



**GOVERNMENT OF ODISHA
ENERGY DEPARTMENT**

No. ENG-FAC-PAC-0002-2025/12182 /En., Dtd.

06 OCT 2026

EXPRESSION OF INTEREST

Sub: Invitation of Expression of Interest (EOI) from experienced and reputed consultancy firms/institutions to provide professional services for the formulation of a comprehensive and standardized Human Resource (HR) policy for Functional Directors serving in the PSUs under Energy Department, Government of Odisha.

1. Introduction:

Energy Department, Government of Odisha invites Expression of Interest (EOI) from experienced and reputed consultancy firms/institutions to provide professional services for the formulation of a comprehensive and standardized Human Resource (HR) policy for Functional Directors serving in the PSUs under Energy Department, Government of Odisha.

2. Objective:

The objective of this engagement is to develop a holistic HR policy covering compensation structures, performance management, benefits, and other service conditions for Functional Directors across the PSUs under Energy Department.

3. Scope of Work:

The selected consultant will be responsible for:

- Reviewing existing HR practices related to Functional Directors in the said PSUs.
- Designing a comprehensive HR policy including compensation, performance management frameworks (such as Key Result Areas and Key Performance Indicators), variable pay, leave policies, and other relevant components.
- Recommending standardized approaches applicable across the sector.
- Preparing policy documents and implementation guidelines.
- Engaging stakeholders for consultation as needed.

4. Submission Requirements:

Interested firms/institutions are requested to submit:

- Formal Expression of Interest letter indicating interest and availability.
- Company profile highlighting relevant experience and past assignments.
- A presentation (PPT) outlining the firm's capability and understanding of the assignment.
- Proposed approach and methodology for executing the scope of work.
- Contact details and key personnel information.

5. Submission Details:

The applications must be submitted within 15 (fifteen) working days from the date of issue of this EOI in the following address:

Dr. Debi Dutta Tripathy, OFS (SS)

FA-cum-Special Secretary to Government

Energy Department

2nd Floor, Kharavel Bhawan

Unit-V, Keshari Nagar, Bhubaneswar

Odisha

PIN-751001

e-mail id-energydept.odisha@gmail.com

Phone: 9937009897

6. Notes:

- Energy Department reserves the right to amend, cancel, or restrict this EOI process at its discretion.
- Submission of an EOI does not guarantee selection or engagement.

7. The Expression of Interest (EOI) is also available in the website of Department of Energy (<https://energy.odisha.gov.in>)

Memo No. 12183 /En. Dtd.

06 OCT 2026

Additional Secretary to Government

Copy forwarded to the PS to the Additional Chief Secretary, I & PR Department for kind information.

It is requested to kindly arrange for the publication of the said EOI notice in two leading daily newspapers—one widely circulated Odia daily and one widely circulated English daily.

The bills in duplicate along with tear sheets of the published EOI may be sent to this Department for necessary financial processing and payment.

Memo No. 12184 /En. Dtd.

06 OCT 2026

Additional Secretary to Government

Copy forwarded to all Departments, Government of Odisha for information and necessary action.

It is requested to accord widespread publicity of this EOI among the interested and eligible candidates in respect of their Departments/ PSUs/subordinate offices within the jurisdiction of their respective Departments.

Memo No. 12185 /En. Dtd.

06 OCT 2026

Additional Secretary to Government

Copy forwarded to Chairman and Managing Director, OPTCL, Bhubaneswar/ Managing Director, GRIDCO Ltd./ EIC(Elect.)-cum-PCEI, Odisha/Chief Executive Officer, OREDA Ltd. Director (Finance) OHPC Ltd./Managing Director, OPGC Ltd./ GEDCOL, Bhubaneswar/Director & CEO, OCPL for kind information and necessary action.

It is requested to accord widespread publicity of this EOI among the interested and eligible candidates in respect of your organisation/ PSUs/subordinate offices.

Memo No. 12186 /En. Dtd.

06 OCT 2026

Additional Secretary to Government

Copy forwarded to the Head, Portal Group, IT Centre, Lok Seva Bhawan, Bhubaneswar/ General Sec., Energy Department for information and necessary action.

It is requested to host this EOI in the website of Energy Department urgently.

Memo No. 12187 /En. Dtd.

06 OCT 2026

Additional Secretary to Government

Copy forwarded to Sri Saswat Singh Deo, Social Media Consultant for information and necessary action.

It is requested to post the said EOI on all the social media platforms of this Department.

Additional Secretary to Government