

No. 7/13/2015-PESB
भारत सरकार
Government of India
लोक उद्यम चयन बोर्ड
Public Enterprises Selection Board
(कार्मिक एवं प्रशिक्षण विभाग)
(Department of Personnel and Training)
Block No.14, C.G.O. Complex, Lodhi Road
New Delhi - 110003

Dated: 31 July 2015

Sub: Selection for the post of DIRECTOR (Commercial & HRD), WAPCOS Limited in schedule 'B' of the CPSE.

The Public Enterprises Selection Board (PESB) is seeking qualified candidates for the post of **DIRECTOR (Commercial & HRD), WAPCOS Limited** in schedule "B" of the CPSE, the scale of pay of the post being **Rs. 65,000-75,000/-**. A copy of the job description for the post is enclosed.

It is requested that names of candidates seniority-wise who are eligible as per job description for the said post alongwith their up-to-date bio-data (in the prescribed form) duly endorsed may kindly be forwarded to PESB by **21 September 2015**. It is also requested that advance action may be taken to keep the ACRs for last 5 years, of those candidates ready alongwith their latest vigilance profile [(i) penalty imposed, if any during the last 10 years (ii) details of disciplinary action initiated/being initiated if any, etc.] to be furnished as and when the selection meeting is scheduled.

In case the relevant details are not received within the stipulated time, it will be assumed that there are no eligible candidates to be sponsored for the post.

(Rajeshwar Lal)
Under Secretary
Tel No. 24361632

MINISTRY OF WATER RESOURCES,
(SHRI SHASHI SHEKHAR, SECRETARY)
NEW DELHI

Copy to The CMD, WAPCOS LTD., KAILASH BUILDING, K.G. MARG, NEW DELHI-110001, with the request to forward the names of all candidates eligible as per job description to PESB in the prescribed format alongwith the endorsement. ACRs and Vigilance profile may also be kept ready for being furnished as and when the selection meeting is scheduled.

- 1 All Chief Executives of other Central PSUs (including subsidiaries) for circulation among the eligible candidates.
- 2 Establishment Officer, Department of Personnel & Trg. Ministry of Personnel, PG & Pensions.
- 3 All Chief Secretaries of State Governments & Uts
- 4 (i) Defence Secretary, South Block, New Delhi.
(ii) Military Secretary MS(X), South Block, New Delhi.
(iii) AOP, Air HQrs., Vayu Bhawan, New Delhi.
(iv) COP, Naval HQrs. 'C' Wing, Sena Bhawan, New Delhi.

For circulating the
vacancy among
Government Officers

(Rajeshwar Lal)
Under Secretary

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पी.एस.यू. का नाम NAME OF THE PSU	:	WAPCOS Limited
पद का नाम NAME OF THE POST	:	DIRECTOR (Commercial & HRD)
रिक्ति की तारीख DATE OF VACANCY	:	03/02/2015
सी.पी.एस.ई. की अनुसूची SCHEDULE OF THE CPSE	:	B
पद का वेतनमान SCALE OF THE POST	:	Rs. 65000 75000

1. COMPANY PROFILE

Water and Power Consultancy Services (India) Limited (WAPCOS) was incorporated in 1969 under the Indian Companies Act, 1956 with an objective to provide consultancy services in a diverse range of engineering in water resources, power, infrastructure development and allied sectors in India and abroad. WAPCOS is a Schedule- 'B'/Miniratna CPSE under the administrative control of Ministry of Water Resources.

Its Registered and Corporate offices are in New Delhi.

The authorised and paid up capital of the Company was Rs. 16 crore each as on March 31, 2014.

The shareholding of the Government of India in the company is 100%.

2. JOB DESCRIPTION AND RESPONSIBILITIES:

Director (Commercial & HRD) is a member of Board of Directors and reports to Chairman and Managing Director. He is responsible for the entire commercial operations of the company. He will have to carry out contract negotiations, make technical presentations and develop client relationship. He is also overall in-charge of coordinating and implementing personnel and industrial relations policies, management functions, administrative control etc. in the organization.

3. ELIGIBILITY

I. AGE: On the date of occurrence of vacancy (DOV)

Candidate	Age limit on DOV	
	Minimum	Maximum
Internal	40	58
Others	40	57

The age of superannuation is 60 years

II. EMPLOYMENT STATUS:

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 – as one of the following:-

- (i) An officer of a Central Public Sector Enterprise (CPSE) (including a full-time functional Director in the Board of a CPSE);
- (ii) An officer of the Central Government/ Armed Forces of the Union;
- (iii) An officer of an All India Service.

III. QUALIFICATION AND EXPERIENCE:

The incumbent should be a graduate with good academic record from a recognized university. He should have cumulative experience of at least 2 years during the last 10 years in marketing/commercial functions/human resources/personnel management at a senior level in an organization of repute.

Persons with technical qualifications/MBA with specialization in marketing/ personnel management/human resources or post graduate degree/diploma in personnel management from a recognized university or institute will be preferred. Experience in the area of market research, product development, sales, forecasting and planning will have an added advantage.

IV. PAY SCALE:

- (a) Officers of CPSEs.

Candidate should, on the date of vacancy, be working in the following or a higher pay scale:

Rs. 6250-7475 (IDA)
Rs. 8250-10050 (IDA) POST 01.01.1992
Rs. 18500-23900 (IDA) POST 01.01.1997
Rs. 43200--66000 (IDA) Post 01.01.2007
Rs. 14300-18300 (CDA)
Rs. 37400--67000 + GP Rs. 8700 (CDA)

The minimum length of service required in the eligible scale will be one year for internal candidates, and two years for others as on the date of vacancy.

(b) **Officers of Central Govt/ Armed Forces of the Union/ All India Services**

Candidate should, on the date of application, be in the following or a higher pay scale/ rank:

- (i) Officers of Central Govt./ All India Services holding a post of the level of Director in Govt. of India or carrying equivalent scale of pay;
- (ii) Officers of Armed Forces:- Brigadier in the Army or equivalent rank in Navy/Air Force.

V. Condition of Immediate Absorption for Government Officers

Government Officers, including those of the Armed Forces, will be eligible for consideration only on immediate absorption basis.

4. DURATION OF APPOINTMENT

The appointment shall be for a period of five years or upto the date of superannuation whichever is earlier.

5. SUBMISSION OF APPLICATIONS

Prospective candidates from the Central Public Sector and Government officers shall submit their applications, through proper channel, in the format at Annexure.

The applications for various categories of the officers are routed through proper channel as follows:

- a) For Government Servants: through Cadre Controlling authority.
- b) For CMD's/MD's/Director's in CPSE: through the concerned administrative Ministry.
- c) For below Board level in CPSE: through the concerned CPSE.

6. UNDERTAKING BY THE APPLICANT/CANDIDATE

a) An applicant has to give an undertaking as a part of the application that he/she will join the post, if selected. If an applicant does not give such undertaking, the application would be rejected.

b) If a candidate who appeared for the interview and is selected by the PESB, conveys his/her unwillingness to join after the interview is held, but before the appointment is processed, he/she would be debarred for a period of two years for being considered for a Board level post in any CPSE other than the one to which the candidate belongs.

c) If a candidate gives his/her unwillingness to join after the issue of offer of appointment, he/she would be debarred for a period of two years from the date of offer of appointment from being considered for a Board level post in any CPSE other than the one to which the candidate belongs.

d) In the above cases, no request for relaxation or otherwise would be entertained.

Annexure may be downloaded from the website of PESB.

Last date of receipt of applications in PESB is 21 September 2015. No application shall be entertained under any circumstances after the stipulated date. Incomplete applications and applications not submitted as per the prescribed format are liable to be REJECTED.

Board reserves the right to shortlist candidates for interview.

Applications are to be addressed to SHRI RAJIV RAI, Secretary, Public Enterprises Selection Board, Public Enterprises Bhawan, Block No. 14, CGO Complex, Lodhi Road, New Delhi-110003.

ALL CORRESPONDENCE WITH THE PUBLIC ENTERPRISES SELECTION BOARD SHOULD BE ADDRESSED TO SECRETARY, PUBLIC ENTERPRISES SELECTION BOARD ONLY.