

OFFICE OF THE CMD -cum- ADMINISTRATOR, NESCO, WESCO & SOUTHCO UTILITIES

DISTRIBUTION MANAGEMENT UNIT (DMU),

Janpath , Bhoinagar, Bhubaneswar-751022

NOTIFICATION

No: GRIDCO/DISCOMs/Utilities/Appt/COO/15/ 73

Dated: 11<sup>th</sup> June, 2015

Pursuant to the order, dated 04-03-2015 of OERC regarding revocation of license issued to NESCO, WESCO, & SOUTHCO under Section 19 of the Electricity Act, 2003, the management and control of these utilities have been vested with CMD, GRIDCO-cum-Administrator of NESCO, WESCO, & SOUTHCO utilities.

In order to ensure smooth conduct of business of the utilities, look after day-to-day functioning it is considered expedient in public interest to take immediate step for appointment of Chief Operating Officer(COO) in NESCO, WESCO, & SOUTHCO utilities through selection . In order to regulate the selection and terms/condition of appointment in a fair and transparent manner , the Policy for appointment of Chief Operating Officer is hereby notified. Notification for inviting applications from internal eligible candidates in these utilities will be issued shortly.


This comes into force with immediate effect.

  
11.6.15  
CMD, GRIDCO-cum-

Administrator of NESCO, WESCO, & SOUTHCO utilities

Memo No 74 dated 11-06-2015

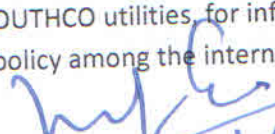
Copy to Principal Secretary, Energy, Govt of Odisha, for information and necessary action.

  
11.6.15

CMD, GRIDCO-cum- Administrator of NESCO, WESCO, & SOUTHCO utilities

Memo No 75<sup>(3)</sup> dated 11-06-2015

Copy to Authorised Officer, NESCO, WESCO, & SOUTHCO utilities for information and necessary action with a request to circulate the policy among the internal candidates.

  
11.6.15

CMD, GRIDCO-cum- Administrator of NESCO, WESCO, & SOUTHCO utilities

Memo No 76 dated 11-06-2015

Copy to CGM-IT for uploading the Policy on website of GRIDCO.

  
11.6.15

CMD, GRIDCO-cum-Administrator of NESCO, WESCO, & SOUTHCO utilities

**POLICY FOR APPOINTMENT TO CHIEF OPERATING OFFICER (COO)  
IN NESCO/WESCO / SOUTHCO.**

**1. TITLE:**

This policy shall be called as "Policy for Appointment to COO in NESCO, WESCO, & SOUTHCO" and shall come into force from the date of Notification.

**2. Definition**

2.1 Competent Authority means CMD, GRIDCO, designated as "Administrator of NESCO, WESCO and SOUTHCO Utilities".

2.2 Utilities mean NESCO, WESCO and SOUTHCO Utilities.

**3. SPECIFICATION**

3.1 Specification for appointment to COO/CCO/CFO in E<sub>10</sub> Grade shall be as follows:

"Prescribed qualification for respective disciplines as indicated in the Recruitment Policy of the Company with 20 years of Post-qualification experience in relevant field, Maximum age limit 55 years".

**4. NATURE OF APPOINTMENT**

4.1 Appointment to the posts of COO shall be made by a process of selection of departmental officers on tenure basis initially for a period of 3 years but in the case of persons superannuating within 3 years for a period upto the date of superannuation.

4.2 The tenure of such appointment in no case shall be beyond the age of superannuation.

4.3 Unless otherwise the tenure of such appointment is renewed / extended in writing before the expiry of the term, the appointment shall automatically expire on the last day of the tenure period.

**5. PROVISIONS FOR DEPARTMENTAL OFFICERS:**

5.1 All such appointment shall be considered in first instance from within the Utilities from Sr Gen Managers in E<sub>9</sub> and GM in E-8 level in respective cadre / discipline subject to vacancies, requirement and fulfilling eligibility criteria as prescribed vide separate notification.

5.2 If thereafter suitable candidates are not found available from within the Company, the posts may be filled up through advertisement from outside for which the specification as at 3.1 shall apply.





6. **PROCEDURE FOR SELECTION:**

- 6.1 The selection of departmental officers shall be based on the basis of personal interview and review of Annual Appraisal / Performance Appraisal Reports of immediate past 5 years. In case any Appraisal Report, out of the five latest Appraisal Reports assessed is average or below, the officer shall not be entitled to selection to COO.

Whereas, selection of officers from outside shall be based upon their performance in Personal Interview only.

- 6.2 All such selections shall be solely on the basis of merit and suitability without any consideration to seniority.

7. **RENEWAL OF TENURE APPOINTMENT**

- 7.1 i) The Performance Report during last three years prior to the selection for the post of shall be reviewed to assess his / her future suitability for the job by the Competent Authority for the purpose of renewal of appointment.
- ii. A status report indicating / certifying that there is no disciplinary and / or vigilance proceeding contemplated or pending against the incumbent immediately prior to consideration of his / her case.
- iii. In the event, there is disciplinary and / or vigilance proceeding contemplated or pending against the incumbent, the Competent Authority shall not consider his / her case for COO and recommended his / her reversion to E-9 E-8 as the case may be.
- iv. The renewal of appointment after completion of initial period of three years shall be done on yearly basis maximum up to the date of retirement by superannuation.
- 7.2 In the event where an officer had been selected from E<sub>9</sub> grade and is not found suitable for renewal of the tenure appointment, he shall be given an option to revert back to E<sub>9</sub> grade and his pay be refixed in E<sub>9</sub> grade taking into consideration last pay drawn in E<sub>9</sub> grade and number of annual increments he had accrued during his tenure service.
- 7.3 In the event where a departmental officer had been selected from E<sub>8</sub> grade and is not found suitable for renewal of the tenure appointment, he shall be given an option to revert back to his original post first and be assessed for promotion by the DPC under Officers Promotion Policy to the grade of E<sub>9</sub> taking into consideration the relative seniority of officers of the same batch / year of entry into E<sub>8</sub> grade. On such consideration, his

seniority in E<sub>9</sub> grade shall be appropriately fixed and his pay shall be fixed under the provisions of Promotion Policy of the Utilities.

Whereas, he is not promoted to E<sub>9</sub>, his pay in E<sub>8</sub> grade shall be fixed taking into consideration the last pay drawn in E<sub>8</sub> grade and the number of annual increments accrued during the periods. On such placement, he shall retain his original seniority in E<sub>8</sub> grade.

8. **FIXATION OF PAY:**

- 8.1 Pay of the officers appointed from outside shall be determined by the Selection Committee taking into consideration his pay and allowances etc. Whereas, the pay of the Departmental Officer selected for the post shall be fixed in the manner provided under the Officers Promotion Policy of the Company as if, he had been promoted.

9. **SELECTION COMMITTEE**

C.M.D, GRIDCO	Chairman
Two outside Expert(s)	
One in relevant discipline	Member
One Expert in Power Sector	Member
Authorized Officer of the DISCOM	Invitee.

10. **SAVINGS:**

- 10.1 The Competent Authority reserves the right to amend, change, and modify any of the provisions of the policy.



**OFFICE OF THE CMD, GRIDCO –cum- ADMINISTRATOR, NESCO, WESCO & SOUTHCO  
UTILITIES**

**DISTRIBUTION MANAGEMENT UNIT (DMU),**

**Janpath , Bhoinagar, Bhubaneswar-751022**

**NOTIFICATION**

No: GRIDCO/DISCOMs/Utilities/Appt/COO/15/

**77**

Dated: 11<sup>th</sup> June, 2015

**Sub: Inviting application from internal candidates for the post of Chief Operating Officer (COO) in NESCO, WESCO, & SOUTHCO and eligibility conditions thereof.**

Pursuant to the order, dated 04-03-2015 of OERC regarding revocation of license issued to NESCO, WESCO, & SOUTHCO under Section 19 of the Electricity Act, 2003, the management and control of these utilities have been vested with CMD, GRIDCO-cum-Administrator of NESCO, WESCO, & SOUTHCO utilities.

In order to ensure smooth conduct of business of the utilities, applications are hereby invited for the post of **COO** from internal eligible candidates for the following posts in NESCO, WESCO, & SOUTHCO utilities:

**Vacancies**

Post	Vacancy in NESCO	Vacancy in WESCO	Vacancy in SOUTHCO
COO	1( One)	1( One)	1( One)

**1. CHIEF OPERATING OFFICER(COO)**

**Eligibility Criteria:**

**Qualification:** The applicants shall possess a Bachelor Degree in Electrical Engineering or Power System. MBA in Power Management will be an added advantage.

**Age:** Shall not be less than 50 years of age or more than 58 years of age as on 01.04.2015.

**Experience:** He should have minimum of 20 years of experience in transmission / distribution sector out of which minimum 3(three) years as GM /Sr GM or combined together.

**Competencies:** This is a senior Management Position. The incumbent will report to administratively CMD, GRIDCO-cum-Administrator of NESCO, WESCO & SOUTHCO Utilities and functionally report to the Authorised Officer .His Key Result Areas will be effectively managing, leading and directing field operations of O&M team, asset maintenance, project management, progressive reduction of AT&C loss, timely execution of Govt-funded projects. He should have excellent domain knowledge of O&M, best-in-class operation practices in Distribution sector with an understanding of latest technology, IT and its applications as well as Power Tariff, Energy Accounting & Audit, Commercial aspects of DISCOMs, and Regulatory





affairs. He should have demonstrated all- round excellence in his current and previous position with leadership qualities and ability to carry the operational team.

**General:**

**Tenure:** The appointment will be initially for a period of three (3) years which can be extended further based on the requirement and satisfactory performance.

**Lien:** The incumbent will hold lien in his substantive post in his parent organisation.

**Scale of Pay:** Rs 37,400-67,000 with Grade Pay of Rs 9,000/- along with other allowances as applicable.

**Knowledge of Odia:** Other things remaining equal, persons having knowledge in Odia will be preferred.

**Selection process:** The selection shall be based solely on the basis of merit and suitability without any consideration to seniority. The selection process shall involve personal interview and review of Annual Appraisal / Performance Appraisal Reports of immediate past 5 years.

**Other terms & conditions:** Other terms & conditions of appointment shall be as per the policy notified vide this Office order No. GRIDCO/DISCOMs/Utilities/Appt/COO/15/73, Dated: 11<sup>th</sup> June, 2015 copy of which is available on the website of GRIDCO.

**How to apply:** The application in the prescribed format completed in all respects along with copy of relevant documents may be sent through proper channel in soft copy and hard copy to the undersigned. **Application format may be downloaded from the website of GRIDCO.** Incomplete applications are liable to be rejected. Canvassing in any form will disqualify the applicant.

**Last date of receipt of application:** The applications should reach on before **25.06.2015, 5 PM.**

**Date of Interview:** The short-listed eligible applicants shall be intimated thru' email for personal Interview on **29-06-2015 (Monday) at 11:30 AM in the Conference Hall, GRIDCO, Janpath, Bhoinagar, Bhubaneswar.**

The above notification is issued with approval of CMD, GRIDCO-cum- Administrator of NESCO, WESCO, & SOUTHCO utilities.

  
Director-HR, OPTCL/GRIDCO

Janpath, Bhoinagar,

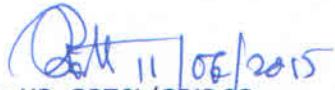
**BHUBANESWAR-751022.**

Email: dir.hrd@optcl.co.in/santanu.k.rath@gmail.com

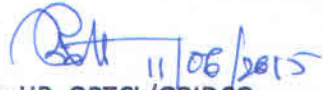
Memo No 78 dated 11-06-2015

Copy to Additional Secretary, Energy, Govt of Odisha, for information .

Memo No 79<sup>(3)</sup> dated 11-06-2015

  
Director-HR, OPTCL/GRIDCO

Copy to Authorised Officer, NESCO, WESCO, & SOUTHCO utilities, for information and necessary action with a request to circulate the notification among the internal candidates.

  
Director-HR, OPTCL/GRIDCO

Memo No 80 dated 11-06-2015

Copy to CGM-IT for uploading the Policy on website of GRIDCO.

  
Director-HR, OPTCL/GRIDCO

**Application format for the post of Chief Operating Officer (COO) in NESCO, WESCO, & SOUTHCO**

(To be applied through proper channel)

**Post applied for :**

1. Name of the Applicant (Bold) :
2. Father's Name :
3. Date of Birth :
- (a) Age as on 01.04.2015 :
4. Nationality :
5. Address for Communication :
6. Permanent Address :
7. Mobile / E-mail :
8. Educational / Professional / Technical Qualification.

Exam Passed	Year of Passing	University/Board	Name of the Institution	Main Subject/ Specialization	Division/Grade Obtained

9. Experience

: Please start from your current role / position and in descending order

Sl.No.	Name of the Organization (starting with the present Employer)	From Date	To Date	Posted at	Designation	Job Responsibility in brief

*(Signature)*



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10. Suitability and Achievement for the Post:-

(Please attach one page write-up highlighting your suitability in terms of professional competencies and Achievement during last Ten years):

11. Details of Pay particulars drawn : Scale of Pay:

- i. Basic Pay:
- ii. Grade Pay:
- iii. Total Emoluments:

12. Details of Professional Development Advanced Technical Training or Professional Development / Leadership Development Programme attached (During last 5 years ):

Sl. No	Programme Title	Duration	Institution	Programme Objective in Brief

13. Languages Know:

Read \_\_\_\_\_  
Write \_\_\_\_\_  
Speak \_\_\_\_\_

14. Details of Membership of Professional Bodies.

Sl No	Professional Body	Type of Membership

**Declaration:**

I hereby declare that

- i. No vigilance/disciplinary proceeding is either contemplated or pending against me.
- ii. No minor or major penalty has been inflicted on me during last ten years.
- iii. All statements made herein above are true, complete and correct to the best of my knowledge.

Date:

(Signature)

Place:

Name of the Candidate