



Advt. No.03(Jun)/2014

**MAHARASHTRA STATE POWER GENERATION COMPANY LTD.
INVITES APPLICATIONS FOR THE FOLLOWING POSTS**

Mahagenco, the public sector entity owned by Govt. of Maharashtra, is the second largest power generation utility in the country with an installed capacity of 10500 MW, comprising of a mix of Thermal, Hydro & Gas based Power Stations spread across the State.

For the company with manpower strength more than 15000 and potential for further growth, we are looking for high caliber individuals for the following positions:

Applications are invited for the following position

Post Code	Name of Post	Pay Gr.	CATEGORY WISE RESERVATION					
			SC	ST	NT (C)	OBC	OPEN	TOTAL
E01	Chief Engineer	I	--	--	--	--	01	01
E02	Dy. Chief Engineer	I	01	01	--	--	02 (WR-01)	04
E03	Supt. Engineer	I	02 (WR-01)	--	01	03 (WR-01)	06 (WR-02)	12
FA01	Chief General Manager (F&A)	I	--	--	--	--	01	01
FA02	Asst. General Manager (F&A)	I	--	--	--	--	01	01
HR01	Dy. General Manager (HR)	I	--	--	--	--	01	01
S01	General Manager * (Security)	I	--	--	--	--	01	01
S02	Dy. General Manager * (Security)	I	01	--	--	--	01	02

Note: * Post of General Manager (Security) & Dy. General Manager (Security) is on **Contractual basis for a period of 3 years**

Note:

Abbreviations: WR - Women Reservation

Last date for Submission of application is 21st July 2014

For more details please visit Maharashtra State Power Generation Company Limited website www.mahagenco.in

Qualification and Experience as on 21st July 2014:

Post Code	Post Name	Qualification	Experience
E01	Chief Engineer	Bachelor's Degree in Electrical / Mechanical / Instrumentation / Electronics Engineering / Technology or its equivalent.	15 years' experience in Power Sector. Out of which at least 5 years in the area of Power Generation in selection posts like Executive Engineer & above out of which 1 year in the position of Suptdg. Engineer or 3 years in the position of Supdtg. Engineer.
E02	Dy. Chief Engineer	Bachelor's Degree in Electrical / Mechanical / Instrumentation / Electronics Engineering / Technology or its equivalent.	Minimum 13 years' experience in Power Sector, out of which at least 4 years in the area of Power Generation in selection posts like Executive Engineer & above, out of which min. 1 year experience as Suptdg. Engineer or 2 years in the position of Suptdg Engineer.
E03	Supt. Engineer	Bachelor's Degree in Electrical / Mechanical / Instrumentation / Electronics Engineering / Technology or its equivalent.	12 years' experience in Power Sector. Out of which at least 5 years in the area of Power Generation as Executive Engineer & Dy. Executive Engineer or 2 years as Executive Engineer.
FA01	Chief General Manager (F&A)	CA / ICWA final passed	12 years relevant experience in Finance / Accounts / Audit out of which 5 years should be in a post of responsibility i.e. Chief Manager (F&A) equivalent and above. Note: Equivalency of outside candidates will be compared / decided on the basis of gross emoluments drawn and job responsibilities.
FA02	Asst. General Manager (F&A)	CA / ICWA final passed	8 years relevant experience in Finance / Accounts / Audit out of which 2 years should be in a post of responsibility i.e. Manager (F&A) equivalent and above. Note: Equivalency of outside candidates will be compared / decided on the basis of gross emoluments drawn and job responsibilities.
HR01	Dy. General Manager (HR)	1. Degree of a recognized University with 2 yrs full time or 3 yrs part time Post Graduate degree in Business Administration (MBA) / Management studies (MMS) / Personnel Management (MPM) with specialization in Human Resource Management / Development / Personnel Management or equivalent Management qualification in HR/ Personnel Management from a University recognized by UGC or Institute approved by AICTE. 2. Minimum Computer Literacy: Must be proficient in M.S. Office.	At least 10 yrs experience in Human Resources Development / Personnel Management out of which 5 years should be in a position of responsibility i.e. Senior Manager (HR) / equivalent and above. Note: Equivalency of outside candidate will be compared / decided on the basis of gross emoluments drawn (other than perks) and job responsibilities.

Post Code	Post Name	Qualification	Experience
S01	General Manager * (Security)	<p>1. Degree of a recognized University or equivalent.</p> <p>N.B. - Technical Degree preferred.</p> <p>2. Degree in Law and/or Personnel Management will be considered as additional qualification.</p>	<p>Must be either a serving or Ex-Police Officer of the rank of Supdt. Of Police having an experience of at least 5 years in specialized branches like CID Crime/ CID Intelligence/ Anti-Corruption Bureau and Central Bureau of Investigation, with good record to his credit.</p> <p>OR</p> <p>Must be serving or Ex-military Officer from Army/ Navy or Air force having held the rank of Major and above or equivalent.</p> <p>OR</p> <p>A departmental candidate having positive qualifications for the higher post. Should possess a minimum experience of 13 years (including Police/Military & other services) of which (a) at least 5 year's service must be in the post of Asstt. Director or (b) total service of 8 years in the capacity as Asstt. Director and / or Vig. Officer / Security Officer in the Board.</p>
S02	Dy. General Manager * (Security)	<p>1. Degree of a recognized University or equivalent.</p> <p>N.B. - Technical Degree preferred.</p> <p>2. Degree in Law and/or Personnel Management will be considered as additional qualification.</p>	<p>Must be either a serving or Ex-Police Officer of the rank of Supdt. Of Police having an experience of at least 4 years in specialized branches like CID Crime/ CID Intelligence/ Anti-Corruption Bureau and Central Bureau of Investigation, with good record to his credit.</p> <p>OR</p> <p>Must be serving or Ex-military Officer from Army/ Navy or Air force having held the rank of Major and above or equivalent.</p> <p>OR</p> <p>A departmental candidate having positive qualifications for the higher post. Should possess a minimum experience of 12 years (including Police/Military & other services) of which (a) at least 5 year's service must be in the post of Asstt. Director.</p> <p>OR</p> <p>(b) total service of 8 years in the capacity as Asstt. Director and / Vig. Officer / Security Officer in the Board.</p>

PAY SCALES:

Post Code	Post Name	Pay Scale
E01	Chief Engineer	Rs.36720-1560-71040
E02	Dy. Chief Engineer	Rs.32630-1430-66950
E03	Supt. Engineer	Rs. 28700-1235-34875-1365-63540
FA01	Chief General Manager (F&A)	Rs.36720-1560-71040
FA02	Asst. General Manager (F&A)	Rs.26860-1105-32385-1235-59555
HR01	Dy. General Manager (HR)	Rs.28700-1235-34875-1365-63540
S01	General Manager * (Security)	Rs.32630-1430-66950
S02	Dy. General Manager * (Security)	Rs.28700-1235-34875-1365-63540

In addition to basic pay, the selected candidates are entitled to DA, HRA and other allowances as may be admissible.

UPPER AGE LIMIT AS ON 21st July 2014:

Post Code	Designation	Upper Age Limit (Years)
E01	Chief Engineer	50
E02	Dy. Chief Engineer	48
E03	Supt. Engineer	45
FA01	Chief General Manager (F&A)	40
FA02	Asst. General Manager (F&A)	40
HR01	Dy. General Manager (HR)	40
S01	General Manager * (Security)	40
S02	Dy. General Manager * (Security)	40

Note-A:

- Upper age limit is relaxed by 5 years for the candidates applying against Backward Category post.
- Upper age limit for departmental employees working in MAHAGENCO is upto age of 57 yrs.
- Candidates applying against Open, age limit is as mentioned in the above table.
- Date of birth as per SSC/School leaving certificate and age as on **21.07.2014** should be mentioned.

Note-B: For Age, Education and Experience as on **21st July 2014** will be considered.

Last date of Submission of application is 21st July 2014

Conditions applicable to Backward Class candidates

1. Reservation for Backward Class will be governed by the Maharashtra State Public Services Reservation for SC, ST, VJ-A, NT-B, NT-C, NT-D, SBC and OBCs Act, 2001 and as per the rules & regulations framed by the Govt. of Maharashtra from time to time.

The candidates applying against reserved category and belonging to VJ (A), NT (B), NT (C), NT (D), SBC and OBC categories should produce a certificate valid as on last date of submission of application form, from appropriate authority as prescribed by the Govt. of Maharashtra showing that they are not covered under the concept of "Creamy Layer". The candidate shall have **current year** Non Creamy Layer Certificate valid as on last date of submission of application form issued by Competent Authority of Govt. of Maharashtra while applying for the post advertised.

2. Candidate belonging to Schedule Caste & Scheduled Tribes are exempted from submission of Non-Creamy Layer Certificate as applicable.
3. Candidate's claiming Reservation benefit has to submit Caste Certificate & Caste Validity Certificate issued by Competent Authority of Maharashtra State along with application. Candidate unable to produce Caste Validity Certificate issued by Competent Authority of Maharashtra along with application, if selected, they will be appointed temporarily. (Refer G.R.No. BCC/2011/ PR.1064/16-B dated 12/12/2011).
4. Backward Class candidate has to produce Domicile Certificate issued by Competent Authority of Govt. of Maharashtra.
5. Candidates claiming the reservation should submit attested copy of Caste Certificate, Caste Validity Certificate and Certificate of Domicile of Maharashtra State Certificate issue by Competent Authority of GOM.
6. Candidates belonging to reserve category have to submit Caste Validity Certificate at the time of Appointment as mentioned in point 2. However, the candidates who does not have caste validity certificate, has to submit all necessary documents required for caste scrutiny committee for verification of caste claim before joining the duty as applicable.
7. Candidates belonging to Schedules Tribes have to submit Caste Validity Certificate at the time of Appointment, without Caste Validity Appointment Letter will not be issued.
8. The standards for the reserved category for reserved post only will be relaxed as per the Company's rules, if the required numbers of candidates are not available in any of the categories while short listing the candidates for each stage of recruitment process i.e. personal interview and preparing the select list etc.
9. Once the caste is notified in the application form, it cannot be changed at any stage later on.
10. The Backward Class candidates who apply against open category will not be permitted to change the option once exercised at any stage later on.

11. Those reserved category candidates who have applied as Open category & compete with the Open category candidates will be treated as Open category candidate for the purpose of recruitment/selection process.

However, if any such departmental reserved category candidate who have entered in MSEB / MAHAGENCO by taking the benefit of reservation earlier, he/she will have to submit the caste certificate & caste validity certificate from Competent Authority before appointment, if selected even though he/she may be applying under Open category against this advertisement as applicable.

Conditions Applicable to candidate under Horizontal reservation

1. There shall be horizontal Reservation for **Woman (30%)** as per Govt. Resolution no. 82/2001/MSA/ PK 415/ K-2A dated 25.05.2001. The women candidates who desire to avail benefit of women reservation including Open category (except SC & ST Categories) should submit latest/**current year** Non Creamy Layer Certificate valid as on last date of submission of application form from the appropriate Competent Authority of Govt. of Maharashtra showing that they do not belong to "Creamy Layer" category. If appointment is given after the year of Advertisement, fresh Non Creamy Layer Certificate has to be submitted.
2. The above horizontal Reservation shall be subject to the directives of Govt. of Maharashtra issued from time to time.
3. The candidates claiming Horizontal Reservation has to submit relevant document in the prescribed form as prescribed by the Govt. of Maharashtra from time to time.

Fees Applicable

Post Code	Name of the Post	Amount for open category candidates	Amount for backward class Candidates
01	02	03	04
E01	Chief Engineer	600	-
E02	Dy. Chief Engineer	600	300
E03	Supt. Engineer	600	300
FA01	Chief General Manager (F&A)	600	-
FA02	Asst. General Manager (F&A)	600	-
HR01	Dy. General Manager (HR)	600	-
S01	General Manager * (Security)	600	-
S02	Dy. General Manager * (Security)	600	300

Note :

1. Physically Handicapped Candidates (suffering from not less than 40% of relevant disability) need not pay the fees, provided they submit the Medical Certificate issued by appropriate Authority.
2. Candidates applying for open category / **applying against Open** category will have to pay the fees as mentioned in column 03 above.
3. Candidates applying for Backward Class vacancies (Reserved Post) shall pay the fees as mentioned in column 04 above.
4. Applications without appropriate payment of fess as prescribed will be rejected.
5. Candidates shall furnish Demand Draft of the value of RS. 300/- or Rs. 600/- (as applicable) payable to the "MAHARASHTRA STATE POWER GENERATION COMPANY LIMITED" drawn on any Nationalized Bank payable at Mumbai.
The candidate should write his Full Name on the backside of the Demand Draft.
Fees in the form of Postal Order/Money Order/Cash will **not** be accepted.
6. Fees once paid will not be refunded in any circumstances, nor will it be held in reserve for any further recruitment.

How to Apply

1. **Candidates are required to have a valid personal email ID / Mobile no.** It should be kept active during this recruitment process. **Under no circumstances, he/she should share/ mention email ID/ Mobile no. of any other person.**

In case, candidate does not have a valid personal email ID, he/she should create his/her new email ID before applying.

2. The name of the candidate, his / her father / husband name, caste, etc. should be spelt correctly in the application form as it appears in the certificates, mark sheets. Any change/ alteration found may disqualify the candidature.

3. Candidates should send duly filled application form with a recent passport size photograph affixed thereon along with attested copies of certificates in support of Qualification, Experience, Age etc. & Demand Draft.

To Chief General Manager (HR), Maharashtra State Power Generation Co. Ltd., 'Prakashgad', Plot No. G-9, 2nd floor, Station Road, Bandra (East), Mumbai - 400 051 so as to reach on or before **21/07/2014**.

Post Code and Post applied for must be clearly written on the envelope, while forwarding application and attested copies of supporting document.

4. Candidates applying under reserved category has to submit Caste certificate, Caste validity, current year Non creamy Layer valid as on last date of submission of application form, etc., as applicable.

Note:

1. Application which is incomplete in any respect such as without photograph and signature / unsuccessful fee payment will not be considered as valid.
2. Female candidates who have change first / middle / last name post marriage must take special note of this. Kindly attach copy of marriage certificate and / or Gazette certificate of name change.

Important Conditions about Selection Process

1. Prescribed qualification / experience are minimum criteria and mere possession of the same, does not entitle the candidate to be called for selection process/ personal interview. The candidates will be short listed for personal interview by applying suitable criteria.
2. The number of vacancies and reservation for backward classes indicated for different categories is provisional and likely to change. Such change will not be notified in Newspaper nor will be intimated to the candidates.
3. **Candidates applying for the posts advertised should ensure that they fulfill all eligibility criteria.** Their admission at all stages of the recruitment process will be purely provisional subject to satisfying the prescribed eligibility criteria mentioned in this advertisement. Company will take up verification of eligibility conditions with reference to original documents only after the candidate qualifies for interview.
4. Those reserved category candidates who compete with the Open category candidates will be treated as Open category candidate for the purpose of recruitment / selection process.
5. The candidates will be shortlisted for Assessment centre based on the eligibility criteria.
6. The selection process will be tentatively conducted in the month of September / October-2014.
7. The selection process will consist of in basket exercise, group discussion, case study, problem solving (Assessment Centre), etc. followed by Personal Interview. The management reserves the right to increase or decrease the locations for test.
8. If the number of applicants is large, then a suitable criterion will be fixed to short list the applicants.
9. Candidate will have to appear for Assessment Centre at Examination Centre at his / her own risks and MAHAGENCO will not be responsible for any injury or losses, etc. of any nature.
10. The list of candidates called for selection process and selected for the posts advertised will be published on the Company's website i.e. www.mahagenco.in from time to time.
11. Taking into consideration the performance in the Assessment Centre and Personal Interview the select list will be prepared.
12. The recruitment in MAHAGENCO is done strictly as per merit in a systematic way giving weightage to Selection process.
13. The Select list / Wait list will be operative for 1 year after declaration of result on MAHAGENCO Company website.
14. Post Code and Post applied for must be clearly written on the envelope, **Incomplete applications and those not supported by attested copies of certificates (duly attested by Govt. Gazette Officer/ Principal of Colleges/Post Master), Demand Draft are liable to be summarily rejected.**
15. Canvassing in any form will disqualify the candidate.

GENERAL CONDITIONS

1. This advertisement is published subject to the provisions of Maharashtra Civil Services (Declaration of Small Family) Rules, 2005, prescribing declaration of the small family as one of the essential condition of eligibility.
2. Pre-requisites are minimum and mere possession of the same does not entitle the candidate to be called for Selection Process. The candidates will be short-listed commensurate with the number of post and the prevailing regulations of the company.
3. Falling to submit necessary documents along with application form the candidate will be disqualified.
4. **The candidate must produce following Certificate showing knowledge of Marathi:**
Certificate of Secondary School Certificate Examination Board or recognized University showing passing of Secondary / School certificate Examination or Matric or Higher Examination of University with Marathi Language.

OR

Certificate stating the candidate can read, write and speak Marathi Language fluently issued by Professor of Marathi Language of College / Institute affiliate to recognized University and countersigned by Principal of the said College / Institute.

(Performa enclosed)

5. The candidate should ensure that he/she fulfills the eligibility criteria regarding educational qualification, age, experience, caste etc. & the particulars furnished in the application form are correct in all respect.
6. Any false / incorrect information furnished by the candidate if detected at any stage of recruitment process, his/her candidature will not be considered.
7. If the candidate knowingly or willfully furnishes incorrect or false particulars or suppresses material information, he/she will be disqualified and if appointed, shall be liable for dismissal from the Company's service without any notice or assigning any reasons whatsoever.
8. Any request for change of address and enclosing supporting documents later on will not be entertained.
9. Date of birth as per Secondary School Certificate (SSC/CBSC/ICSE) and age as on date **21st July 2014** should be mentioned.
10. Candidates working in Govt. / Semi-Govt. undertaking will have to produce No Objection Certificate from their Employer at the time of Personal Interview.
11. The record with regard to this selection process will be maintained for three month from the date of declaration of result of this advertisement.

12. Candidates should send duly filled application form with a recent passport size photograph affixed thereon along with attested copies of certificates in support of Qualification, Experience, Age etc. & **Demand Draft**.

To Chief General Manager (HR), Maharashtra State Power Generation Co. Ltd.,
'Prakashgad', Plot No. G-9, 2nd floor, Station Road, Bandra (East), Mumbai - 400 051 so
as to reach on or before **21/07/2014**.

Post Code and Post applied for must be clearly written on the envelope, while forwarding
application and attested copies of supporting document.

13. Candidates are requested to retain a copy of dully filled application form & other testimonials with them.
14. Applications received after due date will not be entertained. The Company is not responsible for postal delay.
15. The decision of the Company in all matters relating to recruitment shall be final and no individual correspondence will be entertained.
16. The Company reserves the right to modify or to cancel the Advertisement / Selection process fully or partly on any grounds and such decision of the Company will not be notified or intimated to the candidates.
17. Any canvassing by or on behalf of the candidates or to bring political or other outside influence with regard to their selection / recruitment shall be considered as **DISQUALIFIED**.
18. Any legal proceedings in respect of any matter (s) or claims or dispute arising out of this recruitment and or out of this advertisement can be instituted only at Mumbai and Courts/Tribunals/Forums at Mumbai only shall have sole and exclusive jurisdiction to try any cause/dispute.

Note: Copies of Testimonials in support of age, caste, qualifications, experience etc. may be furnished, wherever necessary.

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