



NTPC-BHEL POWER PROJECTS PRIVATE LIMITED

(A Joint Venture company of NTPC & BHEL)

Corporate Identity Number: U40102DL2008PTC177307

Invites applications for the post of Managing Director /CEO

Candidate should have worked for at least one year in either BHEL or NTPC in the grade of Executive Director / Director

Application from interested candidates should reach by 12th January 2018

For more details visit <http://nbppl.in/recent-opening>. Corrigendum/Addendum, if any shall be updated in NBPPL website only.

NTPC BHEL POWER PROJECTS PRIVATE LTD
(A Joint Venture of NTPC Ltd and Bharat Heavy Electricals Ltd.)

Invites applications for the post of

MANAGING DIRECTOR / CEO

Company Profile:

NTPC BHEL Power Projects Private Limited is a joint venture company incorporated in Delhi by NTPC Ltd. and Bharat Heavy Electricals Ltd., with each holding 50% of paid up equity, to carry out Engineering, Procurement and Construction (EPC) activities in India and abroad for Power Plants as well as infrastructure projects.

Eligibility:

Applications are invited for the post of Managing Director / CEO of NTPC BHEL Power Projects Private Limited from suitable candidates who are / were employees of promoter companies i.e., NTPC or BHEL.

Candidates should have worked at least one year in either BHEL or NTPC in the grade of Executive Director / Director.

Qualifications:

Candidates should possess a Bachelors Degree in Engineering from a recognized University.

Post Graduate Degree/ Diploma in Management besides Engineering Degree as above would be desirable.

Age Limit as on 12th January 2018

Minimum – 50 Years

Maximum 62 years

Experience:

Candidates should have a minimum of 25 years of experience in Production / Project Implementation / Planning / marketing / Operation and Maintenance with not less than one year experience as Executive Director / Director in their respective Companies. Experience in direct handling of projects would be desirable.

Tenure:

The appointment will be for an initial period of 3 years subject to review of performance after one year (extendable for further period of 2 years with the approval of the Board and Department of Heavy Industry) from the date of appointment or until attaining the retirement age of 65 years, whichever is earlier. The appointment may, however, be terminated even during this period by either side on three months notice or on payment of three months salary in lieu thereof.

Selection:

Eligible candidates would be invited for an interview by a search Committee constituted for the purpose by Department of Heavy Industry, Ministry of HI & PE.

Remuneration :

The remuneration package of the MD/ CEO along with detailed terms and conditions is placed at Annexure –I of this document.

Job Description:

The Managing Director would be the Chief Executive Officer (MD/ CEO) of the Company and shall have the responsibility and authority for the Management of the day-to-day affairs of the company for which appropriate powers will be delegated to him by the Board. The MD/ CEO would be accountable to its Board of Directors and the Promoter companies. The MD/CEO is responsible for the efficient functioning of the company for achieving its corporate objectives and performance parameters. The nodal Govt. department for the Company would be Department of Heavy Industry, Ministry of HI & PE.

How to Apply:

Candidates currently working with BHEL or NTPC should submit their applications through proper channel. In case of selection, the candidate would be absorbed in NBPPL and therefore cannot maintain a lien with the parent organization. Ex-employees of BHEL or NTPC are also required to submit their applications through the corporate HR function of the respective organization. (BHEL or NTPC)

Application of interested candidates meeting the above criteria should reach at the following address latest by 12th January 2018:

**Company Secretary
NTPC BHEL Power Projects Private Limited
Core 3, 4th Floor, ,Scope Minar,
Laxmi Nagar, new Delhi-110092.**

All candidates to send their applications, in the format placed at Annexure-II in a sealed envelope super-scribing "Application for the post of MD/ CEO, NBPPL" so as to reach the above address by 12th January 2018.

**TERMS & CONDITIONS FOR THE POST OF MANAGING DIRECTOR (MD)/
CHIEF EXECUTIVE OFFICER (CEO) OF NBPPL**

- 1.1 **Period:** MD/CEO appointment will be for an period of three years i.e., from the date of assumption of charge of post (extendable for further period of two years with the approval of the Board and Department of Heavy Industry) or until attaining the retirement age of 65 years, whichever is earlier and in accordance with the provisions of the Companies Act, 2013 as amended. The appointment may, however, be terminated even during this period by either side on 3 (three) months notice or on payment of three months' salary in lieu thereof.
- 1.2 After the expiry of the first year, the performance of MD/ CEO will be reviewed to enable the Government to take a view regarding continuance or otherwise for the balance period of tenure.
- 1.3 **Headquarters:** The headquarters of MD/CEO will be at Mannavaram, Chittoor (A.P) where the Registered office/ Head quarters of the Company is located. MD/CEO will be liable to serve in any part of the country at the discretion of DHI
- 1.4 **Pay:** The MD/CEO will draw a basic pay of Rs 75,000/- (from the date of assumption of Charge) per month in the pay scale of Rs.75, 000 -1, 00,000. His / her pay will be fixed at the minimum of the scale.
- 1.5 **Dearness Allowance:** MD/CEO would be paid Dearness Allowance in accordance with the new IDA scheme as spelt out in DPE O.M dated 26.11.2008 and 02.04.2009.
- 1.6 **Annual Increment:** MD/CEO will be eligible to draw annual increment @3% of basic pay on the anniversary date of appointment in the scale and further increments on the same date in subsequent years until the maximum of pay scale is reached. After reaching the maximum of the scale, one stagnation increment equal to the rate of last increment drawn will be granted after completion of every two year period from the date he/ she reaches the maximum of his/her pay scale provided he/she gets a performance rating of "Good" or above . MD/CEO will be granted a maximum of three such stagnation increments.
- 1.7 **House Rent Allowance :** MD/CEO will be entitled to HRA as per the rates indicated in DPE's O.M. dated 26.11.2008 .
- 1.8 **Residential Accommodation and recovery of rent for the accommodation so provided :**
 - 1.8.1 **Company's Own Accommodation :** Where NBPPL has built residential flats in the industrial township or purchased residential flats in the cities, arrangements would be made by the company to provide a suitable residential accommodation to MD/CEO .
 - 1.8.2 **Leased Accommodation:** If NBPPL either in township or is not able to provide residential accommodation out of the residential flats purchased by it in the Headquarter ,suitable accommodation could be arranged by the company by taking the premises on lease basis at Headquarter of the company . The Board

of Directors may decide the size, type and locality of such accommodation as per DPE's O.M dated 05.06.2003, 26.11.2008 and 02.04.2009. For purpose of CTC , 30% of basic pay may be considered as expenditure on Housing .

- 1.8.3 Self Lease: If MD/CEO owns a house at the place of his/her posting (Headquarters) and is desirous of taking his/her own house on self lease basis for his residential purposes, NBPPL can permit him/her to do so provided MD/CEO executes a lease deed in favour of the company. The Board of Directors may decide the size, type and locality of such accommodation.
- 1.8.4 Repair/Maintenance of Leased Accommodation : The responsibility for repair & maintenance of leased accommodation is that of the lessor . Lease rent will be allowed only for 12 Months in a year and no additional amount will be provided towards repair/maintenance of leased accommodation.
- 1.8.5 Existing Lease deeds : The Lease agreement signed by NBPPL in respect of the accommodation taken on lease basis for MD/CEO , if any, prior to 26.11.2008 would not be re-opened during the pendency of the leased period. The lease money in other words, should not be hiked till the expiry of the lease period. This proviso would be applicable even if MD/CEO had been permitted to take his/her own house on self-lease basis.
- 1.8.6 Office Accommodation: No Office accommodation at the expenses of NBPPL would be provided or arranged by the company at his/her residence.

1.9 Rent Recovery :

- 1.9.1 Company's township/Own Flats: Recovery of Rent for the accommodation arranged by the Company in its own township or from the pool of flats purchased by it in cities and towns and so allotted to MD/CEO would be made at the rate of 10% of basic Pay from date of appointment or the standard rent fixed by the company whichever is lower. Where the company has prescribed flat rates of recovery in respect of accommodation in its township depending on each type of accommodation, i.e recovery of rent on uniform basis for each type of accommodation, then rent would be paid by him as prescribed by the Company.
- 1.9.2 Leased accommodation: In respect of leased accommodation arranged by the company, rent would be recovered from him/her at the rate of 10% of basic pay from the date of appointment or the actual rent whichever is lower.

- 1.10 Conveyance : MD/CEO will be entitled to the facility of staff car for private use as indicated below :

<u>Name of the City</u>	<u>Ceiling on non-duty Journey</u>
Delhi, Mumbai, Kolkata, Chennai, Bangalore & Hyderabad	1000 KM per Month
All the other Cities	750 KM per Month

The recovery amount (AC/Non AC) for private use/non-duty runs would be Rs.2000/- per Month in terms of DPE OM No. 2(23)/11-DPE(WC)-GL-V/13 dated 21.01.2013

1.11 Leave: MD/CEO will remain subject to the rules of NBPPL with the prior approval of DHI.

1.12 Other Allowances/Perks : MD/CEO will be paid allowance and perks as per NBPPL's policy which is presently, 46% of basic pay.

1.13 Performance Related Payment (PRP) : MD/CEO shall be eligible for approved PRP as per DPE's OM dated 26.11.2008, 09.02.2009 and 02.04.2009 and be paid as per NBPPL's performance under NBPPL's PRP policy.

1.14 Medical Attendance Rule: MD/CEO shall be governed by the Medical Attendance rules of NBPPL, if he/she is not availing the Medical facility of his/her parent Company after retirement under any scheme.

1.15 Superannuation Benefits: MD/CEO shall be eligible for Superannuation benefits based on approved schemes as per DPE's OM dated 26.11.2008 and 02.04.2009 .

1.16 Conduct, Discipline and Appeal Rules:

a) The Conduct, Discipline and appeal rules framed by NBPPL in respect of their non-workmen category of staff would also mutatis mutandis apply to MD/CEO with the modification that the Disciplinary Authority in MD/CEO case would be the president of India.

b) The Government also reserves the right not to accept the resignation of MD/CEO, if the circumstances so warrant i.e the disciplinary proceedings are pending or a decision has been taken by the competent Authority to issue a charge-sheet to him/her .

1.17 Restriction on Joining Private Commercial Undertaking After Retirement /Resignation :

MD/CEO after retirement /resignation from the service of this CPSE, shall not accept any appointment or post, whether advisory or administrative, in any firm or company, whether Indian or foreign, with which the Company has or had business relations, within one year from the date of MD/CEO retirement /resignation ,without prior approval of the Government .

MD/CEO will have to execute a Bond for Payment of damages for any violation of restriction Imposed on him/her regarding his/her joining private commercial undertaking after retirement/ resignation in line with DPE OM No.2 (22)/99-GM dated 15.05.2008 and 08.08.2012.

In respect of any other items concerning him/her which is not covered in preceding paras, MD/CEO will be governed by the relevant rules/instructions of the Company/ Government.

APPLICATION FORMAT1. Post Applied for : **MANAGING DIRECTOR / CEO FOR NBPPL**

2. Name : _____

3. Date of Birth : _____

4. Address : _____

5. Educational Qualifications : _____

6. Telephone No. : Office _____ Residence _____
 (With STD Code) FAX _____ Mobile _____

7. Experience in Reverse chronological order starting with present / last position held :

Sl.No	Organisation	Designation with Pay scale and place of posting	From	To	Area of Responsibilities

(Attach supporting documents, separate sheets & CV, if necessary)

Date:

(Name and Signature of the applicant)