



**टी एच डी सी इंडिया लिमिटेड**  
**THDC INDIA LIMITED**  
(श्रेणी क, मिनी रत्न, सरकारी उपक्रम)  
(Schedule "A" Mini Ratna Government PSU)

Date: 16.11.2020

Advt.No. 02/2020

**EXECUTIVE TRAINEE (FINANCE)**

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

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 1537 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 in Gujarat to its credit.

The Equity of company is shared between NTPC and GoUP.

The Company was incorporated on 12<sup>th</sup> 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) and two operational Wind Power Plants namely Patan Wind Farm (50 MW) and Devbhumi Dwarika Wind Farm (63 MW).

Presently, two hydro power projects namely Tehri PSP (1000 MW) & VPHEP (444 MW), one Thermal Project namely Khurja STPP (1320 MW) and one Solar Project namely Kasargod Solar Power Project (50 MW) are under construction.

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](http://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 Finance Discipline.**

**CATEGORY-WISE VACANCIES**

Sl. No.	Name of Post	Total No. of Vacancies*	UR	SC	ST	OBC (NCL)	EWS	PwD**(Persons with Disability)	
								Posts Reserved for	Post identified suitable for
1.	Executive Trainee-(Finance)	10	06	01	Nil	02	01	01- HH	D/HH/OA/OL/BL/OAL/LV/CP/LC/Dw/AA/MD

**\*The number of vacancies may change as per Requirement.**

**Candidates belonging to ST category may also apply provided they meet the eligibility criteria prescribed for UR category**

**\*\* Horizontal Reservation for PwD**

**Abbreviations:**

**D-Deaf, HH-Hearing Handicapped, OA- One Arm OL-One Leg, BL- Both Leg, OAL-One Arm and One Leg, LV-Low Vision, CP-Cerebral Palsy, Dw-Dwarfism, AA-Acid Attack, MD-Muscular Dystrophy**

Candidates belonging to PwD sub-category other than the one for which the post is reserved can also apply, provided the post is identified for that sub-category and that the candidate meets the eligibility criteria prescribed for their respective category as mentioned under Relaxations & Concessions.

**ELIGIBILITY CRITERIA**

**a. Essential Qualification**

<b>Sl. No.</b>	<b>Name of the Post</b>	<b>Essential Qualification</b>	<b>Experience</b>	<b>Overall percentage of Marks</b>
1.	Executive Trainee (Finance)	CA / CMA qualified, from The Institute of Chartered Accountants of India/The Institute of Cost Accountants of India (formerly known as Institute of Cost and Works Accounts of India)	NIL	Candidates having not less than 55% marks in the final examination of CA/CMA-for General, OBC(NCL) and EWSs category applicants and pass (50%) marks in case of SC and PwD category applicants and also not less than 65% marks in X & XII Board examination for General, OBC(NCL) and EWSs category candidate(s) and pass marks in case of SC/PwD Category candidates(s). Candidates with 64.99% marks are not eligible and the same shall not be rounded off to 65%.

**b. Upper Age Limit: 30 years as on 01.10.2020**

**RELAXATIONS & CONCESSIONS**

1. Reservation/ relaxation/ concession to OBC (NCL)/ SC/ ST/ PwD/ Ex – SM/ J&K Domiciled/ Victims of riots /EWS shall be as per Government of India directives.
2. Persons suffering from not less than 40% of the relevant disability shall only be eligible for the benefit under PwD category. Persons claiming concessions/ relaxations/ reservation under PwD category are requested to keep their Disability certificate ready in the format prescribed by Government of India (also available in the Recruitment section of THDCIL website) for reference.
3. Percentage of marks in essential qualification is relaxed to “ **Pass Marks**” for **SC/PwD/EX-SM/Departmental candidates ( Regular Employees of THDCIL) .**
4. **Relaxation in Upper Age Limit:**
  - a) For OBC (NCL) candidates : 03 years
  - b) For SC candidates : 05 years
  - c) For PwD candidates : 10 years over and above applicable category relaxation.
  - d) For Doob Kshetra Candidates : 05 years over and above applicable category relaxation of THDCIL Projects
  - e) J&K Domicile / Ex-Servicemen/ Victims of riots: As per Govt. of India directives.
  - f) No Age bar for departmental candidates (Regular Employees of THDCIL).

5. SC/ST/PwD/ Ex-SM/ Departmental candidates (Regular Employees of THDCIL) are exempted from payment of application fees. Candidates are required to login to their candidate login section and then deposit **non-refundable application fees of Rs. 600/-** through online mode only. On submission of application fees, their application process will be treated as complete.
6. Reservation/ Relaxation / Concession for SC will be subject to submission of relevant Caste Certificate in the prescribed format issued by a competent authority.
7. Relaxation / Concession for J&K Domiciled / Ex-Servicemen/ Victims of riots will be subject to submission of relevant Age relaxation cum Domicile certificate /Discharge certificate etc. in the prescribed format issued by a competent authority.
8. Reservation and Relaxation for OBC (NCL) will be subject to submission of latest OBC (NCL) certificate in the format prescribed by the Govt. of India for "Appointment to posts under Govt. of India" from a competent authority alongwith the application form. OBC (NCL) candidates should also submit NCL declaration in the format prescribed by the Govt. of India. The name of caste, community of the candidate must appear in the Central List of OBCs available on National Commission for Backward Classes (NCBC) website- [www.ncbc.nic.in](http://www.ncbc.nic.in).
9. Reservation / Relaxation / Concession for Persons with Disability is subject to submission of disability certificate in prescribed format issued by the Government Medical Board.
10. 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**.
11. 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**

### **COMPENSATION PACKAGE**

- The organization offers a very attractive pay package and is one of the best in the Industry. Selected candidates will be placed at minimum basic pay of ₹ 50,000.00 in the pay scale of **₹50,000-3%- 1,60,000 (IDA)** during the period of training. These candidates will be absorbed after successful completion of training as **Sr. Accounts Officer** in **E-3** Grade in the pay scale of **₹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 @ 35% of basic pay under cafeteria approach. Others benefits include reimbursement against purchase of laptop, payment towards liveries, leave, medical treatment for self only (renowned hospitals have been empanelled in Delhi, NCR and at other places), Provident Fund, Pension, Gratuity etc.
- On regularization, 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. Medical treatment for self and dependents.
- 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, Post Retirement Medical Benefits etc.

## PLACEMENT & CAREER PROGRESSION

- Candidates will be placed at Projects/Offices including Joint Ventures & Subsidiary Companies of THDCIL in various location of the country or abroad.
- Selected candidates shall be required to undergo one year training as per schedule at various units/Projects/offices. The training period can be extended if performance of the trainee is not found satisfactory. On successful completion of training they will be placed as Sr. Accounts Officer (E-3) in at various units/Projects/offices including joint ventures & subsidiary companies of the corporation based on requirement. The essential Education Qualification admissible/ desired for the mentioned posts shall form the basis for career progression of the candidate in the organization. Candidates once placed shall have no right to claim promotion/other benefits on the basis of higher education possessed/ acquired by them at any point of time.

## SELECTION PROCESS

Candidates shall be shortlisted out of the candidates registered with THDCIL as per merit based on the CA/CMA Final Examination score and will be shortlisted for Personal Interview

- Candidates shall obtain information about their status at the THDCIL website in Career Section→ New Openings. Candidates shortlisted for Personal Interview shall be required to bring the documents as mentioned in their interview call letter.
- Candidates must qualify in the Personal Interview in order to be considered for empanelment. The qualifying % in interview for different categories are as mentioned below:

Category	Qualifying % in Interview
UN-Reserved/OBC/EWS	50%
SC/PwD/Ex-SM	30%

### WEIGHTAGE OF DIFFERENT PARAMETERS

For calculation of final score of a candidate for empanelment, the weightage of marks obtained in Academic Qualification and Personal Interview shall be as indicated below:

Marks obtained in Xth Board Examination (taking average of all subjects)	10%
Marks obtained in XIIth Board Examination(taking average of all subjects)	10%
Marks obtained in CA/CMA Final Examination	50%
Personal Interview	30%
<b>Total</b>	<b>100%</b>

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

### Empanelment of Candidates

Candidates who qualify in the Personal Interview will only be adjudged suitable for empanelment. Therefore it is again reiterated the candidates will have to qualify Personal Interview separately in order to be considered for empanelment.

The offer of appointment shall be issued to the suitable candidates in the order of category wise merit and based on the requirement.

## HEALTH STANDARDS

Applicants should have sound health. Appointment of selected candidates will strictly be subject to their being found 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](http://www.thdc.co.in)

## SERVICE AGREEMENT BOND

The selected candidates who belong to General, OBC,EWS category will be required to execute a Service Agreement Bond of ₹ 5,00000/- (₹ Five Lakh only) and SC/ST/PwD candidate ₹ 2,50,000/- (₹ Two Lakh Fifty Thousand only) to successfully complete the prescribed training and thereafter serve the company for at least 03 years.

## HOW TO APPLY

Interested eligible candidates may apply for the post through THDC website. The relevant link will be made available on THDCIL website <http://www.thdc.co.in>→Career Section→ New Openings against advertisement No. 02/2020. Read the instructions carefully and fill in the On-line application form giving accurate information with valid E-mail ID. After filling it, system will generate a Unique Registration Number of THDC.

THDCIL will not be responsible for bouncing back of any email sent to the candidate. Candidates shall only apply through online registration system. No other means for application shall be entertained. ***Before filling the on-line application please read eligibility criteria carefully***  
***Before registration candidates should possess the following:***

- Valid and active Email ID, Mobile No.
  - Scanned copy of recent passport size color photograph of the candidate with white back ground (Size-50 KB & Format-JPG/PNG/PDF).
  - Scanned signature of the candidate (Size-20 KB & Format-JPG/PNG/PDF).
  - Scanned copy of Class Xth, XIIth, Final Graduation & Essential Qualification Mark sheet with a proof of Percentage of marks obtained (Size-125 KB & Format-JPG/PNG/PDF).
  - Scanned copy of proof of Date of Birth-(Class Xth Certificate) .(Size-125 KB & Format-JPG/PNG/PDF).
  - Scanned copy of Caste/ Category Certificate (if applicable in case of SC/ST/OBC(NCL)/PwD/J&K J&K Domiciled / Ex-Servicemen/ Victims of riots /Doob Kshetra) in a format prescribed by the Government of India.(Size-125 KB & Format-JPG/PNG/PDF), if applicable.
  - 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)
1. **PHOTOGRAPH::** One recent coloured passport size photograph not more than three months old is to be scanned and upload in the space earmarked in the on-line application. The photograph should be in JPG or JPEG format. The size of the photograph should be upto 50 KB.
  2. **SIGNATURE:** Signature (in Black ink) against white background is to be scanned and uploaded in the space earmarked in the on-line application. Candidate is advised to confirm his/her uploaded signature is clearly visible/ identifiable at the appropriate place.The signature should be in JPG or JPGE format. The size of signature should be upto 20 KB.

3. Candidate should take a print out of completed application keep it with him/ her safely for future reference. Candidates must not send this printout to any office of THDCIL
4. 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 regarding this recruitment.
5. E-mail ID and mobile number to be entered in online application 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 application 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.
6. Applicants should keep sufficient copies of same photographs in reserve for future use, which they are using in the Online Registration.
7. It is mandatory that eligible candidates go through the full text of the advertisement and agree to all the conditions given, while applying for the post.
8. Once applied, the applicants are advised to check the website as well as their registered e-mail regularly for any updates.

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

#### **PAYMENT OF APPLICATION FEE (NON REFUNDABLE ₹. 600/-)**

1. For payment of application fee (General/OBC/EWS category candidates) click on Payment Now.
2. Certify that you have read the terms and condition of disclaimer clause by selecting the Check Box and then click on "Proceed".
3. Select Payment Category.
4. Fill up the details like THDC Application no. Name , Father's Name etc and proceed to make payment by clicking "Submit".
5. On making the payment a unique number will be generated and the candidate will receive it on their registered Mobile Number through SMS.
6. After generation of Unique Number, the candidate has to proceed to complete the online application form under the sub head : "Particular of Non Refundable fees Paid "wherein the details such as Name & Address of Issuing Bank and Payment Reference Number is to be filled in.
7. If the application fee is deducted from the bank account and the candidates receives failure payment message, after submitting the Application Form and Payment Now not displaying on the application form then candidates are advised to read the instruction carefully under "Steps for making the payment of application fee" and accordingly once again make the payment of application fee or contact his/her bank.
8. Bank commission charges will be borne by the candidates/applicants. In case the fee is deposited in a wrong account then THDC India Ltd will not be responsible.
9. Application Fee deposited after **23.12.2020(17.00 Hrs.)** will not be valid.
10. Fee 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 application Fee.

## GENERAL INFORMATION AND INSTRUCTIONS

1. Only Indian Nationals are eligible to apply.
2. Candidates interested to joining THDCIL against Advertisement No. 02/2020 should have a valid certificate CA/CMA. Final year appearing students are not eligible to apply.
3. Before applying, the candidates should ensure that he/she fulfills the eligibility criteria and other norms mentioned in the advertisement. If a candidates 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.
4. Candidate is required to obtain requisite marks/grade in minimum qualification prescribed for the post, taking average of all the semesters/years irrespective of weightage given by any particular semester/year by Institute/University.
5. No representation will be entertained for relaxation of prescribed criteria in any circumstances.
6. Departmental candidates having requisite qualification are also eligible to apply.
7. Candidates have to apply Online only. No manual/paper application will be entertained.
8. The date of declaration of result/issuance of Mark Sheet shall be deemed to be the date of acquiring the qualification and there shall be no relaxation on this account.
9. Candidature of the registered candidates is liable to be rejected at any stage of recruitment process or after selection/joining, in the event of any information, provided by the candidate, is found to be false or is not found in conformity with eligible criteria mentioned in the advertisement.
10. 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. For any queries, regarding this recruitment process, please send email to [etthdcil.fin.20@gmail.com](mailto:etthdcil.fin.20@gmail.com) or can call any working day (Monday to Friday) from 10.00 AM to 5.00PM in recruitment cell at 0135-2473572.0135-2473567
11. Candidates working in Govt. Department /PSU /Autonomous Bodies are required to produce “**No objection Certificate**” from the present employer at the time of Interview.
12. In case of any ambiguity/dispute, arising on account of interpretation in version other than English. English version will prevail.
13. THDCIL reserve the right to cancel/modify/restrict/enlarge/alter recruitment process, without issuing any further notice or assigning any reason thereof.
14. THDCIL reserve the right to increase /decrease the vacancies as per requirement.
15. Any canvassing, directly or in directly, by the applicant will disqualify his/her candidature.
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.
17. Any dispute arising in this connection will be subject to Jurisdiction of Dehradun (Uttarakhand) courts only.

## IMPORTANT DATES

Sl.No.	Particulars	Date
1.	Opening of Online Registration	24.11.2020 10.00 Hrs.)
2.	Closing of Online Registration	21.12.2020 (24.00 Hrs.)
3.	Last date of submission of payment details in Online Portal (For registered candidates only)	23.12.2020 (17.00 Hrs.)

**Note:**

- 1. Applicants are advised to check the Recruitment section of our website regularly for any updates.*
- 2. 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.*
- 3. Fee once paid will not be refunded under any circumstances.*