



Engagement of Experienced SAP Professionals On Short Term Contract Basis

POWERGRID, the Central Transmission Utility (CTU) of India, one of the largest Transmission Utilities in the World and a Navratna Enterprise of Govt. of India is engaged in power transmission business with the mandate for planning, co-ordination, supervision and control over complete inter-State transmission system. POWERGRID operates around **1,51,064 circuit kms of transmission lines along with 238 Sub-stations** (as on 31.12.2018) and wheels about 50% of total power generated in the country through its transmission network. POWERGRID also owns and operates approximately **47,735 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. 30,767 Crore and Profit After Tax of Rs. 8239 Crore (FY: 2017 - 18).

POWERGRID has successfully implemented organization wide Enterprise Resource Planning (ERP) system. In this connection for providing technical support and facilitate the transition, we are currently on a lookout for professionals with domain experience in SAP as per the following details for engagement on short term contract basis.

The engagement shall be purely on temporary & contract basis for a period of 2 years for ERP/ SAP works. The contractual period may be further extended depending on the requirement as well as performance of the individual subject to maximum total period of 4 years. The engagement will not entitle anyone to claim for any regular employment in POWERGRID or any relaxation in case of any requirement for regular posts in POWERGRID.

DETAILS OF REQUIREMENT

Place of Engagement		Gurgaon / Bengaluru / Kolkata / Secunderabad					
Post ID	Designation	Category-wise breakup					
		UR	EWS	OBC (NCL)	SC	PwD*	Total
175	SAP Professional (on contract) (ABAP/ FICO/ SD/ MM/ BASIS/ Web Dynpro/ Enterprise Portal/ SRM/ PI)	6	1	2	1	1	10

* Horizontal Reservation

JOB SPECIFICATION

Essential Educational Qualification	Full time Bachelor's degree in Engineering / Information Technology/ Computer Science/ Computer Application/ Management/ Science/ Commerce/ Economics from recognized University/ Institute
Essential Certification	Candidates should have SAP Certification from SAP in concerned SAP module for which applied.
Essential Post Educational Qualification Experience	<ul style="list-style-type: none"> • Should have minimum 4 years post educational qualification experience. • Out of the above, should have minimum 2 years experience in relevant module of SAP. • Out of the above 2 years experience in relevant module, minimum one year experience should be post SAP Certification in concerned SAP Specialization.
Upper Age Limit	45 Years as on 21.03.2019 (i.e. Date of Birth on or after 22.03.1974)

RELAXATIONS AND CONCESSIONS

1. Reservation/Relaxation/ Concession to SC/ ST/ OBC (NCL)/ EWS/ PWD etc candidates shall be as per Government of India directives.

2. **Relaxation in Upper Age Limit:**

a) For SC candidates	: 5 years <i>(for vacancies reserved for them)</i>
b) For OBC(NCL) candidates	: 3 years <i>(for vacancies reserved for them)</i>
c) For PwD Candidates	: As per Govt. of India directives
d) For Ex-SM/ J&K Domiciled/ Victim of Riot Candidates	: As per Govt. of India directives

3. **Relaxation in Post Educational Qualification Experience:** The total post educational qualification experience requirement is relaxed to 3 years for SC / PwD candidates.

4. **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 along with the application and at time of interview, if called for.

5. Ex-Servicemen with a minimum of six month continuous service are allowed age relaxation to the extent of the period spent in service plus three years subject to the condition that the resultant age after deducting his period of service from his actual age does not exceed the prescribed age limit by more than three years.

6. **Reservation /Relaxation / Concession for SC/ ST candidates (as may be applicable)** will be subject to submission of Caste certificate in the GOI prescribed format issued by a competent authority alongwith the application and at time of interview, if called for. Reservation status is as indicated on Page-1 of this notification.
7. **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 alongwith the application and at time of interview, if called for.
8. **Reservation/ 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 alongwith the application and at time of interview, if called for. Reservation status is as indicated on Page-1 of this notification.
9. Categories / Sub-categories of PwD eligible shall be as under:
 - i) LD - One Arm (OA) / One Leg (OL)/ Both Leg (BL)/ One Arm & Leg (OAL)/ Also includes Cerebral Palsy/ Dwarfism/ Muscular Dystrophy/ Acid Attack victim/ Leprosy Cured
 - ii) HI - Hearing Impaired
 - iii) VI - Blind (B)/ Low Vision (LV)
 - iv) ID -Autism/ Learning Disability
 - v) Combinations of above Identified subcategories
10. Persons suffering from not less than 40% of the relevant permanent disability shall only be eligible for the reservation/ relaxation/ concession benefit for PwD as may be applicable. *However, the following categories/ subcategories of disability shall not be eligible for benefit of reservation: Speech and Language Disability, Chronic Neurological Conditions- Multiple sclerosis/ Parkinson’s disease, Blood Disorders -Haemophilia/ Thalassemia/ Sickle Cell disease*
11. Reservation/ relaxation/ concession for EWS shall be subject to submission of Income & Asset Certificate in the GOI prescribed format issued by a competent authority alongwith the application and at time of interview, if called for.
12. **SC/ ST/ EWS / PwD/ Ex-SM candidates are exempted from payment of application fees.**

SELECTION PROCESS

Selection will involve Interview only, of the eligible and shortlisted candidates. However, the Management reserves the right to raise the minimum eligibility standards / criteria and / or to conduct a screening test, to restrict the number of candidates to be called for Personal Interview, if so required.

In case screening test is conducted, the same shall be qualifying in nature (40 % for UR and 30 % for reserved vacancy) and candidates qualifying in the screening test shall be shortlisted for interview based on their marks in screening test. Selection shall be done based on marks secured in interview only.

The decision of POWERGRID regarding scrutiny of application and shortlisting shall be final and binding. Shortlisted Candidates will have to qualify in the Interview to be adjudged suitable for empanelment for Engagement. The qualifying marks in interview shall be as given below:

UR	- 40%,
EWS /OBC(NCL)/SC/PwD	- 30%

Candidates shall have the option for appearing in the Personal Interview in Hindi or English.

The final engagement of selected candidates will be subject to their medical fitness as per the company's prescribed standards.

Applicants should have sound health. No relaxation in POWERGRID Medical Norms is allowed. (Refer to "[Health](#)" link on career page of our website for Standards of Medical Fitness)

COMPENSATION & BENEFITS

The Contractual personnel will be paid consolidated monthly remuneration of Rs. 1.46 Lacs. Further, they shall be provided with medical benefits for self and spouse subject to maximum of one month consolidated remuneration every year for OPD cases and with medical insurance of amount Rs. 5 Lacs in case of IPD treatment during their tenure of engagement. They will be entitled to facility of travel, boarding, lodging equivalent to Dy. Manager level executive of POWERGRID on official tours. Other details shall be part of the Terms & Conditions of engagement.

HOW TO APPLY

1. **Application window shall be open from 27.02.2019 to 21.03.2019.** Interested eligible candidates are advised to log on to www.powergridindia.com -> Career Section -> [Job opportunities](#) and apply online.
2. Candidates will have to upload the following while filling up the application:
 - a. Their latest colour passport size photograph (.jpg file size not exceeding 50 kb)
 - b. Scanned copy of signature (.jpg file size not exceeding 30 kb)
 - c. Birth certificate/Class X certificate
 - d. Educational Qualification final passing certificate & marksheet
 - e. SAP certificate in relevant module issued by SAP
 - f. Experience Certificate/ proof of experience (e.g. pay slip, job assignment, joining & separation order etc) in support of minimum 4 years post qualification exp.
 - g. Experience Certificate/ proof of experience in support of minimum 2 years post qualification exp. in relevant module of SAP including one year after SAP certification.

- h. Caste certificate *(if applicable)*
- i. Income & Asset Certificate *(if applicable)*
- j. Disability certificate *(if applicable)*
- k. Discharge certificate *(if applicable)*
- l. *Any other certificate (if applicable)*

Candidate will have to bring these documents alongwith original for verification at the time of interview/ medical/ joining, if called for.

3. Candidates should ensure that all important details like **module applied for**, name, date of birth, address, qualification, SAP certification, experience details etc. are duly filled in.
4. 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.
5. Candidates must correctly enter the qualification / certification details including date of acquiring qualification/ SAP certification as mentioned in their certificates.
6. Candidate should take a print out of the completed application and keep with him/ her safely for future reference.
7. 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 interview if original and valid photo identification is not presented.
8. Fill up other details in the application very carefully. Please take care while filling out the email/ alternative email fields since all important communication shall be through emails only.
9. On submission of valid application, the system will generate a “Resume” with a registration number. Candidate should take a print out of the completed application and keep with him/ her safely for future reference.
10. The primary email ID entered by the candidate is the Login ID and the unique **Registration Number** generated is the password for logging in to POWERGRID Online application system.
11. **If you are not exempted from payment of application fees (only SC/ST/EWS/ PwD/ Ex-SM candidates are exempted), you are required to login to your candidate login section and then deposit non-refundable application fees of Rs. 400/- through online mode. On submission of application fees, your application process will be treated as complete.**
12. No hard copy of application is required to be sent to any address by post.
13. In-complete applications / applications without application fees (if applicable) will be rejected.

14. Application fee (Non refundable Rs. 400/-):

For detailed instructions regarding payment of application fee [CLICK HERE \(https://www.powergridindia.com/online-payment-application-fees\)](https://www.powergridindia.com/online-payment-application-fees). Candidates are requested to go through the instructions carefully and ensure payment of fees on time.

15. Candidates should submit only single application for a relevant SAP module and application once submitted cannot be altered. A valid e-mail ID is essential for submission of the online application. POWERGRID will not be responsible for bouncing of any e-mail sent to the candidates.
16. Candidates are advised to make a note of their e-mail ID as entered in the application form and Registration Number generated at the top right hand corner of the 'Resume'. These would be required for accessing information through candidate login during the later stage of the recruitment process.
17. Once applied, the applicants are advised to check the web site as well as their registered e-mail regularly for any updates.

GENERAL INFORMATION AND INSTRUCTIONS

1. Only Indian Nationals of age 18 years or above are eligible to apply for POWERGRID.
2. **It is the responsibility of candidate to satisfy that he/ she meets the eligibility criteria (as mentioned in this advertisement) fully before applying.**
3. **The engagement of personnel is purely temporary in nature and on contract basis for a period of 2 years or till completion of the work whichever is earlier with a provision for further extension of one year each for 2 years based on their performance for total maximum engagement period of 4 years on the basis of work requirement.**
4. **The personnel engaged will not be entitled to claim for any regular employment in POWERGRID or any relaxations in case of any recruitment for regular posts in POWERGRID.**
5. The contractual engagement will automatically be terminated on expiry of 24 months or on completion of extended period. The engagement will be for SAP works only.
6. Vacancies may vary depending upon the requirement. The decision of POWERGRID regarding module wise requirement and engagement shall be final and binding. Operation of panel will depend on requirement and as per discretion of POWERGRID.
7. Essential qualification should be recognized in India and from a recognized Institution or University.
8. In case of qualification acquired from foreign Institute/ University, the same may be treated at par with qualification offered by Indian Institutes/ Universities provided the candidates are able to produce equivalency certificate for such qualification from Competent Authority.
9. Computer Science/ IT includes Computer Science/ Computer Engineering/ Information Technology

10. Application Fee is non-refundable even if the candidature is rejected for any reason.
11. Applications in which the essential qualification/ experience cannot be fully ascertained will be liable for rejection. Hence candidates are advised to properly fill the application and provide necessary documents asked for.
12. Applications should be submitted through online mode only. Applications not in conformity with the requirements mentioned above/not in given proforma /without relevant supporting documents/ incomplete / without application fees (if applicable) will be rejected and no correspondence shall be entertained in this regard
13. All photocopies of documents uploaded along with the online application should be self attested by the candidate.
14. Candidates working in private sector must produce ITR/PF slip in support of salary in addition to salary slip if asked by POWERGRID.
15. Management reserves the right to consider applicants for placement with lower remuneration, if suitable candidates are not available for the advertised positions.
16. **Training / Teaching period will not be counted as experience**
17. Candidates claiming reservation under OBC (NCL) should belong to OBC - Non creamy layer as on last date of online submission of application to POWERGRID.
18. Percentage of marks obtained by the candidate in the bachelor's degree shall be calculated based on the practice followed by the university/institution from where the candidate has obtained the degree. In case the candidates are awarded grades/CGPA instead of marks, the conversion of grades/CGPA to percentage of marks shall be based on the procedure certified by the university/ institution from where they have obtained the qualification.

In case the university/ institution does not have any scheme for converting CGPA into equivalent marks, the equivalence would be established by dividing the candidate's CGPA by the maximum possible CGPA and multiplying the result with 100.
19. All computations of Age, Qualification, Experience etc., shall be as on **the last date of application**. Date of issuance of final mark sheet/ SAP Certification shall be taken as the date of acquiring qualification/ SAP certificate respectively.
20. If any certificate etc. is issued in a language other than Hindi/English, candidates are advised to submit a certified translation of the same in either Hindi or English language at the time of Interview, if called for.
21. Applicants are advised not to upload documents which are not clearly legible or password protected. Mobile phone scans/clicks/pictures which are not readable/not in proper size will not be considered for evaluation.
22. Mere submission of Application does not guarantee the adequacy of candidature for being considered for further selection process.
23. In case of more than one online registration by same candidate, the application (or registration ID) against which fee is deposited shall only be considered for further scrutiny.



- Similarly where application fees is not applicable (SC/ ST/ EWS/ EX-SM/ PwD), the last registered application shall only be considered for further scrutiny.
24. Candidates working in Govt. / PSU are required to produce “No Objection Certificate” at the time of Interview.
 25. Candidates called for interview shall be reimbursed AC II tier rail/bus fare by shortest route for to & fro journey provided they meet the laid down criteria.
 26. 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.
 27. In case of Screening Test, details of test centre, venue shall be intimated to candidates.
 28. For any queries regarding this recruitment email may be sent to **recruitment@powergrid.co.in**. However, candidates are advised to go through the advertisement in detail and not to raise any query which is already mentioned/ clarified in the advertisement. Candidates are required to add this email-id to their address book in order to avoid any email communication gap. For technical queries relating to online application form or browsing issues mail may be sent with subject line : **“SAP-175 - Technical Issue - <subject matter>”**. For other recruitment related issue, mail may be sent with subject line: **“SAP-175- <subject matter>”**.
 29. No correspondence regarding this recruitment made in Complaint Management System of POWERGRID, will be entertained.
 30. 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.
 31. 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 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 adopting any unfair means.
 32. Legal jurisdiction will be NCT of Delhi in case of any case/dispute.
 33. 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.
 34. The contractual engagement will be regulated by Company’s rules and administrative orders that may be enforced from time to time during the period of engagement

IMPORTANT DATES

Commencement of Online Submission of Application to POWERGRID and online payment of application fees	27.02.2019 (10:00 Hrs)
Last date for Online submission of Application to POWERGRID and online payment of application fees	21.03.2019 (23:59 Hrs)
Cutoff date for eligibility criteria	21.03.2019