

## **Subject: Engagement of Young Professionals in Ministry of Power:**

India has been witnessing a significant rise in the demand for energy across all the sectors with rapid increase in access, affordability and urbanization. India's development path focusses on the need for rapid economic growth which is an essential precondition to poverty eradication and improved standards for living while at the same time focussing on sustainable growth for maintaining ecological balance. Energy Efficiency is a key element that can contribute towards reducing the energy requirements and the associated environmental implications.

Energy transition refers to the shift from fossil-fuels based generation to renewable energy sources like wind, solar & hydro and by improving the energy efficiency in various sectors of economy for reducing energy-related CO2 emissions with the objective to contain global warming.

Energy transition is happening across the world and India is also committed to energy transition from fossil fuels to non-fossil fuels. India's transition towards green energy has been very impressive since the country promised the world, in Paris Climate Agreement.

India is currently one of the fastest growing economies in the world. Its growth momentum is an integral part of global development and is essential to meet the world's sustainable development goals. A number of challenges confront India's development agenda including that of climate change. India's contribution to global warming is minimal. Nevertheless, India is committed to combating climate change, by keeping in view, energy security, affordability and accessibility as critical inalienable priorities to ensure growth and development alongside Energy transition of the economy towards net-zero by 2070.

Keeping in mind all these developments, the EC, ET & EV Division, Ministry of Power needs to strengthen itself with high quality resources in the required areas. Therefore, the Ministry of Power, Government of India intends to hire one (01) Young Professional in the field of Energy Conservation, Energy Transition and Climate Change for a period of one year.

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## 2. Type and Tenure of Engagement:

- a) The Engagements shall be at Young Professional level, who shall be known as Independent Consultants (ICs).
- b) The engagement will be purely on a contractual basis and will not confer any claim or right for subsequent engagement/ employment with MoP.
- c) These engaged personnel shall have the legal status of an independent consultant vis-à-vis, Ministry of Power and shall not be regarded, for any purposes, as being either a 'staff member' or an 'official' of Ministry of Power. Accordingly, nothing within or relating to the Contract shall establish the relationship of employer and employee, or of principal and agent, between Ministry of Power and the Individual Consultants.
- d) The engagement shall be initially for a period of one year which may be extended up to three years, depending on the performance evaluation. After three years no further extension will be permissible under any circumstances.

## 3. Number of professionals to be hired and the detailed eligibility criteria:

Applicants with following qualifications and experience would be considered for engagement as Young Professionals:

|                                |  |
|--------------------------------|--|
| No. of YPs proposed for hiring | 01* (One)  |
| Age                            | Not exceeding 32 years (as on 01-07-2024)  |
| E. Q. (Essential)              | Bachelor degree in Engineering from a recognized university  |
| Work Experience (Essential)    | Minimum of 1 year of experience in Research/ Development/ Design/ Academic Institutions/ Government Departments/ Institutes/ Organizations dealing with Energy Efficiency or its conservation, and energy auditing and other related areas<br><b>(Experience in Government Organization/</b> |

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|                      |   |
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|                      | <b>Department will be preferred).</b>   |
| Monthly Remuneration | Rs. 70,000** (will be inclusive of all applicable taxes and no other facility or allowance will be allowed. Further, in the event of extension to be enhanced by 5% depending upon the performance of YP) |

\* **No. of YPs proposed for hiring may increase or decrease depending upon the requirement.**

\*\* **The consolidated remuneration will be inclusive of all applicable taxes and no other facility or allowance will be allowed**

#### **4. Other Incentives:**

**4.1 TA / DA:** The Independent Consultants may be required to travel to any place in India. While on tour, TA /DA will be admissible to Young Professional as admissible to Assistant Section Officer (Level 7) of the Central Government.

#### **4.2 Annual Enhancement of Remuneration**

The enhancement in remuneration will be based on assessment of his/ her performance during the year, after the recommendation of the Committee constituted for this, as per the following criteria: -

- a) Performance not to be judged merely on the PAR grading. Publications of articles in reputed journals / magazine / newspaper or books authored by the individual Consultant will be given extra weightage while evaluating/ deciding cases for enhancement in remuneration etc.
- b) Performance management of the candidates would be based on clearly defined KPIs for the relevant role and achievement of the same.
- c) Total enhancement in remuneration shall not exceed 5% annually in any case.
- d) The Remuneration Enhancement based on performance shall be as follows:

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| <b>Performance</b>   | <b>Enhancement in remuneration</b> |
|--|------------------------------------|
| Performed only routine / assigned work   | NIL                                |
| Individual Consultant / YP who have made significant contribution in his / her domain and have shown exceptional quality in providing the desired output as expected | 5% of the remuneration             |

## **5. Training:**

- a) A capacity building programme shall be designed for these resources in association with an Academic Institute. Each hired resources shall undergo the training programme.
- b) There shall be an Induction Module of 3 days, which each of the hired resources shall go through.
- c) Apart from this, there shall be role specific modules such as Modules on Energy Conservation and Energy Transition which the resources will go through after joining in their position on an intermittent basis.

## **6. Terms of Reference:**

The terms of reference shall include the outputs to be delivered and the functions to be performed. The outputs and functions shall be specific, measurable, attainable, results - based and time-bound. The TOR will be deemed to be part of the contract.

## **7. Job Responsibilities and Accountabilities of the Young Professionals:**

### **Job responsibilities**

- a) Actively monitor and engage on policy and regulatory developments for Energy transition

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- b) Strong knowledge of energy efficiency, energy conservation, e-mobility, low carbon technologies and decarbonization techniques in industries/ MSMEs/ Commercial establishments.
- c) Should possess sound knowledge of climate change aspects such as climate finance, climate modelling, climate action plan, air quality and pollution, forestry, climate change adaptation.
- d) Should have knowledge of Green Hydrogen prospects and Carbon Capture, Usage and Storage (CCUS) and other technological innovations in energy sector
- e) Actively monitor and engage on policy and regulatory developments such as ALMM, Green Open-Access, Electricity Rules, state RE policies etc., at national and regional levels, impacting uptake of RE in India
- f) Support states and relevant state agencies in fulfilling their Energy Efficiency, e-mobility, Renewable Energy and Climate ambitions across various schemes by providing implementation support towards creating enabling local ecosystem.
- g) Develop trust-based relationships with key stakeholders, especially with Discoms, ministries/departments, regulators, state nodal agencies, developers and civil society organisations etc.
- h) Conceptualise and implement new research projects, methodologies, and market solutions for renewable energy sector.
- i) Any other task assigned by senior officers.

**Expected Competencies:**

- a) Ability to conduct research and collate background information on climate change/ Renewable energy/energy efficient technologies and best practices.
- b) Should be able to provide technical inputs culled from various reports developed under the project (as well as external sources) for developing awareness and outreach materials such as case studies, documentaries, brochures, etc. for the benefit of project stakeholders.
- c) Good interpersonal skills with the ability to work collaboratively with various stakeholders appointed by Ministry of Power under various projects for coordinating trainings, workshops, meetings, etc.
- d) Ability to evaluate technical and financial proposals received from various consulting firms and prepare summary reports.



- e) Good communication skills (oral and written) in English and Hindi.
- f) Should have strong analytical & conceptual skills
- g) Should be computer savvy.

#### **8. Payment:**

- a) The Independent Consultants will be paid monthly remuneration within 7 working days after completion of the month subject to periodic completion of work certified by the controlling Officer.
- b) The income Tax or any other tax liable to be deducted, as per the prevailing rules will be deducted at the source before effecting the payment, for which MoP will issue TDS certificates. Individual consultants shall be liable to pay Good and Services Tax, as applicable. MoP undertake no liability for taxes or other contribution payable by the Individual Consultant on payment made under this contract.

#### **9. Working Hours and Leave:**

- a) Working Hours shall normally be from 9.00 AM to 5.30 PM during working days including half an hour lunch break in between. However, in exigencies of work, Independent Consultants may be required to sit late and may be called on Saturday / Sunday and other holidays also.
- b) Independent Consultants will be eligible for 08 days leave during the period of one year, on pro-rata basis subject to the prior written approval of the controlling officer. Unavailed leave cannot be carried forward to the next year. Further, leave up to one month can be considered without remuneration with the prior approval of controlling Officer. However, in exceptional cases like need for professional development, training etc., this condition may be relaxed with the approval of Secretary (Power), subject to official exigencies.
- c) Apart from above, the women Independent Consultants may be eligible for maternity leave as per the Maternity Benefit (Amendment) Act, 2017 issued by Ministry of Labour & Employment vide letter No. S-36017/03/2015-SS-I dated 12th April, 2017.

#### **10. Termination of Engagement:**

- a) The engagement can be terminated at any time by the Ministry by giving 10 days' notice or pay in lieu thereof. Similarly, the Independent Consultant may also resign after giving notice for a similar period.

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- b) The Ministry reserves the right to terminate any Independent Consultant at any stage in event of a serious failure to perform the task assigned or of failure to observe any standards of conduct.

#### **11. Title Rights, Copyrights, Patents and Other Proprietary Rights:**

- a) Title to any equipment and supplies that may be furnished by MoP to the Independent Consultant for the performance of any obligations under the Contract shall rest with MoP, and any such equipment shall be returned to MoP at the conclusion of the contract or when no longer needed by Independent Consultant. Such equipment, when returned to MoP, shall be in the same condition as when delivered to the Independent Consultant, subject to normal wear and tear, and He / She shall be liable to compensate MOP for any damage or degradation of the equipment that is beyond normal wear and tear.
- b) MoP shall be entitled to all intellectual property and other proprietary rights, including, but not limited to, patents, copyrights and trademarks with regard to products, processes, inventions, ideas, know-how or documents and other materials which the Independent Consultant has developed for MoP under the Contract and which bear a direct relation to or are produced or prepared or collected in consequence of, or during the course of, the performance of the Contract, and the Independent Consultant acknowledges and agrees that such products, documents and other materials constitute works made for hire for MoP. Subject to the foregoing provisions, all maps, drawings, photographs, mosaics, plans, reports, estimates, recommendations, documents and all other data compiled by or received by the Individual Independent Consultant under the contract shall be the property of MoP, and shall be made available for use or inspection by MoP at reasonable times and in reasonable places, and shall be treated as confidential and shall be delivered only to MoP authorized officials on completion of work under the Contract

#### **12. Force Majeure and other Conditions:**

- a) Force majeure as used herein means any unforeseeable and irresistible act of nature, any act of war (whether declared or not), invasion, revolution, insurrection, or any other acts of a similar nature or force, provided that such acts arise from causes beyond the control and without the fault or negligence of the individual consultants.

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- b) The Individual Independent Consultant acknowledges and agrees that, with respect to any obligations under the Contract that the Individual Independent Consultant must perform in or for any areas in which MoP is engaged in, preparing to engage in, or disengaging from any peacekeeping, humanitarian or similar operations, any delay or failure to perform such obligations arising from or relating to harsh conditions within such areas or to any incidents of civil unrest occurring in such areas shall not, in and of itself, constitute force majeure under the contract.

### **13. Audits and Investigations:**

- a) Each invoice paid by MoP shall be subject to a post-payment audit by auditors, whether internal or external, of MoP or by other authorized and qualified agents of MoP at any time during the term of the Contract and for a period of two (2) years following the expiration or prior termination of the Contract MoP shall be entitled to a refund from the Individual Independent Consultant for any amounts shown by such audits to have been paid by MoP other than in accordance with the terms and conditions of the Contract.
- b) The Individual Independent Consultant acknowledges and agrees that, from time to time, MoP may conduct investigations relating to any aspect of the Contract or the award thereof, the obligations performed under the contract, and the operations of the Individual Independent Consultant generally relating to performance of the Contract.
- c) The right of MoP to conduct an investigation and the Individual Independent Consultant's obligation to comply with such an investigation shall not lapse upon expiration or prior termination of the Contract.
- d) The Individual Independent Consultant shall extend full and timely cooperation with any such inspections, post-payment audits or investigations. Such cooperation shall include, but shall not be limited to, the Individual Independent Consultant's obligation to make available his/her personal and any relevant documentation for such purposes at reasonable times and on reasonable conditions and to grant to MoP access to the Individual Independent Consultant's premises at reasonable times and on reasonable conditions in connection with such access to the Individual Independent Consultant's personal and relevant documentation.

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#### **14. Settlement of Disputes:**

MoP and the Independent Consultant shall use their best efforts to amicably settle any dispute, controversy or claim arising out of the Contract or the breach, termination or invalidity thereof.

#### **15. Arbitration:**

Any dispute, controversy or claim between the parties arising out of the Contract or the breach, termination, or invalidity thereof, unless settled amicably, as provided above, shall be referred by either of the parties to the AS (Power) for arbitration. The AS (Power) may appoint an arbitrator for the settlement of the controversy.

#### **16. Conflict of Interest:**

The Individual Independent Consultant shall be expected to follow all the rules and regulations of the Government of India which are in force. He/ she will be expected to display utmost honesty, secrecy of office and sincerity while discharging his/ her duties. In case the services of the Individual Independent Consultant are not found satisfactory or found in conflict with the interests of the MoP/ Government of India, his/ her services will be liable for discontinuation without assigning any reason.

#### **17. General terms and conditions:**

- a) Ministry of Power (MOP) may require the Independent Consultant to submit a Statement of Good Health from a recognized physician prior to commencement of work in any offices or premises of Ministry of Power.
- b) The Independent Consultant shall be solely responsible for taking out and for maintaining adequate insurance required to meet any of his/her obligations under the Contract, as well as for arranging, at the Individual Independent Consultant's sole expense, such life, health and other forms of insurance as the Independent Consultant may consider to be appropriate to cover the period during which the Individual Independent Consultant provides services under the Contract.

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- c) The engagement as Independent Consultant is subject to verification of documents related to educational qualification and experience. If any information/ documents submitted by Independent Consultant are found false/ wrong at any stage, his/ her engagement will be terminated immediately and appropriate action will be taken against hi / her as per rules.
- d) Independent Consultant will be governed by the Official Secrets Act, 1923, as amended from time to time and will not disclose to any unauthorized person(s) any information/ data that come to their notice during the period of their engagement as 'Young Professional in the Ministry. All such information/ records/ papers/ software/ emails etc. will be property of Government.
- e) The Independent Consultant shall not advertise or otherwise make public for the purpose of commercial advantage that it has contractual relationship with Ministry of Power. He/ she shall not, in any manner whatsoever, use the name, emblem or official seal of the Government of India or Ministry of Power or any abbreviation of the name of Ministry of Power, in connection with business or otherwise without the prior written permission of the competent authority of the Ministry.
- f) The Independent Consultant shall be expected to conduct himself/ herself in accordance with the rules and regulations of the Government of India. He/ she will be expected to demonstrate high moral character, integrity, secrecy of office and dedication to work while discharging his/ her duties. In case his/ her services are not found satisfactory or found to be in conflict with the interest of the Ministry of Power/ Government of India, his/ her services will be terminated forthwith, without any notice period or compensation.
- g) In General, the Independent Consultant shall neither seek nor accept instructions from any authority external to MoP in connection with the performance of his/her obligations under the Contract. The Independent Consultant shall not take any action in respect of its performance of the Contract or otherwise related to its obligations under the Contract that may adversely affect the interests of MoP, and the Independent Consultant shall perform its obligations under the Contract with the fullest regard to the interest of MoP. The Independent Consultant warrants that he/she has not and shall not offer any direct or indirect benefit arising from or related to the performance of the Contract or the award thereof to any representative, official, employee or other agent of

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MoP. He/ she shall comply with all laws, ordinances, rules and regulations bearing upon the performance of his/her obligations under the Contract. In the performance of the Contract, the Individual Consultant shall comply with the normal standards of Conduct. Failure to comply with the same is ground for termination of the Individual Consultant for cause.

- h) **Prohibition of Sexual Exploitation and Abuse:** In the performance of the Contract, the Independent Consultant shall comply with the "Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013". The Independent Consultant acknowledges and agrees that any breach of any of the provisions hereof shall constitute a breach of an essential term of the contract, and, in addition to any other legal rights or remedies available to any person, shall give rise to grounds for termination of the Contract. In addition, nothing herein shall limit the right of MoP to refer any alleged breach of the foregoing standards of conduct to the relevant national authorities for appropriate legal action.
- i) In the unfortunate event of the death, injury or illness while serving Ministry of Power, the Independent Consultant or the next of kin shall not be entitled to any compensation or Appointment.
- j) The Independent Consultant will be required to submit a police verification report from their concerned police station and also submit a medical-cum-fitness certificate issued by any authorized Medical Practitioner prior to engagement.
- k) The period of engagement would commence from the date of joining at Ministry of Power.
- l) The period of engagement as Independent Consultant will not confer any claim or right for subsequent engagement/ employment with Ministry of Power or any other Government Department at a later date.
- m) Where the Secretary (Power) is of the opinion that it is necessary or expedient to do so, it may by order and for reasons to be recorded in writing, relax any of the provisions.

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**18.** Young Professional, already working in Ministry of Power, desirous to avail the benefits of revised scheme will have to apply as a fresh candidate and undergo the selection process for this purpose. Interested and eligible candidates may send their application in the enclosed proforma along with attested copies of certificates in support of age, E.Q, and experience etc. by post/email to Under Secretary (EC,ET&EV Division) Ministry of Power within twenty (20) days of publication of this advertisement in the Employment News.

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31.05.2024

**Under Secretary to the Govt. of India**

EC,ET&EV Division

Ministry of Power

Email: [ecdivision-mop@nic.in](mailto:ecdivision-mop@nic.in)

Tel: 2306 1311

## Application Form for engagement as Young Professional in the Ministry of Power

|        |                                     |
|--------|-------------------------------------|
| 1).    | Applicant's Name (in Block Letters) |
| 2).    | Father's Name                       |
| 3).    | Email Address                       |
| 4).    | Mobile No.                          |
| 5).(a) | Date of Birth (dd-mm-yyyy)          |
| (b)    | Age: (as on 01.07.2024)             |
| 6).    | Nationality                         |
| 7).    | Category                            |
| 8).    | Gender                              |

### 9). Address

#### (a) Present Address:

|                |
|----------------|
| Address Line 1 |
| Address Line 2 |
| City           |
| State          |
| Pin Code       |

#### (b) Permanent Address:

|                |
|----------------|
| Address Line 1 |
| Address Line 2 |
| City           |
| State          |
| Pin Code       |

### 10). Educational Qualification (Lower to Higher):

| Sl. No. | Name of University/Institution/Board | Subjects | Year of Passing | % of Marks Obtained |
|---------|--------------------------------------|----------|-----------------|---------------------|
| 1.      |                                      |          |                 |                     |
| 2.      |                                      |          |                 |                     |
| 3.      |                                      |          |                 |                     |
| 4.      |                                      |          |                 |                     |
| 5.      |                                      |          |                 |                     |

### 11). Work Experience in the relevant field(s):

| Sl. No. | Present Job | Name & Address of Employer (Govt/PSU/Ministry/Department/Other) | Designation (Also write whether Permanent/Temporary/Ad-hoc) | Gross Emoluments | Period of Service | Nature/Details of works done |
|---------|-------------|---|---|------------------|-------------------|------------------------------|
| 1.      |             |   |   |                  |                   |                              |
| 2.      |             |   |   |                  |                   |                              |
| 3.      |             |   |   |                  |                   |                              |
| 4.      |             |   |   |                  |                   |                              |
| 5.      |             |   |   |                  |                   |                              |

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12). Any specific comment to establish your suitability for the advertised vacancy:-

**13). Languages known with Proficiency:**

English                                      Basic    Intermediate    Advanced

Hindi    Basic    Intermediate    Advanced

Any Other Language                      Basic    Intermediate    Advanced

14). Describe your career goals and how this job will help you to reach those goals, be specific about the experiences you want to gain through this job and why should we consider your candidature? (Max. 200 words)

**Signature of the Applicant**

**Declaration**

I hereby declare that all the statements made in this application are true and correct to the best of my knowledge and belief. If any of the particulars furnished by me are found to be incorrect or suppressed, my candidature is liable to be rejected at any stage during or after selection process. Further, I understand that this position is purely temporary on contract basis and if it is found after my appointment that the particulars furnished by me are incorrect or suppressed, my engagement is liable to be terminated without any notice.

**Place:**

**Signature of the Applicant**

**Date:**

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