



न्यूक्लियर पावर कॉर्पोरेशन ऑफ इंडिया लिमिटेड  
**Nuclear Power Corporation of India Limited**  
(भारत सरकार का उद्यम)

(A Government of India Enterprise)

सीआईएन/CIN: U40104MH1987GOI149458



**Detailed Advertisement for recruitment of  
Executive Director (Finance) & Executive Director (Commercial)  
(Level 14 of Pay Matrix)**

**Advertisement No: NPCIL/HRM/2022/01**

**LAST DATE FOR RECEIPT OF ONLINE APPLICATION 07/03/2022**

NPCIL, a premier Public Sector Undertaking under the Administrative Control of the Department of Atomic Energy, Government of India is engaged in Design, Construction, Commissioning and Operation of Nuclear Power Plants in the Country. NPCIL invites online applications from the eligible Indian Citizens for the following posts to share these challenging spectrum of responsibilities.

**1.0 Details of vacancies :**

|    |                                 |                       |
|----|---------------------------------|-----------------------|
| 1. | Executive Director (Finance)    | 01 (One) – Unreserved |
| 2. | Executive Director (Commercial) | 01 (One) - Unreserved |

**2.0 Age Limit: Maximum 55 years** as on the last date of receipt of online application. However, for internal candidates the age limit will be 58 years.

**3.0 Job description and responsibilities:**

**3.1 Executive Director (Finance):**

He/She will be overall in-charge of implementation of policies relating to finance and accounts towards fulfilment of goals and objectives of the company. He/She will be responsible for project financing, contract management, negotiations with foreign technology partners and various project related issues.

**3.2 Executive Director (Commercial):**

He/she will be closely following the decisions made by Ministry of Power, Government of India and the regulations/decisions/circulars of CERC so as to assess their impact on NPCIL and protect the interest of NPCIL. He/she will be responsible to initiate timely action to get required clearances and make applications for power evacuation schemes to required agencies. He/she will be responsible to protect the interest of the Company in long run, finalisation and execution of Power Purchase Agreement (PPA) with Beneficiary States/DISCOMs and power utilities.

#### 4.0 Educational Qualification & Experience

| S N | Name of the Post                    | Educational Qualifications, Experience & other criteria  |
|-----|-------------------------------------|--|
| 1.  | <b>Executive Director (Finance)</b> | <p>a) <b>Qualification</b> –The applicant should be a Chartered Accountant or Cost Accountant or Chartered Financial Analyst or a two year full time MBA (Finance) or two year full time MMS in Finance or two year full time PGDM (Finance) from a recognised University/Institution or two year full time PGP/MBA from Indian Institute of Management (IIMs)</p> <p>b) <b>Experience</b> - Having work experience of 25 years or more, out of which minimum post qualification experience during the last 15 years in the areas of Corporate Financial Management/Corporate Accounts/Site Finance.</p> <p style="text-align: center;"><b>OR</b></p> <p><b>Officers of Organised Group 'A' Accounts Services</b> [i.e. Indian Audit and Accounts Service, Indian Defence Accounts Service, Indian Railway Accounts Service, Indian Civil Accounts Service, Indian P&amp;T Accounts and Finance Service and Indian Cost Accounts Service]. These candidates will be exempted from the educational qualifications as per (a) above provided they have at least 5 years cumulative experience at a senior level during the last 10 years in the area of Corporate Financial Management/Corporate Accounts.</p> <p>c) <b>Condition of Immediate Absorption</b> : Officers of Organized Group 'A' Accounts Services will be eligible for consideration only on immediate absorption basis.</p> <p>d) <b>Employment Status</b> : The applicant must on the date of application, as well as on the date of interview, be employed in a regular capacity- and not in a contractual/ad-hoc capacity- in one of the following:-</p> <ol style="list-style-type: none"><li>i. Central Public Sector Enterprise.</li><li>ii. State Public Sector Enterprise in Power Sector where the annual turnover is Rs.6000 crores or more.</li><li>iii. Private Sector Company in Power Sector where the annual turnover is Rs. 6000 crores or more. Preference would be given to candidates from listed companies.</li><li>iv. Central Government Services for Organized Group 'A' Accounts Services</li></ol> |

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|    |  | <p>e) <b>Pay Scale :</b></p> <ol style="list-style-type: none"> <li>1. Central Public Sector Enterprise eligible scale of pay with minimum experience of 3 years in the scale :- <ol style="list-style-type: none"> <li>i. ₹ 120000-280000(IDA) post 1.1.2017 ; or</li> <li>ii. ₹ 51300-73000 (IDA) post 01.01.2007; or</li> <li>iii. ₹ 144200-218200 (Level 14) CDA post 01.01.2016; or</li> <li>iv. ₹ 37400-67000+GP ₹10000 (CDA) post 01.01.2006</li> </ol> </li> <li>2. Applicants from State Public Sector Enterprise/Private Sector: Holding a post at least two level immediately below the Board level on the date of application.</li> </ol>   |
| 2. | <b>Executive Director (Commercial)</b> | <p>a) <b>Qualification :</b> Engineering Graduate with any of the following:</p> <ol style="list-style-type: none"> <li>(i) Chartered Accountant (CA) from ICAI; or</li> <li>(ii) Cost Accountant from CMAI; or</li> <li>(iii) Chartered Financial Analyst (CFA); or</li> <li>(iv) A two year full time MBA (Finance) from a recognised University/Institution; or</li> <li>(v) A two year full time MMS in Finance from a recognised University/Institution; or</li> <li>(vi) A two year full time PGDM in Finance from a recognised University/Institution</li> <li>(vii) A two year full time PGP/MBA from Indian Institute of Management (IIMs)</li> </ol> <p>b) <b>Experience</b> - Should possess minimum 25 years experience post Engineering qualification out of which minimum post qualification experience of ten years in commercial/finance functions in power sector.</p> <p>c) The applicant must on the date of application, as well as on the date of interview, be employed in a regular capacity- and not in a contractual/ad-hoc capacity- in one of the following:-</p> <ol style="list-style-type: none"> <li>i. Central Public Sector Enterprise in Power Sector.</li> <li>ii. State Public Sector Enterprise in Power Sector where the annual turnover is Rs.6000 crores or more.</li> <li>iii. Private Sector Company in Power Sector where the annual turnover is Rs. 6000 crores or more. Preference would be given to candidates from listed companies.</li> </ol> <p>d) The applicants currently working in CPSEs, on the date of application shall have minimum 3 years working experience in the following pay scale:-</p> <ol style="list-style-type: none"> <li>i. ₹ 120000-280000 (IDA) post 1.1.2017 ; or</li> <li>ii. ₹ 51300-73000 (IDA) post 01.01.2007; or</li> <li>iii. ₹ 144200-218200 (Level 14) CDA post 01.01.2016; or</li> <li>iv. ₹ 37400-67000+GP ₹ 10000 (CDA) post 01.01.2006</li> </ol> |



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|  | e) Applicants should preferably possess cross functional competencies in the functions of Contracts and Materials Management, HR and IT. |
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## 5.0 **Pay Level & Approximate Monthly Emoluments**

NPCIL follows Central DA (CDA) pay scales, the pay attached to pay level 14 in the Pay Matrix (6th CPC pay scale of ₹ 37400-₹ 67000 with Grade pay of ₹ 10000) will be applicable to the above posts along with DA @ notified from time to time. In addition to this all the allowances as detailed below shall be payable.

### **A] Allowances :**

- House Rent Allowance/Leased Accommodation Facility/Housing
- Professional Update Allowance (Annual)

### **B] Incentives :**

- Performance Linked Incentive

## 6.0 **Selection Process:**

- (i) Initial screening will be done based on the documents/certificates uploaded by the applicants in support of essential qualification, experience, as prescribed. List of documents to be uploaded is given under para 8.0.
- (ii) Final selection of candidate will be done on the basis of performance in the Personal Interview. The Personal Interview will consist of 100 Marks. The qualifying marks for interview is 60%.
- (iii) Waitlist will be maintained containing equal number of candidate as in the main select list.
- (iv) In case of candidates with equal interview marks, credit will be given to seniority in date of birth.

7.0 Only those outstation applicants who are called for interview will be reimbursed Economic Class to and fro Air fare on production of original tickets/boarding passes.

## 8.0 **How to apply :**

1. Eligible applicants have to apply through online application form as provided on the website [www.npcilcareers.co.in](http://www.npcilcareers.co.in) only. The applicants are required to upload scanned copies of the documents related to educational qualification and experience under the links provided in online application form. Last date for receipt of online application is **07/03/2022 (1700 Hrs)**.

The online registration will commence from **15/02/2022** at 10:00 hrs and will end on **07/03/2022** at 17:00 hrs.

2. The cutoff date for reckoning the Maximum Age Limit and Experience is the last date of submission of online application i.e. **07/03/2022**.
3. The applicant(s) working in Government/Semi-Government/PSU(s)/Autonomous bodies should produce **NOC (No Objection Certificate)** issued by his/her employer at the time of interview without which he/she shall not be allowed to appear for the interview.

4. Applicants are required to upload the self attested copies of the documents/certificates in support of qualification and experience mentioned in the online application in PDF file. Separate link is provided for uploading documents/certificates in support of qualification and experience in separate PDF file with size not more than 1 MB and in the order as follows:
- Date of Birth Proof : X<sup>th</sup> Std. Passing Certificate indicating Date of Birth OR School Leaving Certificate
  - Educational qualification/mark sheets
  - Experience certificate/s in chronological order
  - Annual Turnover Certificate wherever applicable
5. Applicants from Private Sector must upload, in addition to the above, the following documents along with the applications form :
- Annual Reports of the Company, in which currently working, for the 3 financial years preceding the calendar year in which the post is advertised (please provide URL or attach/enclose copies);
  - Whether the company is listed or not; if yes, the documentary proof (please provide URL or attach/enclose copies);
  - Details of relevant jobs handled in the past.

Any further information/corrigendum/addendum etc. pertaining to this recruitment will be uploaded on [www.npcil.nic.in](http://www.npcil.nic.in) and [www.npcilcareers.co.in](http://www.npcilcareers.co.in) . Please keep referring these web portals.

**NPCIL strives to have a workforce which reflects gender balance and women applicants are encouraged to apply**

**Nuclear Power – Providing a Clean and Sustainable Future**



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“स्वच्छ रहो, स्वस्थ रहो”  
एनपीसीआईएल, भारत सरकार द्वारा चलाए गए स्वच्छ भारत मिशन को प्रोत्साहित करता है।  
न्यूक्लियर विद्युत – एक अपरिहार्य विकल्प



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