



# ଓଡ଼ିଶା ବିଦ୍ୟୁତ୍ ଶକ୍ତି ସଂଚାରଣ ନିଗମ ଲି.ଓ. ODISHA POWER TRANSMISSION CORPORATION LIMITED

(A Government of Odisha Undertaking)  
Regd. Office: Janpath, Bhubaneswar - 751022  
CIN: U4102OR2004SGC007553



Website: [www.optcl.co.in](http://www.optcl.co.in)

## RECRUITMENT OF MANAGEMENT TRAINEES AND JUNIOR MANAGEMENT TRAINEES

ADVT. NO: MPPR - 04/2023-24

/Dated: 22.08.2023

Odisha Power Transmission Corporation Limited (OPTCL), a State owned Power Utility in Odisha is engaged in the business of Transmission of electricity with a vision to emerge as one of the leading power utilities in the country in Transmission space. OPTCL operates in the entire state with around 2538 regular manpower, deployed in different Grid Sub-stations situated all over Odisha. OPTCL has vast and robust transmission network of 193 sub-stations ranging from 132 KV to 400 KV and more than 15991 ckt kms of transmission line. OPTCL also undertakes various projects on behalf of state and central Government. It has major plans for expansion by adopting newer and greener technologies.

OPTCL intends to recruit young and energetic professionals to be inducted as Management Trainees in HRD, Finance, Law and Telecom disciplines & Junior Management Trainees in Finance and Telecom disciplines at various offices of OPTCL across the State.

### A. VACANCY

The details of post / category wise vacancies is as under:

Sl. No	Name of the Discipline	ST	SC	SEBC	UR	Total No. of Posts
1	Management Trainee (Finance) - (MT-Finance)	4 (W:1)	-	-	6 (W:2)	10 (W:3)
2	Management Trainee (Law) - (MT-Law)	1	-	-	2 (W:1)	03 (W:1)
3	Management Trainee (HRD) - (MT-HRD)	2 (W:1)	2 (W-1)	1	5 (W:2)	10 (W:4)
4	Management Trainee (Telecom) - (MT-Telecom)	2 (W:1)	2 (W:1)	1	5 (W:2)	10 (W:4)
5	Junior Management Trainee (Finance) - (Jr.MT –Finance)	3 (W-1)	1	1	10 (W:3)	15 (W-4)
6	Junior Management Trainee (Telecom) - (Jr.MT –Telecom)	4 (W-1)	3 (W-1)	1	12 (W:4)	20 (W-6)

(SC-Scheduled Caste, ST-Scheduled Tribe, SEBC-Socially and Educationally Backward Classes, UR-Unreserved, W-Women, PwBD- Persons with Benchmark Disability).

The number of vacancies in any discipline may increase or decrease by the Corporations without any notice.

## B. TYPE OF DISABILITY

PwBD candidates, whose permanent disability is 40% (forty percent) and more, **can also apply against the unreserved posts, provided the post is identified as suitable for PwBDs.**

The physical requirement and functional classification of PwBD suitable for the posts are as follows:

Sl. No	Name of the Discipline	Functional Classification	Physical Requirement
1	MT – FINANCE	OL, OA, HI (with suitable aid), BL (MNR)	S, BN, SE, RW, MF, H, C
2	MT – LAW	OL,OA	H, RW
3	MT – HRD	OL,HI (with suitable aid), OA,LV	S,H,RW
4	MT – Telecom	HI (with suitable aid),OL,BL(MNR)	MF,S,SE,H
5	Jr.MT – Finance	OL, OA, HI (with suitable aid), BL(MNR)	S, BN, SE, RW, MF, H, C
6	Jr.MT – Telecom	HI (with suitable aid),OL,BL(MNR)	MF,S,SE,H

Code	Functions
<b>Physical Requirements:</b>	
SE	Work performed by seeing
S	Work performed by sitting (on bench or chair)
BN	Worked performed by bending
RW	Work performed by reading and writing
MF	Work performed by manipulating(with fingers)
H	Work performed by hearing/speaking
C	Work performed by communication
<b>Functional Classification:</b>	
HI (with suitable aid)	Hearing Impaired
OL	One leg affected (R and/or L)
BL(MNR)	Both legs affected but not arms (Mobility not be restricted)
OA	One arm affected(R or L)-(a) impaired reach;(b) weakness of grip;(c) ataxia
LV	Low Vision

The PwBD certificate is subject to verification of the candidate by the prescribed medical board.

## C. COMPENSATION PACKAGE

- A. The Management Trainee (MT) shall be paid a consolidated stipend of Rs. 50,000/- per month during the period of training. On successful completion of training, the candidates will be appointed as Assistant Manager (E-3 Grade) in the respective cadre on probation for one (1) year in the Pay Matrix of Rs. 56,100/- to Rs.1,77,500/- (Level: EE-2) with initial Basic Pay of Rs.56,100/.
- B. The Junior Management Trainee (Jr. MT) shall be paid a consolidated stipend of Rs. 30,000/- per month during the period of training. On successful completion of training, the candidates will be appointed as Junior Manager (E-2) Grade in the respective cadre on probation for one (1) year in the Pay Matrix of Rs. 44,900/- to Rs.1,42,400/- (Level:EE-1) with initial Basic Pay of Rs.44,900/.

C.

**N.B:** Besides the Initial Basic Pay, DA, HRA or Company Accommodation, Medical Allowance, Conveyance Allowance etc. shall be paid as per applicable rules of the Corporation in force from time to time.

#### D. TRAINING

Selected candidates have to undergo training for a period of 1 (one) year at various units of OPTCL including Induction-cum-Orientation training at Power Training Centre (PTC), Chandaka, Bhubaneswar. The training period will be for 1 (one) year, unless and otherwise extended further.

#### E. TRAINING AND SERVICE AGREEMENT BOND

- I. The selected Management Trainees have to execute a Training & Service Bond of Rs 3,00,000/- (Rupees Three Lakh) only on Non-Judicial Stamp paper to serve the Corporation for a period of four years including the period of training.
- II. The selected Junior Management Trainees have to execute a Training & Service Bond of Rs. 1,80,000/- (One Lakh eighty thousand) only on Non-Judicial Stamp paper to serve the Corporation for a period of three years excluding the period of training.

#### F. ESSENTIAL QUALIFICATION

Sl. No.	Name of the Post	Essential Qualification
1	MT-FINANCE	Degree with passing of the Final examination of the Institute of Chartered Accountants of India (ICAI) / the Institute of Cost Accountants of India (ICMAI).
2	MT-LAW	Degree in Law from a recognized Institution.
3	MT-HRD	Full time PG Degree/Diploma of two years duration in Personnel Management/ Industrial Relations and Labour Welfare/ HRD/HRM/PM&IR/MBA with specialization in HRD or Personnel Management from recognized University/ Institution with at least 60% marks in aggregate. For SC/ST candidates, the minimum percentage of marks required is 50%. <b>Note:</b> MBA/PGDBM with dual specialization shall be considered provided both specializations carry equal weightage.
4	MT – Telecom	Degree in Electronics/ Instrumentation/ Electronics & Telecommunication Engineering with at least 60% marks in aggregate from a Recognized University / Institution or passing of Section A & B of IE (India) in relevant discipline with minimum 50% marks in aggregate. For SC/ST candidates, the minimum percentage of marks required is 50%.

Sl. No.	Name of the Post	Essential Qualification
5	Jr.MT – Finance	Graduate with Inter CA (Pass)/ Inter ICMAI (Pass)/M.Com with at least 60% marks in aggregate. For SC/ST candidates, the minimum percentage of marks required is 50%. Knowledge in Company Law, Taxation, and Computer Application.
6	Jr.MT – Telecom	Diploma in Electronics/Instrumentation/Electronics & Telecommunication Engineering with at least 60% marks in aggregate. For SC/ST candidates, the minimum percentage of marks required is 50%.

**Note: - Degree / Diploma obtained from Open University (except IGNOU) / Distance Learning Mode / Part-Time / Sandwich Course shall not be considered.**

### G. AGE

- i. Candidate must not be under 21 (twenty one) years of age and must not be above 32 (thirty two) years as on **01.08.2023**.
- ii. Relaxation for SC / ST/ SEBC, PWD and Women:
  - a. The upper age limit is relaxable by **5(five)** years in case of **SC, ST and SEBC** candidates.
  - b. The upper age limit is relaxable by **5 (five)** years in case of **Woman** candidates.
  - c. The upper age limit is relaxable by **10 (Ten)** years in case of **PwBD** candidates.
- iii. 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.
- iv. **No age relaxation is allowed to SC/ ST/ SEBC candidates applying against UR vacancies.**
- v. Relaxation in age limit shall be applicable for PwBD candidates irrespective of the fact, whether the post is reserved or not, provided the post is identified for PwBDs.
- vi. The date of birth entered in High School Certificate / Birth Certificate issued by the concerned authority will only be accepted.

**THE AGE LIMITS PRESCRIBED ABOVE CAN BE IN NO CASE RELAXED.**

### H. RESERVATION

- i. The reservation posts including reservation for Women will be as per ORV Act and other applicable Act and Rules.
- ii. PwBD candidates, whose permanent disability is 40% (forty percent) and more are required to attach Disability Certificate indicating percentage of disability & type of disability issued by the concerned Medical Board for consideration as per Rules. **The PwBD candidates can apply against the Un-reserved posts provided the post is identified as suitable for PwBDs.**
- iii. **Concession meant for SC, ST and SEBC by birth are admissible to the Scheduled Castes, Scheduled Tribes and Socially and Educationally Backward Classes of Odisha State only.**
- iv. In the event of non-availability or insufficient number of eligible / suitable women candidates belonging to any particular category, the vacancies or the remaining vacancies shall be filled up by male candidates of the same category.
- v. Exchange of reservation between Scheduled caste and Scheduled Tribe will not be considered.

- vi. Candidates belonging to SEBC category shall submit their SEBC Certificate validated / renewed by the Competent Authority on or after 01.08.2022, **failing** which they shall be treated as unreserved category candidates.
- vii. Women candidates belonging to SC/ST/SEBC are required to submit Caste Certificate by birth showing “daughter of .....”. Caste Certificate obtained by virtue of marriage i.e. showing “wife of .....” is not acceptable.
- viii. **OBC Certificates will not be accepted in lieu of SEBC Certificate.**
- ix. Community (Caste Status) once mentioned by the candidates shall not be changed under any circumstances.

#### **I. MEDICAL FITNESS**

Appointment of selected candidates will be subject to having sound health and being physically & mentally fit in the Pre-Employment Medical Examination to be conducted as per the norms and standards of Medical Fitness.

#### **J. PROVISION FOR DEPARTMENTAL CANDIDATES**

Departmental candidates (OPTCL regular employees only) fulfilling the eligibility criteria may apply against this advertisement through proper channel to **General Manager (HRD), MPPR, Hqrs. Office, OPTCL** so as to reach within the stipulated time period. They shall also submit the online application form. There shall be no age bar for them and they are exempted from payment of application fees. However, the candidate should have residual service of minimum 5 years in the corporation.

**Note: The children of the employees and the candidates engaged through outsourced agency not to be considered as Departmental candidates.**

#### **K. PROVISION FOR OUTSOURCED CANDIDATES**

In case of candidates engaged through outsourcing agency and have completed one year as on 01.08.2023 and continuing in OPTCL/GRIDCO, the relaxation in upper age limit shall be subject to maximum of 5 (five) years in addition to the other age relaxations. The candidates shall have to furnish the proof of experience along with the application.

#### **L. PROVISION FOR OUTSOURCED CANDIDATES AS PER THE JUDGMENT DATED 05.07.2017 OF THE HON'BLE SUPREME COURT IN CIVIL APPEAL NO. 8415/2017 (For the Post of MT – Telecom and Jr. MT – Telecom)**

In case of candidates engaged through outsourcing agency in OPTCL before 05.07.2017 and continuing in OPTCL till date, the relaxation in upper age limit shall be allowed as a special case, to the extent of service rendered by them, provided they satisfy all other eligibility criteria for the post. They shall also be allowed one percent (1%) extra marks on the total marks of CBT (Computer based Test) for each completed year of service subject to a maximum of 15%, which shall be added to the marks secured by them in the CBT.

The applicants applied under this clause shall be allowed to participate in the selection process strictly in terms of the proposal submitted by OPTCL and accepted by the Hon'ble Apex Court in Civil Appeal No 8415 of 2017.

## M. OTHER ELIGIBILITY CONDITIONS

- i. The candidate must be a citizen of India.
- ii. She / He must be able to read, write and speak Odia fluently and must have:
  - a. Passed Middle School Examination with Odia as a language subject; or
  - b. Passed Matriculation or equivalent Examination with Odia as medium of examination in non-language subject ; or
  - c. Passed in Odia as language subject in the final examination of class VII from a school or Educational institution recognized by the Government of Odisha or the Central Government; or
  - d. Passed a test in Odia in Middle English School Standard conducted by the School and Mass Education Department/Board of Secondary Education, Odisha.
- iii. A candidate who has more than one spouse living will not be eligible for appointment unless the State Government has exempted his / her case from operation of this limitation for any good and sufficient reasons.
- iv. The candidate must have a good character.

## N. SELECTION PROCEDURE

The selection process involves Computer Based Test (CBT) and Personal Interview.

- a. Eligible candidates will be called for Computer Based Test, comprising 200 number of Multiple Choice Questions (MCQs), out of which Subject Knowledge (80%), Numerical / GK & Reasoning (10%) & English Knowledge (10%). The CBT will be of Three (3) hours duration.
- b. **The candidate shall secure 01(One) mark for each correct answer & there will be negative marking of 0.25 marks for each wrong answer.**
- c. Candidates who qualify in CBT and be shortlisted will be called for Personal Interview in the ratio of 1:3 except for the post MT (Law) where candidates will be shortlisted for Personal Interview in the ratio of 1:5.
- d. The merit list will be drawn purely on the basis of Performance in the CBT and Personal Interview. The weightage for CBT & Personal Interview is 80% & 20% respectively.
- e. The offer of appointment shall be issued to the selected candidates on the basis of merit. However the final appointment of selected candidates will be subject to their Medical fitness as per the prescribed format.
- f. On selection, candidates can be posted at any of the existing / upcoming units of OPTCL throughout Odisha.

## O. MINIMUM QUALIFYING MARKS IN CBT AND PERSONAL INTERVIEW

Test	Unreserved / SEBC Category	SC/ST/PwBD*
CBT	50%	40%
Personal Interview	No qualifying Mark	

\*Applicable for reserved posts only.

## P. APPLICATION FEE AND MODE OF PAYMENT

Unreserved / SEBC Category	SC/ST/PWD
Rs. 1180/- (Rs. 1000/- plus applicable GST of Rs. 180/-)	Rs. 590/- (Rs 500/- plus applicable GST of Rs 90/-)

- i. UR and SEBC candidates are required to pay a non-refundable fee of Rs. 1180/- (Rupees One Thousand One Hundred and Eighty) only and Candidates belonging to Scheduled Caste (SC) / Scheduled Tribe (ST) of Odisha only, PwBD candidates are required to pay a non-refundable fee of Rs.590/- (Rupees Five Hundred and Ninety) only. **OPTCL departmental candidates are exempted from payment of this fee.**
- ii. Candidates shall be required to make the payment of fee while filling up online application through on-line mode.
- iii. **For On-line Payment mode (Through Debit / Credit Card / Net Banking):** In case of On-line payment mode, an applicant will be redirected to payment gateway page under Tech Process. After completing the On-line Payment, she / he shall take hard copy of the application form along with Fee Receipt. She/He shall retain the hard copy and proof of payment for future reference / record which shall be required at the time of verification of original certificates / testimonials as and when necessary. The candidate shall bear the online transaction charges extra as applicable.
- iv. **Application fee once paid shall not be refunded in any case.**
- v. **The candidate has to retain the print out / hard copy of the online application for future reference.**

## Q. CENTRE OF EXAMINATION

- i. The Computer Based Test (CBT) for the post of Management Trainees and Junior management Trainees will be held at Bhubaneswar & Cuttack. However depending on the number of applicants other cities of Odisha may be added. The candidates are required to mention their choice of Test City at appropriate place in the Online Application Form.
- ii. The request for change of Centre shall NOT be entertained. Allotment of the Test Centre is at the discretion of the Corporation and no correspondence will be entertained in this regard.
- iii. The Management reserves the right to change the Centre of Examination without mentioning any reason thereof at any stage of recruitment.

## R. GENERAL INFORMATION & INSTRUCTIONS

- I. Wherever CGPA/OGPA/DGPA or Letter Grade in a Diploma is awarded, its equivalent percentage of marks must be indicated in the online application as per norms adopted by University / institute.
- II. Percentage of Marks obtained by the candidate in Post-Graduation/Graduation/Diploma shall be based on the practice followed by the University / Board / Institution from where the candidate has obtained the Degree/Diploma. In case the University / Institution does not have any scheme for converting CGPA into equivalent marks the equivalence would be established by dividing the candidates CGPA by maximum possible CGPA and multiplying the result with 100.
- III. Only the online applications are invited from the candidates for admissible to the Computer Based Test. No other mode of application is allowed.



- IV. Diploma/Degree Certificate, Caste Certificate, Odia Pass Certificate, Certificate of Physically Handicapped Persons must have been issued by the competent authority within the last date fixed for submission of online application form.
- V. A candidate found indulging in any type of malpractice during the course of the selection or otherwise, shall, in addition to rendering herself/himself liable to criminal prosecution, be disqualified not only for the ongoing recruitment, but also shall be debarred permanently from any future recruitment or selection to be conducted by OPTCL.
- VI. Applications submitted to OPTCL if found to be incomplete in any respect are liable for rejection. No correspondence shall be entertained in this regard.
- VII. Mere applying for the post and fulfilling eligibility criteria in reference to the advertisement does not confer any right for an applicant to claim appointment.
- VIII. Any dispute arising out of the ongoing recruitment shall be subject to jurisdiction of Hon'ble High Court of Orissa.
- IX. Candidates working in State/Central Government/PSUs/Autonomous Bodies of Govt. shall apply through proper channel. They should apply on line as advance copy and forward their application through proper channel. Unless the proper channel copy is received before Personal Interview, his/her candidature will not be considered and he/she will not be allowed to appear in the Personal Interview.
- X. Final selection of the candidates shall be subject to medical fitness.
- XI. Candidates selected in OPTCL are liable to be posted anywhere in Odisha.
- XII. While applying for the above posts, the applicant shall ensure that she / he fulfills the eligibility and other norms mentioned above, as on the specified dates and the particulars furnished are correct in all respects. In case it is detected at any stage of recruitment / selection that a candidate does not fulfill the eligibility norms and / or that she / he has furnished any incorrect / false information or has suppressed any material fact(s), his / her candidature will automatically stand cancelled. If any of the above shortcoming (s) / are detected even after appointment, her/his services are liable to be terminated without any notice.
- XIII. Candidates, who fulfill the prescribed eligibility criteria, on the effective date, may apply for the post.
- XIV. OPTCL Management reserves the right to cancel the recruitment process, if need so arises, without issuing any further notice or assigning any reason thereof at any stage.

## S. HOW TO APPLY

- I. Before filling up On-line Application, candidates are advised to go through the advertisement carefully and understand the contents of the Advertisement, Instructions to fill up On-line Application.
- II. On successful submission of the online application form, an Application Sequence Number (USER ID) & Password in their will be sent to their e-mail id and mobile number. Candidates are required to retain the Application Sequence Number (USER ID) & Password and use it for future correspondence.
- III. Application received through any other mode would not be accepted and summarily rejected.
- IV. **Uploading of Documents:**  
Candidates are required to keep the following documents ready before initiating the On-line Application Form.



- a. Candidate shall upload the scanned copy of original documents as mentioned below:
- i. 10th Pass Certificate.
  - ii. Essential Qualification Pass Certificate.
  - iii. Essential Qualification Final Mark Sheet.
  - iv. Caste Certificate, if applicable.
  - v. PwBD certificate, if applicable.
  - vi. Experience certificate issued by the man power service provider / outsourcing agency, if an applicant is engaged through the outsourcing agency in OPTCL.

**Size of documents to be uploaded shall be 50KB to 100KB and in .jpg/.jpeg/pdf format.**

- b. Recent colour passport size photograph on light background and signature in prescribed format (.jpg/.jpeg)

	File Size	Dimension
Photograph on light background	50KB to 80KB	3.5 cm X 4.5cm
Signature on white paper only with Black ball point pen	50KB to 80KB	3.5 cm X 1.5cm

**Note: Candidates should ensure that the same passport size colour photograph is used throughout this recruitment process.**

**Note: The uploaded documents must be clearly Identifiable / visible, otherwise the application is liable to be rejected and no correspondence in this regard will be entertained.**

- V. Candidates are required to take a printout of the finally submitted Online Application form for future use. In case the candidate is shortlisted for Personal Interview, the candidate has to submit the same at the time of personal Interview.
- VI. Certificate of Admission / Admit Card for the Computer Based Online Test for the eligible candidates will be uploaded in the website of OPTCL prior to the date of examination.
- VII. The candidates are required to download their Admit Card from the website of OPTCL and produce the same for Admission to the examination Hall / Centre. No separate correspondence will be entertained in this regard.

## T. IMPORTANT DATES

Sl. No	Description	Date & Time
1.	Opening Date of online submission of Application	<b>25.08.2023, 10.00 AM</b>
2.	Closing Date of online submission of Application	<b>24.09.2023, 11.59 PM</b>

**Note:**

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

#### U. SPECIAL MESSAGES TO THE APPLICANTS

1. For OPTCL recruitment, the candidates are advised to visit only official website of OPTCL i.e. [www.optcl.co.in](http://www.optcl.co.in)
2. The candidates should be beware of FAKE websites put-up by unscrupulous elements/ touts.
3. During the process of registration if you face any difficulties, please contact toll free helpline number **+91 7996102444 from 10 AM to 5 PM on working days.**

**Sd/-**

**General Manager (HRD)**