



ODISHA POWER GENERATION CORPORATION LIMITED

CIN: U40104OR1984SGC001429

Zone-A, 7th Floor, Fortune Towers, Chandrasekharpur, Bhubaneswar, Odisha, India

Phone: +91-674-2303765-66, Fax: +91-674-2303755-56

Website: www.opgc.co.in

POWER YOUR CAREER WITH OPGC

Detailed Advertisement for Recruitment to Various Positions in MBS Roll

Advertisement No: OPGC/CO/HR/01/2025

Date: 03-08-2025

IMPORTANT DATES	
Opening of online submission of application	03-08-2025 (10:00 AM)
Last date of submission of online application	17-08-2025 (05:30 PM)
Last date for receipt of hard copy of application along with requisite documents	26-08-2025 (05:30 PM)

Odisha Power Generation Corporation Ltd. (OPGC), a Government of Odisha Company, operates state of the art thermal power plants at Ib Thermal Power Station, Banharipalli, Jharsuguda. It has a total generation capacity of 1740 MW (2x210 MW in first phase and 2x660MW in second phase). We are looking for dynamic and result-oriented professional for the following positions under **Market Based Salary (MBS) structure and performance-based service conditions on our regular rolls**. Reservation laws as notified by Govt. of Odisha will be followed.

OPGC invites applications from eligible Indian Citizens for the following positions:

O&M Department:

Sl. No.	Name of the post	Grade	No. of Posts
1	Assistant Manager (Operations)	E1	6 [#]
2	Assistant Manager (Mechanical Maint.)	E1	8 ^{**}
3	Assistant Manager (Electrical)	E1	1
4	Assistant Manager (WTP)	E1	2
5	Assistant Manager (Civil)	E1	2
6	Assistant Manager (Quality)	E1	2
TOTAL			21

One (1) post of Special Technical Assistant for which candidates well conversant with Power Station monitoring and MIS preparation will be given preference.

** One (1) post of Assistant Manager (Mechanical)-CHP is included.

Reservation of Above Posts:

Sl. No.	Name of the Post	Grade	No of Posts	ST	SC	SEBC	UR
1	Assistant Manager	E1	21	5 (W:2)	3 (W:1)	2 (W:1)	11 (W:4)

Out of the total 21 number of vacancies mentioned above, the reservation of vacancies in respect of Persons with Benchmark disabilities are given below. Candidates belonging to Persons with Benchmark Disabilities (whose permanent disabilities is 40% or more) shall be adjusted against the categories to which they belong.

Sl. No.	Category	Number of Posts
1	Person with Benchmark Disabilities	1
	Identified type of disabilities for the post of - Electrical: a) D, HH b) OA, OL, Dw, AAV c) ASD (M), SLD, MI d) MD involving (a) to (c), Mechanical: a) D, HH b) OA, OL, Dw, AAV c) SLD, MI d) MD involving (a) to (c), Civil: a) D, HH b) OA, OL, LC, Dw, AAV c) SLD, MI d) MD involving (a) to (c). Chemical: a) HH b) OA, OL, BL, OAL, LC, Dw, AAV c) SLD, MI d) MD involving (a) to (c),	

HR-CSR / HR-R&R Department:

Sl. No.	Name of the Post	Grade	No. of Posts
1	Assistant Manager (HR-CSR)	E1	1
2	Assistant Manager (HR-R&R)	E1	1
Total			2

Reservation of Above Posts:

Sl. No.	Name of the Post	Grade	No. of posts	ST	SC	SEBC	UR
1	Assistant Manager	E1	2	1	0	0	1

Finance Department:

Sl. No.	Name of the Post	Grade	No. of Posts
1	Assistant Manager – Finance	E1	10
Total			10

Reservation of Above Posts:

Sl. No.	Name of the Post	Grade	No. of posts	ST	SC	SEBC	UR
1	Assistant Manager	E1	10	2 (W:1)	2 (W:1)	1	5 (W:2)

IT Department:

Sl. No.	Name of the Post	Grade	No. of Posts
1	Assistant Manager (IT)	E1	1
Total			1

Reservation of Above Post:

Sl. No.	Name of the Post	Grade	No. of Posts	ST	SC	SEBC	UR
1	Assistant Manager	E1	1	0	0	0	1

CIVIL Department:

Sl. No.	Name of the Post	Grade	No. of Posts
1	Deputy Manager (Civil)	E3	1
Total			1

Reservation of Above Post:

Sl. No.	Name of the Post	Grade	No. of Posts	ST	SC	SEBC	UR
1	Deputy Manager	E3	1	0	0	0	1

- The Number of vacancies in any discipline can be increase or decrease by the Corporation without any notice and without assigning any reason thereof.

Relaxation for SC, ST, SEBC, PwD, and Women candidates:

Category	Age Relaxation
Schedule Caste (SC)	Upper age relaxation by 5 (Five) Years
Schedule Tribe (ST)	Upper age relaxation by 5 (Five) Years
Socially and Educationally Backward Classes (SEBC)	Upper age relaxation by 5 (Five) Years
Women (W)	Upper age relaxation by 5 (Five) Years
Person with Benchmark Disability (whose permanent disability is 40% or more)	Upper age relaxation by 10 (Ten) Years

- Provided that a person who comes under more than one category mentioned above, shall be eligible for only one benefit of upper age relaxation, which shall be considered most beneficial to him / her.
- Persons with Benchmark Disabilities belonging to SC/ST/SEBC categories are

- eligible for cumulative age relaxation benefit.
- The date of birth entered in the Birth Certificate or High School Certificate Examination or equivalent Certificate issued by the concerned Board / Council will only be accepted.
- Person with Benchmark Disability should attach Medical Certificate to the same effect and OPGC reserves the right to verify the same as and when required by a Medical Board.

(A) EXPERIENCE AND AGE:

Sl. No.	Post	Grade	Minimum relevant Experience (As on 01-07-2025) in Years	Maximum Age (As on 01-07-2025) in Years
A	Deputy Manager	E3	10+ Years	46 Years
B	Assistant Manager	E1	03+ Years	42 Years

(B) COMPENSATION AND BENEFITS:

Compensation will be paid on Market Based Salary (MBS) structure and Performance based Service condition, which will be on Cost to Company (CTC) pattern in line with the industry. The incumbents would be covered by MBS service conditions where performance will be the key to increments, promotion and rewards.

Sl. No.	Post	Grade	Fixed CTC / Per annum (Rs.)	Variable Pay in Grade (% of Fixed CTC)
A	Deputy Manager	E3	13,50,000/-	14%
B	Assistant Manager	E1	10,00,000/-	10%

Apart from Fixed and Variable Pay, other allowances / reimbursements will be paid as per OPGC policy as applicable to the grade.

(C) POST WISE ESSENTIAL QUALIFICATION & EXPERIENCE:

Department	Operation
Grade / Designation	E1 / Asst. Manager
Qualification	<ul style="list-style-type: none">• Bachelor's Degree in Mechanical/Electrical/Control & Instrumentation/Production or equivalent with minimum 60% marks.• Post Graduation Diploma from NPTI/CEA approved training institute is preferred.
Years of Experience	At least 3 Years (post qualification)
Age Bar	Maximum age 42 Years as on 01/07/2025
Essential Previous Experience	At least 3 years of post-qualification experience in the executive cadre in the relevant area in a Govt./PSU or private company of repute, out of which at least one-year similar experience in a coal based thermal plant of Unit size not less than 200/210MW of Gencos, CPPs & IPPs.
Desirables	<ul style="list-style-type: none">• Must have excellent communication, interpersonal, analytical and problem-solving skills.• Responsible for Start Up, Synchronization, Shut Down and Emergency Handling of BTG and BOP from DCS (Distributed Control System) by keeping a close watch on the parameters of BTG & BOP and following the SOP (Standard Operating Procedure) on Operation Techniques.• Power generation operations of main plant & auxiliary systems with the knowledge of Black Start Procedures, Contingency planning and emergency preparedness in order to handle the emergencies.• Knowledge in Grid Management, System control, Scheduling, Dispatch, Fuel Management, Power Plant Chemistry, fuel oil handling, Condenser cooling water system, bearing cooling water system, raw water system, and ash disposal system etc.• Compliance to various Organizational and Statutory Safety requirements with a belief of "Putting Safety First" in order to foster a non-resilient Safety Culture.• Issuance of Safety work permit, Ensuring the isolation as per Safety work permit.• Must be a team player with an ability and willingness to work with people of different culture and back ground.• Must have good leadership, communication and interpersonal skill.• Must have good level of co-ordination skill with cross functional team.

Department	O&M (Mechanical Maint.)
Grade / Designation	E1 / Asst. Manager
Qualification	<ul style="list-style-type: none"> Degree in Mechanical Engineering or equivalent with minimum 60% marks Post Graduation Diploma from NPTI/CEA approved training institute is preferred.
Years of Experience	At least 3 Years (post qualification)
Age Bar	Maximum age 42 Years as on 01/07/2025
Essential Previous Experience	At least 3 years of post-qualification experience in the executive cadre in a coal based thermal power plant of capacity not less than 200/210 MW in the relevant area in a Govt./PSU or private company of repute.
Desirables	<ul style="list-style-type: none"> Must have excellent communication, interpersonal, analytical and problem-solving skills. Responsible for spare parts planning and inventory control. Planning for annual overhauling/capital overhauling, renovation and modernization works. Execution of reliability centered maintenance practices and administration of maintenance management system. Perform a variety of administrative duties as well as responsible for EHS and other relevant compliances Provide plant budget forecasts, Capex Budgets, formulating strategy and cost minimization conversant with modern maintenance management tools like CMMS, RCA, RCM practices. Must have good leadership, communication and interpersonal skill. Must have good level of co-ordination skill with cross functional team.

Department	O&M (Mechanical)-CHP
Grade / Designation	E1 / Asst. Manager
Qualification	<ul style="list-style-type: none"> Degree in Mechanical Engineering or equivalent with minimum 60% marks Post Graduation Diploma from NPTI/CEA approved training institute is preferred.
Years of Experience	At least 3 Years (post qualification)
Age Bar	Maximum age 42 Years as on 01/07/2025
Essential Previous Experience	At least 3 years of post-qualification experience in the executive cadre out of which at least 1 (One) year in a coal handling plant having capacity not less than 1000T/Hr in the relevant area in a Govt./PSU or private company of repute.
Desirables	<ul style="list-style-type: none"> Must have excellent communication, interpersonal, analytical and problem-solving skills. Responsible for spare parts planning and inventory control. Planning for annual overhauling/capital overhauling, renovation and modernization works. Execution of reliability centered maintenance practices and administration of maintenance management system. Perform a variety of administrative duties as well as responsible for EHS and other relevant compliances Provide plant budget forecasts, Capex Budgets, formulating strategy and cost minimization conversant with modern maintenance management tools like CMMS, RCA, RCM practices. Must have good leadership, communication and interpersonal skill. Must have good level of co-ordination skill with cross functional team.

Department	O&M (Electrical)
Grade / Designation	E1 / Asst. Manager
Qualification	<ul style="list-style-type: none"> Degree in Electrical/EEE Engineering or equivalent with minimum 60% marks. Post Graduation Diploma from NPTI/CEA approved training institute is preferred.
Years of Experience	At least 3 Years (post qualification)
Age Bar	Maximum age 42 Years as on 01/07/2025
Essential Previous Experience	At least 3 years of post-qualification experience in the executive cadre in the relevant area in a Govt./PSU or private company of repute out of which at least 1 (One) year experience in a power plant of capacity not less than 200/210 MW including its associated switchgear.
Desirables	<ul style="list-style-type: none"> Must have excellent communication, interpersonal, analytical and problem-solving skills. Maintenance experience in switchgear/Generator/Switchyard/Motors & feeders. Responsible for spare parts planning and inventory control. Planning for annual overhauling/capital overhauling, renovation and modernization works. Execution of reliability centered maintenance practices and administration of maintenance management system. Perform a variety of administrative duties as well as responsible for EHS and other relevant compliances. Provide plant budget forecasts, Capex Budgets, formulating strategy and cost minimization. conversant with modern maintenance management tools like CMMS, RCA, RCM practices. Must have good leadership, communication and interpersonal skill. Must have good level of co-ordination skill with cross functional team.

Department	WTP
Grade / Designation	E1 (Assistant Manager)
Qualification	Post-Graduation in Chemistry/Degree in Chemical Engineering with minimum 60% marks
Years of Experience	At least 3 Years (post qualification)
Age Bar	Maximum 42 Years as on 01/07/2025
Essential Previous Experience	At least 3 years of post-qualification experience in the executive cadre in similar work area out of which at least 1 (one) year experience in operation of Water Treatment Plant and Laboratory of Power Plant not less than 200/210MW in the relevant area in a Govt./PSU or private company of repute.
Desirables	<ul style="list-style-type: none"> • Must have excellent communication, interpersonal, analytical and problem-solving skills. • Knowledge in Operation of Water Pretreatment, Chlorination and Effluent Treatment Plant. • Knowledge in Operation of Demineralization, Reverse osmosis and Ultra filtration Plant. • Knowledge in Operation of Condensate Polishing Plant, Monitoring of SWAS parameters. • Knowledge of various Safety processes and permit to work system. • Conversant with Laboratory analysis of Coal, Water, Lube Oil, Fuel Oil as per standard procedures. • Fully conversant with Environmental parameters monitoring and reporting. • Knowledge of Laboratory Instruments calibration, reagents preparation and standardization. • Knowledge in Safe Operation of Chemicals as per MSDS. • Idea about Inventory control pertaining to Water Treatment Plant and Laboratory. • Able to Manage and guide contractual work force working for WTP and Laboratory. • Conversant with Cooling water treatment and monitoring, Stator water treatment, different actions levels of water and steam parameter. • Planning and ensuring good level of availability of water treatment plant and different type of water required for plant. • Conversant with different standard procedures for analysis of chemicals parameters. • Must have have good leadership, communication and interpersonal skill. • Must have good level of co-ordination skill with cross functional team.

Department	Civil
Grade / Designation	E1 (Assistant Manager)
Qualification	Degree in Civil Engineering or equivalent with minimum 60% marks
Years of Experience	At least 3 Years (post qualification)
Age Bar	Maximum 42 Years as on 01/07/2025
Essential Previous Experience	At least 3 years of post-qualification experience in the executive cadre out of which 2 (two) years' experience in various civil works related to thermal power plant in the relevant area in a Govt./PSU or private company of repute.
Desirables	<ul style="list-style-type: none"> • Must have excellent communication, interpersonal, analytical and problem-solving skills. • Adequate knowledge in survey, planning, estimation, preparation of technical specifications, layout, execution of new jobs and maintenance jobs related to buildings, water supply, sewerage system and roads. • Knowledge of hard and soft landscaping activity & construction of embankment. • Knowledge of maintaining the civil structures in a systematic manner logging of complaints, attending the defects, closing out and obtain regular feedback from the occupants for improvement of satisfaction level. • Knowledge of Spare parts planning, inventory control and planning for day-to-day maintenance, renovation and modernization works. • Knowledge of having variety of administrative duties like EHS and other relevant compliances, provide budget forecasts, Capex Budgets, formulating strategy and cost minimization. • Able to track of expenses with relation to allotted budget, report variance and take necessary steps. Prepare MIS for all activities. • Knowledge in preparation of contract document, handling & supervision of contract labour and associated issues. • Must have good leadership, communication and interpersonal skill. • Must have good level of co-ordination skill with cross functional team.

Department	Quality
Grade / Designation	E1 / Assistant Manager
Qualification	<ul style="list-style-type: none"> Bachelor Degree in Mechanical/Electrical Engineering or equivalent with minimum 60% marks Post graduate diploma in power plant O&M from NPTI/CEA approved training institute is preferred.
Years of Experience	At least 3 Years (post qualification)
Age Bar	Maximum 42 Years as on 01/07/2025
Essential Previous Experience	At least 3 years of post-qualification experience in the executive cadre out of which at least 1 year experience in maintenance areas of functionally pertaining to Quality Assurance Plan and its implementation in the relevant area in a Govt./PSU or private company of repute.
Desirables	<ul style="list-style-type: none"> Must have excellent communication, interpersonal, analytical and problem-solving skills. Experience in FQPs (Functionality Quality Assurance Plans) for various maintenance activities and implementation of the FQPs. Experience in WPS and PQR for various welding works. Implementation of departmental quality objectives. Coordination experience among other departments for quality issues and improvement. Prepare/Review various FQP's, MQP's, SOPs, SMPs, procedures & technique sheet of various welding, PWHT, NDTs, FQP. Perform/review NDT inspection like DPT, UT, MPI and hardness testing of pressure parts, critical piping stub/ weld joints, turbine blades and materials, Quality checks on structural works etc. and their documentation. PWHT Control, monitoring, chart review and hardness inspection of weld joints. Conduct day to day inspection as per FQPs and make the reports on daily basis. Conduct welder qualification test for mechanical works and monitor welder performance. Rotary equipment (TG, Mill, Fan and BOP etc.) alignment inspection. Monitor inspection in pressure parts during BTL and AOH for thickness survey, DPT, MPI, RT, fit-up, weld visual, hardness, coil alignment etc. RCA of mechanical maintenance failure. Incoming material inspection and verification with challan, MDCC, MTC, etc. Surface profile inspection before painting. Painting DFT, hardness, adhesion test and finishing. Refractory and insulation inspection.

Department	HR-CSR
Grade / Designation	E1 / Assistant Manager
Qualification	Two years Full Time PG Degree/ PG Diploma/ PG Programme in Rural Management/ Rural Development/Public Administration or MSW or MBA recognized by AICTE
Years of Experience	At least 3 Years (post qualification)
Age Bar	Maximum 42 Years as on 01/07/2025
Essential Previous Experience	Hands on experience of at least 3 years dealing with CSR matters of reputed Company/ Industry/NGO out of which at least 1 year experience in a similar role in a Govt./PSU/NGO or private company of repute.
Desirables	<ul style="list-style-type: none"> • Must have excellent communication, interpersonal, analytical and problem-solving skills. • In depth understanding on CSR Policy, Philosophy, Guide Line provisions under Companies Act. & Rules as updated. • Identifying Thrust Area under CSR in line with Company Guide Line. • Measuring Effectiveness & Impact Analysis of CSR expenses made by Company. • Building Relationship with others opinion leaders of Periphery to create a health & harmonious climate, inclusive culture with in Company. • Brand Building & Liaisoning with Company's CSR frame work with Govt./ Other stake holders. • Compliance of all statutory matters pertaining CSR guide line. • High Level of Inter personal skill, effective communication, Building strategic mindset are essential attribute. • To play Catalysts Role of partnership & participative Management Style with proven experience in executing CSR projects in the areas of skill development, livelihood, health, rural infrastructure development, education. • Optimize the CSR Project work & Project based CSR outlook. • Adopt best practices & complete the CSR Project work on time. • Local language will be an added advantage. • MBA with B. Tech (Civil) will be given preference.

Department	HR- R&R
Grade / Designation	E1 / Assistant Manager
Qualification	Two years Full Time PG Degree/ PG Diploma/ PG Programme in Rural Management/ Rural Development/ Displacement/ Resettlement/ Rehabilitation/ Community Development/ Local Governance /Local Development/ Livelihoods /Social Entrepreneurship/Social Development/ Social Administration/ Sustainable Development/ Development Policy & Practice/ Development Studies or MSW or MBA recognised by AICTE
Years of Experience	At least 3 Years (post qualification)
Age Bar	Maximum 42 Years as on 01/07/2025
Essential Previous Experience	Hands on experience of at least 3 years dealing with Land Acquisition & R&R matters of reputed Company/ Industry out of which at least 1 year experience in a similar role in a Govt./PSU or private company of repute.
Desirables	<ul style="list-style-type: none"> • Must have excellent communication, interpersonal, analytical and problem-solving skills. • Must be well conversant of Land Acquisition both private and Govt. Lands along with R&R Policy of Govt. of Odisha and well conversant with Right to Fair Compensation and Transparency in Land Acquisition, Rehabilitation and Resettlement Act, 2013 • Impact Level Liaisoning with Revenue Authorities to District Administration for smooth functioning of Land Acquisition. • Managing different levels of Poly Sabha/ Gram Sabha/ Public Hearing. • Compliance of all revenue related matter pertaining Land Acquisition/ R&R frame work. • In depth knowledge of evaluating various kinds lands & designing compensation frame work with disbursement. • Fair knowledge of Geographical map of Western Odisha. • Knowledge on Reviewing Land/ Revenue/ Legal documents. • In depth understanding Legal aspects of Land Acquisition including various contracts & agreements/ registrations/ Sale deeds. • Understanding Environment Laws, goods Liaison with opinion Leaders. • Local language will be an added advantage.

Department	Finance
Grade / Designation	E1 / Assistant Manager
Qualification	<ul style="list-style-type: none"> Degree from a recognized University. Pass in the final examination of the Institute of Chartered Accountants of India (CA) or Institute of Cost Accountants of India (CMA)
Years of Experience	At least 3 Years (post qualification)
Age Bar	Maximum age 42 Years as on 01/07/2025
Essential Previous Experience	<p>At least 3 Years of post-qualification experience in relevant area in the executive cadre in a Govt./ PSU or private company of repute in the areas of Finance/ Accounts/ Taxation/ Budgeting/ Cost Accounting/ Auditing in ERP environment.</p> <p>(Experiences obtained after date of declaration of CA / CMA result shall only be considered for this position. Further, the articulated training /practical training which are integrated to the curriculum of respective institution shall not be considered as valid experience for this purpose.)</p>
Desirables	<p>Preparation of Accounts, Cost Accounting, Budgeting, Internal Audit, Pricing (tariff), Banking & Treasury Functions, Project accounting, Direct and Indirect Taxation, Coal and Oil procurement/payments, Trade receivables, Trade payables, Assets accounting etc. and specifically interalia includes the followings:</p> <ul style="list-style-type: none"> Preparation of Loan (project Loan and working capital loan) application and coordination with Banks and Financial Institutions. Preparation of Cost Records in terms of Companies (Cost Audit and Record) Rules. Assisting in finalisation of Accounts and Audit, Taxation (direct and Indirect) Financial appraisal /concurrence Processing of vendor invoices Monitoring of financial health of company, cash flow planning and preparation of financial statements. Prepare regular MIS reports and summaries of accounting activities. Knowledge in preparation of tariff application for approval by the regulator/s Preparation of Customer invoices Preference will be given for experience in power sector.

Department	IT
Grade / Designation	E1 / Assistant Manager
Qualification	<ol style="list-style-type: none"> 1. B.E / B.Tech. in Computer Science and Engineering or Information Technology or MCA or Equivalent with minimum 60% marks. 2. SAP certification in ABAP.
Years of Experience	At least 3 Years (post qualification)
Age Bar	Maximum 42 Years as on 01/07/2025
Essential Previous Experience	At least 3 Years of post-qualification experience in the executive cadre in the relevant area in a Govt./PSU or private company of repute in the field of ECC or HANA Implementation/Support projects extensively working in SAP Functional Modules related development and knowledge in Webdynpro and workflow technology preferable.
Desirables	<ul style="list-style-type: none"> • Rich Skill Sets on ABAP-HR, HR Forms, OOPS ABAP, Webdynpro, Workflow, XML transformations and API based integration. • Work Extensively on HR module-related development including Organizational Management, Personnel Administration, Time Management and Payroll Accounting and Taxation. • Experienced in utilizing HR info types, developing and enhancing custom info types, using Logical Databases and customizing LDB selection screens. • Worked on ESS/ MSS, configuring and customize the functionalities. Experience in User Management, Roles and authorization management in portal and backend SAP. • Proficient in DDIC, Reports, Module Pool, ALV's, User Exits, BADI's, Interfaces, Classes, Smart forms, SAP Script, Enhancements and BAPI-Data Uploads and debugging.Familiar with LPD_CUST, PFCG roles & launchpad configurations. • Familiar with LPD_CUST, PFCG roles & launchpad configurations. • Providing authorizations to the users to access the application in view/update mode. • Creating portal users and assigning roles to the users as part of user administration. • Collaborate with functional teams to translate business requirements into technical solutions. • Ensure code quality, performance optimization and alignment with SAP best practices. • Conduct Unit Testing and support Integration/User Acceptance Testing. • Troubleshooting and resolving issues in custom SAP developments. • Design, Develop, Test & Maintain ABAP Applications using HANA Platform. • Must have good communication skills, strong problem-solving, debugging and Analytical skills.

Department	Civil
Grade / Designation	E3 / Deputy Manager
Qualification	Bachelor Degree in Civil Engineering or equivalent with minimum 60% marks
Years of Experience	At least 10 Years (post qualification)
Age Bar	Maximum 46 Years as on 01/07/2025
Essential Previous Experience	At least 10 years of post-qualification experience in the executive cadre out of which at least 5 years' experience in maintenance/construction of ash pond/dyke including Civil infrastructure works in the relevant area in a Govt./PSU or private company of repute.
Desirables	<ul style="list-style-type: none"> • Must have excellent communication, interpersonal, analytical and problem-solving skills. • Field Compaction Test of soil used in Dyke, Quality of Construction material such as sand, cement, aggregates, bolder to be used in different ancillary works in order to Construct and maintain Ash Pond Dyke. • Ash Dyke Designing and Construction and maintenance of Ash Pond. • Different types of failure of earthen Embankment and its remedial measures. • Survey & Investigation in order to prepare an estimate basing on current schedule of rates of OPWD. • Recording Measurement as per Int. Standard and deriving the quantities actual executed at site for preparation of bill. • Preparation of Technical specification, special condition of contract, BOQ etc. required for floating of a tender. • Plan, develop and administer total budget related to Civil in support of business continuity • Conversant with the analysis and schedule of rates, ability to derive quantities for preparation of estimate. • Guide the team in spare parts planning, inventory control and planning for day-to-day maintenance, Special repairs, renovation and modernization works, construction of additional facilities. • Execution of reliability centered maintenance practices and administration of Maintenance Management System. • Perform a variety of administrative duties as well as responsible for EHS and other relevant compliances. • Responsible for development of subordinates and succession planning, preparing budget forecasts including Capex Budgets, formulating strategy and cost minimization. • Should keep track of expenses with respect to budget allotted, variance. • Knowledge on Quality Management System e.g. (ISO 9000,14000, OSHAS 18000 etc.) & Asset Management System.

- In case of educational qualification, in addition to an institute being approved by UGC/AICTE/ CA/ CMA the particular Degree/Diploma/ Certificate awarded by that institute is also required to be an approved Degree/Diploma course.
- The qualifications possessed by candidates must be qualifications acquired through regular full-time courses by attending colleges/institutes and not part-time course, distance learning programs or correspondence courses.
- Preference shall be given to the candidates having relevant additional qualification and work experience in Coal Based Thermal Power Plant.
- Candidates possessing less than 06 (Six) months of work experience in any organization, shall not be taken into account while considering total years of experience. The post qualification experience will be considered in the relevant field of the job for which advertisement has been published.

(D) SELECTION PROCESS:

- The assessment of short-listed candidates applied against any post, will be made through Personal Interview only. Mere qualifying as per the qualification criteria described above does not give a right for shortlisting for the interview.
- The candidates will be selected based on the performance in Personal Interview, organizational requirement, and vacancies to be operated.
- In the event of large number of short-listed candidates, the Management reserves the right to raise the minimum eligibility standards/criteria by taking into account the qualification and/or experience to restrict the number of candidates for assessment/ Personal Interview.

(E) MEDICAL FITNESS:

- The final placement of the candidate is subject to his / her medical fitness as per Company's prescribed standard and other parameters/ joining formalities.
- The selected candidate needs to be medically fit as per medical rules of the Company. No relaxation in health standards as indicated in the medical rule of the Company is allowed.
- OPGC reserves the right to ask the selected candidate to undergo Medical examination by a Medical Board constituted by OPGC.

(F) PLACEMENT:

- The selected candidates will undergo a probation period of minimum 1 (one) year from the date of joining.
- Selected candidates will be positioned at ITPS, Banharipalli, Jharsuguda, Odisha or Corporate Office, Bhubaneswar as per the requirement of OPGC. During the probation period and/or after confirmation, selected candidates will be posted in the OPGC establishments anywhere in Odisha & may be transferred as per the organizational requirement. The selected candidates may be assigned jobs/ functions/ assignments as per the requirements of the Company.

(G) HOW TO APPLY:

- The candidates need to apply online in the career section of OPGC website (www.opgc.co.in) from **10:00 AM of 03-08-2025 to 5:30 PM of 17-08-2025**. The candidate should click on the online application link, read the instructions carefully and fill-in the online application form giving accurate information. If the online application is not successfully completed, candidate is required to register again.
- No request with respect to change in any data entered by the candidate will be entertained once the online application is submitted successfully. While applying online, candidate needs to upload the scanned copy of their recent passport size colour photograph & signature. In case, the candidate is called for Personal Interview, he/she will be required to produce his/her original certificate and other relevant documents as mentioned in the on-line application form.
- Recent colour passport size photograph and signature to be uploaded in the prescribed format (.jpg/.jpeg)

	File Size	Dimension
Photograph	25 KB to 50 KB	3.5 cm X 4.5 cm
Signature	25 KB to 35 KB	3.5 cm X 1.5 cm

Note: Candidate should ensure that the same passport size color photograph is used throughout this recruitment process.

- The downloaded application form with self-attested photocopies of all requisite documents in support of the information given by the candidate in his/her on-line application should reach the following address by **speed post / Registered Post only**:

**Recruitment Cell
Odisha Power Generation Corporation Ltd.
Zone-A, 7th Floor, Fortune Towers,
Chandrasekharpur, Bhubaneswar,
Odisha - 751023**

- **Name of the post applied for should be super-scribed on the envelop used for sending the hard copy of the application.**

Example. **POST APPLIED: "ASSISTANT MANAGER – ELECTRICAL"**

- No application will be received by hand. No manual / paper application will be entertained directly unless registered and applied online.
- The hard copy application must reach the above-mentioned address along with self-attested copies of all requisite documents by **5:30 PM of 26-08-2025**.
- Mere submission of Online application is not sufficient for consideration of candidature.

- OPGC will not be responsible for any candidate for not being able to submit their online application within the last date, on account of system error or for any other reason whatsoever.
- Only Indian Nationals are eligible to apply.

(H) INSTRUCTION TO THE CANDIDATES:

- The candidate should ensure that he/she fulfills the eligibility criteria and other conditions as mentioned in this advertisement. Mere submission of application or meeting the advertised specification does not entitle the candidates' eligibility for the post. In case, it is detected at any stage of recruitment/ selection/even after appointment that the candidate does not fulfill the eligibility norms and/or that he/she has furnished any incorrect/false information or has suppressed any material fact(s), his/her candidature/appointment will automatically stand cancelled, as the candidature/appointment would be deemed to be void ab initio.
- The e-mail id and mobile number mentioned in the application form must remain valid for one year. All future communication with the candidates will take place through e-mail only. OPGC will not be responsible for any loss/non-delivery of e-mail/any other communication sent, due to invalid/wrong id or due to any other reason.
- Candidates working in PSUs/Govt. should apply through proper channel or produce “**No Objection Certificate**” at the time of interview. However, in case of failing in this regard, the candidate would only be allowed to join, if selected, after formal release order from his present organization.
- Candidates belonging to SC/ ST / SEBC and PwD categories will be reimbursed to and fro fare (3rd AC Train fare / bus fare or equivalent amount) as per company's policy from their communication address mentioned in the on-line application for attending the Personal Interview on production of original ticket (s).
- No change in communication address will be entertained at a later stage for the purpose of reimbursement of Travel Allowance to eligible candidates.
- OPGC reserves the right to raise the minimum eligibility standards. The Management reserves the right to fill up or not to fill up the above position without assigning any reason whatsoever. OPGC also reserves the right to cancel/restrict/modify/alter the recruitment process and also reserves the right to increase or decrease the no. of posts advertised, if need arises, without issuing any further notice or assigning any reason whatsoever.
- Canvassing by a candidate in any form or means shall disqualify his/her candidature.
- OPGC reserves the right to cancel the whole of the recruitment process or any part thereof without assigning any reason.
- Any dispute with regard to the said recruitment will be settled within the jurisdiction of Bhubaneswar only under the judicature of High Court of Orissa.

Note:

1. All-important notifications & updates regarding this recruitment shall be hosted in the OPGC website in the Career Section and accordingly all applicants are advised to visit the site regularly for updates.
2. In order to avoid last minute rush, the candidates are advised to apply early enough. OPGC will not be responsible for network problems or any other problem in submission of online Application.

(I) FACILITATION SUPPORT:

For any guidance / technical support on filling up the On-line Application, the candidate may contact the **Help Desk Telephone Number 0674-2354859 / Mob: 8480904123** or email: webmaster@opgc.co.in on all working days between 10:00 AM to 5:00 PM.

For information regarding advertisement & recruitment, please e-mail us at recruitment@opgc.co.in

Wish you all the best!

Sr. General Manager (HR & IR)

Odisha Power Generation Corporation Ltd.

Zone-A, 7th floor, Fortune Towers,

Chandrasekharpur, Bhubaneswar,

Odisha - 751023
