmental candidates/Candidates belonging to Doob Kshetra/ Project Affected Area Families of THDC Projects.

GENERAL INFORMATION AND 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. If a candidate is shortlisted based on the information given by him/ her and does not fulfill the same/ meet the criteria, he/she will not be allowed for Personal Interview.
3. All qualification should be from an Indian University/Institute recognized by appropriate statutory authority and should be only Full-Time & Regular.
4. Computation of age and experience shall be done as on **05.02.2025**.
5. Internship/ Training/Apprenticeship and Teaching Period will not be counted as experience.
6. While applying for the 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 fulfil the eligibility norms and/or that he/she has furnished any incorrect/false information or has suppressed any material facts, his/her candidature will stand automatically cancelled. If any of the above shortcomings is/are detected even after appointment his/her services are liable to be terminated without any notice. Canvassing in any form shall disqualify the candidate.
7. The mere fact that a 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.
8. Canvassing in any form shall disqualify the candidate.
9. Candidates claiming to belong to any particular category shall/ necessarily furnish valid EWS/ OBC (NCL)/SC/ST/ PwBDs Certificate, as the case may be, from Competent Authority. For posts where there are **identified vacancies** for OBC (NCL)/SC/ST/ PwBDs/EWS candidates, are required to submit requisite certificate in the latest prescribed format of Government India, issued in the current year only (i.e 2024-2025) .Relaxation can be extended in case of **vacancies identified** for SC/ST/OBC (NCL)/PwBDs/EWS

candidates. The upper age limit shall be relaxed by 05 years for SC/ST/, 03 years for OBC (NCL) candidates. It shall be relaxed by 10 years for PwBD-General/EWS, 13 years for PwBDs for OBC (NCL) and 15 years for PwBDs- 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/directives.

10. Format prescribed for furnishing certificates for SC/ST, OBC, EWS and PwBDs (as applicable for the relevant PwBDs category), formats are available in THDCIL website www.thdc.co.in.
11. The closing date for receipt of application will be treated as the date reckoning for SC/ST/OBC(NCL)/EWS/PwBDs status of the candidate and the candidate should be in possession of necessary certificate as on this date.
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. Candidates belonging to **Doob Kshetra/THDCIL Project Affected Area Family** the certificate shall be valid only if the same is issued by **Special Land Acquisition Officer (SLO) duly verified by concerned District Authority.**
14. 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/Personal interview if original and valid photo identification is not presented.
15. 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.
16. 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 process.
17. **Candidates working in Govt./PSU are required to forward their applications through proper channel at time of applying for the post and/or are required to produce “No objection Certificate” from the present employer at the time of Personal Interview.**
18. **Internal (Departmental) Candidates may apply as per the provision mentioned in THDCIL Policy Statement on Manpower Recruitment & Direct Recruitment Procedure Manual. Applications not received as per procedure mentioned in the THDCIL Policy Statement on Manpower Recruitment & Direct Recruitment Procedure Manual shall not be considered.**
19. 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.
20. Depending on the requirement THDCIL reserves the right to cancel / restrict /curtail/enlarge / modify / alter the recruitment/ selection process and number of vacancies, if need so arises, without issuing any further notice or assigning any reason thereafter.

21. THDCIL relevant rules shall be applicable to the recruitment process as in force from time to time
22. For any queries, regarding the this recruitment process, please send email to thdcruitment@thdc.co.in.
23. 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.
24. In case any ambiguity/ dispute arises on account of interpretation in versions other than English, the English version will prevail.
25. Application registered without/ incomplete/ illegible documents shall be summarily rejected even though registration number has been generated. Candidate should not send any documents/certificates or print out of Registration slip/form through post.

HOW TO APPLY

Before applying for Online Registration Form candidates should possess the following:

1. Valid and active Email ID and Mobile No.
(E-mail ID and mobile number to be entered in online registration form is mandatory. In case a candidate does not have a valid e-mail ID, he/she should create his/her new e-mail ID before applying online. Candidates are advised to keep the e-mail ID and mobile number entered in the online registration form active for at least one year. No change in the e-mail ID or mobile number will be allowed once entered. All future correspondence shall be made via e-mail and/ or SMS only.)
2. Scanned copy of recent passport size color photograph of the candidate with white background (Size- 50 KB & Format-JPG/PNG/PDF)
3. Scanned signature of the candidate. (Size-20 KB & Format-JPG/PNG/PDF).
(Signature (in Black ink) against white background is to be scanned and uploaded in the space earmarked in the online registration form. Candidate is advised to confirm his/her uploaded signature is clearly visible/ identifiable at the appropriate place.)
4. Scanned copy of Marksheet of Class Xth and XIIth Marksheet (Size-125 KB & Format-JPG/PNG/PDF)
5. Marksheet & Degree (Full-Time/Regular) of essential qualification to be uploaded as one file. (Size- 500 KB & Format-JPG/PNG/PDF).

NOTE: Candidates having Additional Qualification are supposed to upload the supporting documents along with documents of essential qualification as one file.

6. Scanned copy of Experience Certificate. (Size-500 KB & Format-JPG/PNG/PDF). **(if applicable)**
(Candidates should ensure that they have uploaded all their experience certificates as one file)
7. Scanned copy of Caste/ Category Certificate (if applicable in case of SC/ST/OBC(NCL)/PwBD/J&K Domiciled / Ex-Servicemen/ Victims of riots /Doob Kshetra of THDC Projects) in a format prescribed by the Government of India. (Size-125 KB & Format-JPG/PNG/PDF)
8. Scanned copy of Proof of norms adopted by University/Institute to convert CGPA/OGPA/DGPA in to percentage. (Size-125 KB & Format-JPG/PNG/PDF)
If CGPA is not applicable then upload the scanned copy of Marksheet.
9. Scanned copy of **Form 16 of Previous Employer of FY 2023-2024.**
(Size-125 KB & Format-JPG/PNG/PDF)
10. Scanned copy of **Payslip (Dec 2022, Dec 2023 and Dec 2024** as one file (Size-500 KB & Format-JPG/PNG/PDF)
11. Scanned copy of **CTC certificate issued by employer.**
(Size-500 KB & Format-JPG/PNG/PDF)

Steps to Fill in Online Registration Form:

- I. The relevant link will be made available on THDCIL website <https://www.thdc.co.in/>→**Career Section→ New Openings**. No other means/ mode of Registration Form shall be accepted. Candidates shall only apply through online registration link. ***Before filling the Online Registration Form please read eligibility criteria and essential qualification required carefully.***
- II. Candidates must fill in their Basic Information.
Candidates must enter the same name in the same configuration as mentioned in their certificate.
- III. Must carefully fill the fields asked in the Basic Information. Such as State Domicile, Category, Religion and other information asked.
- IV. Fill in the details of Academics & Professional Qualification as per your marksheet and certificate only. Provide marks as per your marksheet. In case of CGPA provide correct marks in percentage after conversion.
- V. While filling in the Languages Known remember to tick the boxes provided in that section as well. Next fill in Address details and other information.

- VI. Fill in the details of your experience with proper mention of period of service.
- VII. Remember to upload all the documents as per mentioned format and size. Please see that all documents uploaded are clear and readable.
- VIII. Upon completing the filling of the details in Registration form, candidate has to click the Save button and then proceed further:
- **For the candidates belonging to General, OBC(NCL) and EWS, Payment Now option will appear before final submission of Registration Form, the candidate has to click on Payment Now and complete the payment process. After completion of Payment process, the candidates shall complete the application form by filling up of Payment details and then shall click on the Submit Button at the bottom of the page.**
 - **For ST/SC/PwBDs / Ex-Servicemen /Doob Kshetra (Project Affected)/ Department Candidates (THDCIL Employees only) need not pay the Registration Fee and no Payment Now option will appear, for such candidates, they have to directly click on Submit button at the bottom for Final Submission.**

IMPORTANT NOTE: After clicking of Submit button (subsequent to successful payment of application fees and filling of payment details in the online form) the Registration Form will be considered complete and submitted for Final Submission.

- IX. Candidate should take a print out of completed application form and keep it with him/ her safely for future reference. **(This print out of application should be kept in safe custody of the candidate. Candidates must not send this printout to any office of THDCIL).**
- X. Other Points:
- All Information regarding this recruitment process shall be made available in the career section of our website <http://www.thdc.co.in> and no separate communication shall be made.
 - Applicants should keep sufficient copies of same photographs in reserve for future use, which they are using in the Online Registration.
 - Applicants can send their Query related to Recruitment to e-mail ID: thdcrecruitment@thdc.co.in
 - Once applied, the applicants are advised to check the website as well as their registered e-mail ID regularly for any updates regarding this recruitment.

THE CANDIDATES SHOULD CROSS CHECK ALL THE DETAILS FILLED IN THE ONLINE REGISTRATION FORM, BEFORE FINALLY SUBMITTING THE SAME, AS NO CORRECTION WILL BE ALLOWED LATER.

HOW TO MAKE PAYMENT

- For **GENERAL, OBC(NCL) & EWS CANDIDATES**- Candidates have to click on the payment now link and make payment of **Registration fee-₹ 600/- (₹. Six Hundred only)**
- For ST/SC/PwBDs / Ex-Servicemen/Doob Kshetra of THDC Projects/Departmental Candidates the **Registration fee is exempted.**

1. Visit SBI Collect from <https://www.onlinesbi.com/sbicollect/icollecthome.htm>
2. Select Category-----> PSU-Public Sector Undertaking.
3. Search for PSU- Public Sector Undertaking and type---- THDC INDIA LIMITED
4. Click on “THDC INDIA LIMITED”.
5. Fill in the details like a. Name, b. Application No. (THDC Registration No.), c. Mobile Number, d. Father’s Name and e. Email ID. (Please fill in the same details as entered in online application) f. Advertisement No. (Fill-...../2025), g. Post (Fill Post Name),h. Discipline (.....) and i. Amount (Fill Rs 600/-)
6. Enter your details-----> Click on Individual and fill details like Name, Date of Birth, Mobile No., Email ID. (Please fill in the same details as entered in online application)
7. Click on the Check Box- I have read and agreed to Terms & Conditions.
8. Enter the Captcha and Click on Next.
9. Verify payment details and Click on Next.
10. Select the payment mode and make payment of fees.

IMPORTANT POINTS:

- On making the payment a unique number will be generated and the candidates will receive it on their Registered Mobile Number through SMS.
- Candidate should take print out of receipt of Registration Fee and keep it with him/her safely for future reference. Candidate must not send this printout to any office of THDCIL.
- If Registration Fee is deducted from the bank account and candidate receives failure payment message, after submitted the Registration Form and Payment Now displaying on the Registration form then candidates are advised to read instructions carefully under “Steps for making payment of Registration Fee” and accordingly once again make the payment of Registration fee or contact his/her bank.
- Bank Commission charges will be borne by the candidates. In case the fee is deposited in wrong account then THDCIL will not be responsible.
- Registration fee deposited **after Last date of Online Registration will not be valid.**
- Fees once paid will not be refunded under any circumstances. Candidates are therefore requested to ensure their eligibility before applying for any post and payment of Registration Fee.

IMPORTANT DATES

Sl.No.	Particulars	Date & Time
1.	Opening of Online Registration	04.04.2025 (10:00 AM)
2.	Closing of Online Registration	30.04.2025 (06:00 PM)

Note:

- 1. The candidates already applied vide Advt.No.01/2025 dated 05.02.2025 for the post of General Manager in E-8 (North East Hydro Projects) meeting the eligibility criteria will be considered in the selection process and need not apply again.*
- 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. Registration Fee once paid will not be refunded under any circumstances.*
- 5. Application form submitted without Registration Fee will be considered as incomplete and shall be summarily rejected as per point no 25 of General Information and Instructions.*