

Ref. no. RECPDCL/HR/2026/03

Date: 27.10.2026

HIRING OF EXPERIENCED PROFESSIONALS ON FIXED TERM BASIS

1. REC Power Development and Consultancy Limited (RECPDCL) {formerly known as REC Power Distribution Company Limited} is a wholly owned subsidiary of REC Ltd., a “Maharatna CPSE” under Ministry of Power, Government of India. RECPDCL is rendering expert consultancy services across the value chain of Indian power sector. The spectrum of consultancy services includes inter-alia, Project Management Consultancy (PMC) works, IT implementation in Power Sector, Smart Metering, Smart Grid, Solar Projects, Third Party Quality Inspection, Monitoring of Rural Electrification works, Feeder Renovation Program, Energy Audit, HVDS study, Load flow study of power system networks, preparation of Detailed Project Reports (DPRs), Implementation of Power Transmission projects and such others. Also, RECPDCL is closely associated with various Govt. of India Schemes viz., R-APDRP, IPDS, PMDP, RFMS, NFMS etc. and is working in close association with the Central/ State power utilities across the Country.
2. RECPDCL invites online applications from qualified and experienced professionals for engagement on Fixed Tenure Basis. The initial tenure of engagement shall be one (01) year, which may be extended further depending upon organizational requirement and performance of the individual subject to a maximum tenure of 4 years & 6 months. The place of posting will be Corporate Office, Gurugram and/or various Project Offices across different Indian states as mentioned at table below at para-3.
3. The post-wise vacancy details of the vacancies are given as under:

Sl. No.	Name of the Post & Grade	Minimum Essential educational qualification(s)	Min. years of Post Qual. Exp.	Max. Age	Vacancies & reserved for	Work Experience	Place of Posting
1.	Senior Executive (Tech.)- Lead Verifier/L-5 (Compliance Mechanism)	As per The Bureau of Energy Efficiency (Qualification for Accredited Energy Auditors and Maintenance of the List) Regulations, 2010	13 years	55	02 (UR)	Candidates applying for the post must have the following certifications. a) Accredited Energy Auditor by the Bureau of Energy Efficiency (BEE) and b) Lead Verifier certification for ISO 14064-1/2/3	The place of posting shall be decided based on organizational and project requirements and will be communicated to the candidates at the time of interview and/or joining.
2.	Senior Executive (Tech.)- Lead Verifier/L-5 (Offset Mechanism)	Engineering Graduate (Bachelor of Engineering/ Bachelor of Technology) or equivalent (Or) Bachelor of Science or equivalent	13 years out of which min. 5 years' experience in validation and/or verification activity as team member in CDM or VCM activities	55	01 (UR)	Candidates applying for the post must have the following certification: (a) Lead Verifier certification for ISO 14064 1/2/3	

3.	Deputy Executive (Tech.)/L-3 (Distribution Expert) (04 Vacancies)	Regular full-time B.E / B. Tech or equivalent in Electrical/ Electrical & Electronics or equivalent from a recognized Institute/ University with 60% Marks or 1st Division or equivalent CGPA	6 years	40	18 (UR:08, SC:04, ST:02, OBC-NCL: 04)	Experience in Power Distribution Sector such as Construction, Consultancy, PMA, or Monitoring of 33/11 KV & above level Substation, Distribution Lines & Distribution Transformer works.	Mumbai
4.	Deputy Executive (Tech.)/L-3 (Renewable Energy) (02 Vacancies)	Regular full-time B.E / B. Tech or equivalent in Electrical/ Electrical & Electronics or equivalent from a recognized Institute/ University with 60% Marks or 1st Division or equivalent CGPA	6 years	40		Experience in execution/monitoring / operation and maintenance of Renewable Energy projects. Candidates having experience in finalization of Technical Specification (TS)/ layout/drawings/ Bill of Quantity (BOQ) in Renewable Energy projects will have added advantage.	Gurugram
5.	Deputy Executive (Tech.)/L-3 (Utility Coordinator) (11 Vacancies)	Regular full-time B.E./B. Tech. or equivalent in Electrical/ Electrical & Electronics/ Electronics & Communications/ Computer Science & Engineering/ Information Technology or equivalent from a recognized Institute/ University with 60% Marks or 1st Division or equivalent CGPA	6 years	40		Experience in Power Sector such as development/ planning/ coordination with various agencies. Preference will be given to the candidates having experience in smart metering projects and having skills in Data Analytics tools.	Pan India
6.	Deputy Executive (Tech.)/L-3 Electrical (Transmission) (01 Vacancy)	Regular full-time B.E / B. Tech or equivalent in Electrical/ Electrical & Electronics or equivalent from a recognized Institute/ University with 60% Marks or 1st Division or equivalent CGPA	6 years	40		Experience in Contracts & Procurement/Project Construction/Design Engineering/Testing & Inspection of materials & equipment's of Substations and/or Transmission Lines/ Transmission System Projects for 132 kV & above.	Ladakh

7.	Deputy Executive (Tech.)/L-3 Civil (Transmission)	Regular full-time B.E / B. Tech or equivalent in Civil or equivalent from a recognized Institute / University with 60% Marks or 1st Division or equivalent CGPA	6 years	40	01 (UR)	Experience in planning, design, engineering, construction, execution, supervision, or project management of civil works relating to power generation/ High Voltage Transmission Lines & substations/ Infrastructure projects/ Industrial Projects. Preference will be given to candidates having minimum experience of 3 years (out of Total experience) in Construction/ Designing/Engineering of Civil works relating to Power Sector projects.	Ladakh
8.	Assistant Executive (Tech.)/L-2 (Utility Engineer)	Regular full-time B.E./B. Tech. or equivalent in Electrical/ Electrical & Electronics/ Electronics & Communications/ Computer Science & Engineering/ Information Technology or equivalent from a recognized Institute/ University with 60% Marks or 1st Division or equivalent CGPA	3 years	35	08 (UR:03, OBC-NCL: 04, EWS:01)	Experience in Power Sector such as development/ planning/ coordination with various agencies. Preference will be given to the candidates having experience in smart metering projects and having skills in Data Analytics tools.	Pan India
9.	Assistant Executive (Fin.)/L-2	CA/CMA or MBA in Finance with minimum 60% marks or equivalent CGPA.	3 years	35	02 (UR:02)	Experience in Finance area (s) such as Corporate Accounts/ Direct and Indirect Taxation/ Accounts Payable / Receivables / Treasury Management/Financial Management & Analysis/ Audit Coordination works.	Gurugram

Note: - Including 04 backlog vacancies- 02 vacancies for Deputy Executive (Tech.)/L-3 (ST:01 and SC:01) and 02 vacancies for Assistant Executive (Tech.)/L-2 (OBC-NCL: 02)

Nature of Experience required for Senior Executive (Tech.)- Lead Verifier/L5 (Compliance & Offset Mechanism): The candidates applying for the post mentioned at Sl. No. 1 & 2 must possess the following experience:

- i. Shall have demonstrated competence to lead a verification team and carry out verification activities.
- ii. Ability to apply generic verification concepts (evidence gathering, risk management, auditing techniques, application of the level of assurance).
- iii. Knowledge and experience of energy and GHG accounting and management techniques, GHG emission sources and associated technologies, development, and auditing of GHG emission factors and calculation methodologies including energy / non-energy (process) GHG emissions where applicable, statistical uncertainty analysis of GHG emission calculations and technical expertise related to monitoring and reporting of GHG emissions.
- iv. Knowledge of relevant rules, regulations and procedures including the Energy Conservation (Amendment) Act, 2022, Environment Protection Act, 1986 and Carbon Credit Trading Scheme, 28/06/2023.
- v. Other business skills such as communication, analytical, statistical, and financial aspects.
- vi. Collection of information through effective interviewing, listening, observing, and reviewing documents, records, and data.
- vii. Knowledge on data, information, and system auditing techniques and methodologies.
- viii. Risk assessment techniques and methodologies.
- ix. Data and information sampling techniques and methodologies.
- x. Ability to verify the accuracy of collected information, evaluation of the sufficiency, and appropriateness of gathered evidence to support verification findings and conclusions.
- xi. Knowledge and experience in the sector specific or technical monitoring and reporting aspects that are relevant for the sector scope (s) of accreditation in which the verifier is carrying out validation and /or verification.
- xii. Assessing conformity with the procedures as defined under mechanisms of CCTS.

4. **Post reserved for Persons with Benchmark Disabilities (PwBD)**

From the posts indicated from Sl. No. 3 to 9 in the above table at para-3, 03 posts are reserved for Category a), Category b) and Category c) of PwBD.

Reservaion to PwBD shall be admissible in accordance with Govt. of India guideline for the posts identified by RECPDCL as follows:

Sl. No.	Posts	Eligible PwBD for Reservations
1.	Dy. Executive (Tech.)/Asst. Executive (Tech.) Sl. No. 3,4,5,6,8	a) D, HH b) OA, OL, OAL, SD & SI without any associated neurological / limb dysfunction, SD and SI with associated limb dysfunction, CP, LC, Dw, AAV c) SLD, MI d) MD involving (a) to (c) above
2.	Dy. Executive (Tech.) (Civil) Sl. No. 7	a) D, HH b) OA, OL, SD & SI without any associated neurological / limb dysfunction, SD & SI with associated limb dysfunction, CP, LC, Dw, AAV c) SLD, MI d) MD involving (a) to (c) above
3.	Asst. Executive (Fin.) Sl. No. 9	a) B, LV b) D, HH c) OA, BA, OL, BL, OAL, BLOA, BLA, LC, Dw, AAV d) MD involving (a) to (c) above

Abbreviations
UR: Unreserved OBC-NCL: Other Backward Classes- Non-Creamy Layer SC: Scheduled Caste ST: Scheduled Tribe EWS: Economically Weaker Section PwBD: Persons with Benchmark Disabilities Category a): B=Blind, LV=Low Vision Category b): D=Deaf, HH= Hard of Hearing Category c): OA=One Arm, OL=One Leg, BA=Both Arms, BL=Both Legs, OAL=One Arm and One Leg, BLOA=Both Leg & One Arm, BLA=Both Legs Arms, SD& SI=Spinal Deformity & Spinal Injury without any associated neurological / limb dysfunction, Spinal Deformity and Spinal Injury with associated limb dysfunction, CP=Cerebral Palsy, LC=Leprosy Cured, Dw=Dwarfism, AAV=Acid Attack Victims, MDy=Muscular Dystrophy Category d) & e): SLD= Specific Learning Disability, MI= Mental Illness, MD=Multiple Disabilities

5. **Remuneration: -**

S. No.	Grade/ Level	Designation	Experience	MCP (Monthly Consolidated pay in Rs.)	REMARKS
(i)	L5	Senior Executive (Compliance)	13	1,55,250/-	MCP-Monthly Consolidated pay is exclusive of all other benefits such as Mobile Set reimbursement, Laptop reimbursement, Office Bag reimbursement, hardship allowance for Ladakh posting, medical benefits, Group Personal Accident Insurance etc. as admissible under Company Policy. Note(*): For deserving candidates, salary is negotiable based on experience, profile and performance in the interview subject to internal guidelines.
(ii)	L5	Senior Executive (Offset)	13	1,35,000/-*	
(ii)	L3	Dy. Executive	06	85,000/-*	
(iii)	L2	Asst. Executive	03	62,000/-*	

6. **Relaxation/ Concessions: -**

- Reservation/ Relaxation of age shall be as per Government of India guidelines as applicable to SC/ ST/ OBC-NCL/ EWS/ PwBD/ Ex-Servicemen.
- Maximum age limit shall be relaxed by 5 Years for Schedule Caste & Schedule Tribe and by 3 Years for Other Backward Classes (Non-Creamy Layer).
- Age relaxation in case of PwBD shall be 10 years in addition to age relaxation applicable to SC/ ST/ OBC-NCL category.
- Reserved category candidates applying against unreserved post shall be treated as General category.

7. **Selection process: -**

- i. Shortlisted Candidates shall be called for Personal Interview to be conducted at Corporate Office, RECPDCL or through online mode as per decision of the management. The offer of engagement shall be issued to suitable candidates in order of merit and based on the number of vacancies.
- ii. RECPDCL may adopt higher shortlisting criteria in the event that a large number of applications are received meeting the prescribed eligibility criteria. Such higher criteria for shortlisting candidates for the selection interview may include, but shall not be limited to, the following:
 - a. **Minimum Eligibility:** All candidates have to meet the minimum qualifying requirements with regard to educational qualification and post-qualification experience, including such relevant/domain experience as mentioned at Para 3 above .
 - b. **Number of candidates to be shortlisted:** Candidates shall ordinarily be shortlisted for the subsequent selection process in the following ratio:

Name of Post	Proposed No. of Candidates to be shortlisted
Deputy Executive (Tech.)/L-3 (Distribution Expert) (04 Vacancies)	Up to 10 candidates per vacancy
Deputy Executive (Tech.)/L-3 (Renewable Energy) (02 Vacancies)	Up to 10 candidates per vacancy
Deputy Executive (Tech.)/L-3 Electrical (Transmission) (01 Vacancies)	Up to 10 candidates per vacancy
Deputy Executive (Tech.)/L-3 Civil (Transmission) (01 Vacancies)	Up to 10 candidates per vacancy
Deputy Executive (Tech.)/ L-3 (Utility Coordinator) (11 Vacancies)	Up to 6 candidates per vacancy
Assistant Executive (Tech.)/L-2 (Utility Engineer) (08 Vacancies)	Up to 6 candidates per vacancy
Assistant Executive (Fin.)/L-2 (02 Vacancies)	Up to 10 candidates per vacancy

The number of candidates to be shortlisted per vacancy, as indicated in the table above, is only indicative. RECPDCL reserves the right to shortlist a higher or lower number of candidates per vacancy, depending on the nature and level of the post and the number of applications received.

- c. Where the applications received are large in number, candidates meeting the minimum eligibility criteria shall be evaluated for shortlisting on the following higher parameters:

• **For Engineering Discipline:**

For Engineering Discipline:				
S. No.	Parameter	Evaluation Criteria	Total Marks	Marks
1	% age of marks obtained at the prescribed qualifying examination.	65%	35	10
		70%		15
		75%		20
		80%		25
		85% and above		35
2	Relevant Higher/Additional Qualification	M.E./M.Tech. /M.S. in relevant discipline	25	12
		MBA/PGDM in Power/Energy/Project / Operations/Technology Management or equivalent		13
3	Relevant Post-Qualification Experience	Minm. PQE + 1 year	40	10
		Minm. PQE + 2 years		15
		Minm. PQE + 3 years		20
		Minm. PQE + 4 years		25
		Minm. PQE + 5 years		30
		Minm. PQE + 6 years and above		40
Total			100	

• **For Finance & Accounts Discipline**

S. No.	Parameter	Evaluation Criteria	Total Marks	Marks
1	Relevant Higher/Additional Qualification	ICWA/CS/LLB/MBA (Fin.)	25	25
	Multidisciplinary experience	Core Finance & Accounts- Accounting / Financial statement/Reporting	25	05
		Taxation and Statutory Compliance – GST, TDS, Income Tax etc.		05
		ERP/SAP/Accounting Software etc.		05
		Advanced Excel/Financial Analysis/MIS etc.		05
		Audit		05
2	Relevant Post-Qualification Experience	Minm. PQE + 1 year	50	10
		Minm. PQE + 2 years		20
		Minm. PQE + 3 years		30
		Minm. PQE + 4 years		40
		Minm. PQE + 5 years		50
Total			100	

- d. **Eligibility shall be determined first w.r.t. the minimum qualifying requirements:** Only candidates satisfying all the minimum eligibility requirements prescribed in the advertisement, shall be considered for evaluation under the above matrix.
- e. **Relevance of experience:** Only experience having a demonstrable relation with the functions, responsibilities and domain of the advertised post shall be considered for awarding marks under relevant experience.
- f. **Documentary evidence:** Marks shall be awarded only based on qualifications and experience supported by documents submitted by the candidate within the prescribed date.
- g. **Tie-breaking:** In case of a tie at the shortlisting cut-off, preference shall be given sequentially to the candidate having:
- higher marks/CGPA in the essential engineering qualification
 - higher total post-qualification experience, and
 - higher directly relevant domain experience;

If the tie persists, all candidates tied at the cut-off may be shortlisted.

8. General Instructions: -

- The posts are purely temporary in nature and are not against any permanent vacancy. The placement will not entitle the candidate for any regular / permanent employment in RECPDCL in future.
- Only Indian Nationals need to apply.
- All essential qualification should be from Universities/Institutions recognized and approved in India by UGC/AICTE/ Appropriate Statutory Authority (ies). Equivalence of qualification shall be decided at the discretion of RECPDCL management.
- Fraction of percentage in educational qualification will be ignored and will not be rounded off to next higher integer i.e., 59.9% will be treated as less than 60%.
- Teaching experience, Internship, Induction and any other training period will not be counted as experience.

- f. **As candidates may be shortlisted for the selection interview based on higher criteria, as specified in Para 7(ii), candidates are advised to provide details of any higher educational qualifications and/or post-qualification experience etc. Possessed by them, along with supporting documentary evidence, in addition to fulfilling the prescribed minimum educational qualification and experience requirements.**
- g. The cut-off date for ascertaining age and experience etc, will be last date of submission of application i.e., 17.11.2026.
- h. Mere fulfilling of eligibility criteria shall not confer any right to the applicant for being called for the interview/ appointment. Canvassing in any form will disqualify the candidate.
- i. Higher salary may be considered for deserving candidates depending on their experience and performance in the interview subject to the company guidelines in this regard.
- j. The selected candidates will be posted at the discretion of management of the company to serve at any location of the company's offices/Projects/ Unit or Pan India.
- k. RECPDCL also reserves the right to cancel/ amend the advertisement and/ or the selection process there under.
- l. The number of positions to be filled may increase or decrease depending upon the requirements of RECPDCL.
- m. Candidates should be able to furnish all documentary evidence in support of their claim of meeting the criteria.
- n. OBC candidates who do not belong to "Non-Creamy Layer" should submit their application under unreserved category only.
- o. Applications should be submitted online through RECPDCL's website, i.e. www.recpdcl.in (Career Page).
- p. A candidate can apply for only one post failing which REC PDCL reserves the right to consider any one application only at its discretion.
- q. Candidates must have a valid e-mail ID & Mobile No. which is to be entered in the online application Form. They are also advised to retain this e-mail ID and mobile no. for at least a year as all communication to the candidates shall be made on this e-mail ID.
- r. Candidates if invited for personal interview will be reimbursed to and for Fare from the starting station or mailing address whichever is nearer to the place of interview by the shortest route on production of proof of journey as per the policy. Lodging charges will not be provided.
- s. Those working in Public Sector/ Government Sector/ Autonomous bodies of Government may apply "Through Proper Channel" or submit "No Objection Certificate" at the time of Interview or should submit proper relieving order from present employer at the time of joining.
- t. Incomplete applications will not be entertained.
- u. Candidates should ensure that they fulfil the essential eligibility criteria prescribed for the post for which they are applying. In case it is found at any stage of the selection process or even after appointment that the candidate has furnished false or incorrect information or suppressed any relevant information/material facts or does not fulfil the essential eligibility criteria, his/her candidature / service is liable for rejection/termination without notice.
- v. No correspondence will be entertained from the candidates who are not shortlisted / called / selected for interview/ appointment.
- w. Applicants should have sound health. Engagement of selected candidates shall be subject to medical fitness test as prescribed by RECPDCL. No relaxation in medical standards shall be allowed.
- x. In case of any ambiguity/ dispute on account of interpretations in versions other than English, English version will prevail.
- y. Corrigendum/Extension etc., if any, shall be published on our website www.recpdcl.in/www.recindia.nic.in.

9. **Documents required to upload at time of online application and at the Time of Interview:** The following documents are required to be uploaded at time of online application and shall be presented in original for verification at the time of selection process failing which the candidate will neither be allowed to appear for the process nor any fare shall be reimbursed to him/her. Details are as under: -
- a. Class X Certificate/ Birth Certificate for Date of Birth proof.
 - b. Caste certificate/ relevant document for claiming Reservation/ Relaxation/Concessions issued by the Prescribed Authority as per GoI guidelines (in case of SC/ST/OBC-NCL/ Ex servicemen/EWS etc.), Discharge certificate in case of Ex- Servicemen, if applicable.
 - c. Disability Certificate – issued by the Prescribed Authority as per GoI guidelines clearly indicating type of disability, % of disability.
 - d. Documents related to Essential Qualification (Pass certificate & Mark sheets, Degree Certificate showing class/ division/ CGPA/ percentage, mode, duration along with specialization). If Class/ Division and percentage is not indicated in the Certificate or Mark sheet, the applicant shall submit the conversion formula for deriving CGPA to percentage equivalence from the concerned University/Institution, failing which the application is liable to be rejected.
 - e. Documents related to Other Qualifications (Pass Certificate and Mark sheets).
 - f. “No Objection Certificate” in case employed in a Government Department/ Undertaking/ PSU/ Autonomous Body etc.
 - g. **Essential Certifications as mentioned at Table of para-03 above for Candidates applying for Senior Executive (Tech.)- Lead Verifier/L5 (Compliance / Offset Mechanism) along with the details sought in the Annexure-A / Annexure-B enclosed herewith.**
 - h. **Documents in Support of Work Experience (present as well as all previous employment/s) starting from current employment in descending order**
 - i. Appointment order/ joining order/ first month pay slip with date of joining proof.
 - ii. Experience Certificate: Proof of experience indicating post held, period of service, CTC/ emoluments & area of experience (Experience/ Service Certificate should indicate date of joining and date of relieving from each organization where worked).
 - iii. Latest Pay Slip (Last three months payslips)
 - iv. Salary Certificates/proof of CTC together with ITR or Form-16 A issued by present & past employers.
 - v. Relieving order Service certificate – which clearly defines the Joining date and relieving date (in case of experience with more than one organization).

10. **How to Apply:**

Eligible applicants should register and apply online through RECPDCL's website, i.e. www.recpdcl.in (Career Page). Before applying, read the instructions carefully mentioned in detailed advertisement and fill the online application form by providing correct information.

STEP 1: On-line Registration:

Interested eligible applicants should apply only for one post through RECPDCL On-line Recruitment portal.

- i. During registration, candidate has to provide valid User Name & E- Mail ID. Once registered successfully, Name & E-Mail ID cannot be changed in main application form.
- ii. After registration, candidate will receive a link on a registered E- Mail ID for password reset and activation of login to access Online Recruitment Portal.
- iii. Login to the portal using registered email id and click on “Apply” to start application for the desired post.

STEP 2: On-line Application:

- i. Before applying for the post, the applicant should keep the scanned copy of required documents as mentioned at clause-10 above and recent passport sized colour photograph and signature ready in .jpg format with file size limit between 10KB to 100KB.
- ii. After successful login, candidate should select only one post mentioned in the advertisement for applying.

STEP 3: Fill the on-line application with relevant details and submit.

Important Instructions to Candidates for filling Online Application:

- a. Web Pages are best viewed in Chrome.
 - b. Before submitting the online application, the applicants are requested to go through the details of the post and content of the post on the website carefully.
 - c. The applicant should cross check all the details filled in the On-line Application, before finally submitting the same, as no correction will be possible at a later stage. Onus of filling the right details lies with the candidate
 - d. The applicants are not required to send hard copies of the application form.
 - e. Applicants are advised to retain the acknowledgement and take the printout of preview page before submitting the online application for future reference.
 - f. Incomplete applications in any respect are liable to be rejected summarily. No representation against such rejection will be entertained.
 - g. In case of difficulty in the submission of online application form, please email the queries to app.helpdesk@recpdcl.in, it@recpdcl.in (or) recruitment@recpdcl.in.
11. The candidates should ensure that they are fulfilling all eligibility conditions/ requirements. Shortlisting shall be based on the details mentioned in the application. Verification of original documents will be done at the time of interview.

12. Important Dates:

Commencement of Online Submission of Applications	27.10.2026, 12:00 PM
Closing of Online Submission of Applications	17.11.2026, 06:30 PM

Annexure - A

Team Member Name:

[illegible]

Team Member Name

[illegible]

Annexure - B

Format for Team Leader Experience in Carbon Market (CDM or VCM Activities)

Team Leader Name:		[Please provide the list of projects conducted by each Team Leader/Technical Expert]								
S.No	Project ID Number (Registry ID)	Project Title	Host Country	Sectoral Scope	Technology	Type of Work (Validation/Verification)	Role Assigned	Status of the project	Project document webLink	Any other supporting documents

Format for Team Leader Experience in GHG Project

Agency Name:		[Provide the Agency Name]					
Team Member Name		[Please provide the list of projects conducted by each Team Member]					
S.No	Company Name	Location	Sector	Type of Work (Validation/ Verification)	Team Position	Month & Year of activity conducted	GHG Project Report submission (Kindly submit 5 report for each sectors requested for accreditation)