

PRAGATI POWER CORPORATION LIMITED**RECRUITMENT & PROMOTION REGULATIONS FOR THE POST OF****EXECUTIVE DIRECTOR (FINANCE)**

1	Name of post	EXECUTIVE DIRECTOR (FINANCE)
2	No. of post	No separate sanctioned post. Total strength of Executive Director(Finance) & General Manager (Finance) shall not exceed total sanctioned posts of General Manager (Finance)
3	Level	E-8
4	Pay scale / band	37400-67000 + 12500 (GP)
5	Age limit for Direct Recruitment / Short-term Contract	NA
6	Method of Recruitment	By promotion
7	Minimum Educational Qualification & Experience required for Promotion	<u>Promotion</u> General Manager (Finance) with five years continuous service.
R & P Regulations approved vide BoD's Resolution No XXXXXX dt. XXXXXX		

PRAGATI POWER CORPORATION LIMITED**RECRUITMENT & PROMOTION REGULATIONS FOR THE POST OF****GENERAL MANAGER (FINANCE)**

1	Name of post	GENERAL MANAGER(FINANCE)
2	No. of post	01
3	Level	E-7
4	Pay scale / band	37400-67000+11500 (GP)
5	Age limit for Direct Recruitment / Short-term Contract	56 years
6	Method of recruitment	By promotion, failing which by Direct Recruitment. Short-term contract in exceptional cases.
7	Minimum Educational Qualification & Experience required for Promotion / Direct Recruitment / Short-term Contract	<p><u>Promotion</u></p> <p>(A) Additional General Manager (Finance) with two years continuous service.</p> <p style="text-align: center;"><u>AND</u></p> <p>(B) Must possess one of following qualifications: -</p> <ul style="list-style-type: none"> • Cost Accountant from The Institute of Cost & Works Accountants of India <u>OR</u> • Chartered Accountant from The Institute of Chartered Accountants of India <u>OR</u> • Two year full-time MBA (Finance) from a recognized & reputed University / Institute. <p>[Promotion will be based on Performance Appraisal & Interview]</p> <p><u>Direct Recruitment / Short-term Contract</u></p> <p><u>Educational Qualification</u></p> <p>Must possess one of following qualifications :-</p> <ul style="list-style-type: none"> • Cost Accountant from The Institute of Cost & Works Accountants of India <u>OR</u> • Chartered Accountant from The Institute of Chartered Accountants of India <u>OR</u> • Two year full-time MBA(Finance) from a recognized & reputed University / Institute. <p><u>Experience</u></p> <p>Twenty years of post-qualification experience in Finance/Accounts Department, out of which a minimum of one year of experience in:-</p> <ul style="list-style-type: none"> ▪ CDA pay scale of Rs. 37400-67000+10000 (GP) or comparable IDA Scale, if working in Central or State PSU; <u>OR</u> ▪ Comparable pay and profile if employed in Private Sector Company. <p>[DR will be carried out through Interview and selection would be based on merit]</p> <p><u>Additional Requirement for all three recruitment methods:</u></p> <p>Good knowledge & experience of working in Computerized environment.</p>

R & P Regulations approved vide BoD's Resolution No XXXXXX dt. XXXXXX

PRAGATI POWER CORPORATION LIMITED**RECRUITMENT & PROMOTION REGULATIONS FOR THE POST OF****ADDITIONAL GENERAL MANAGER (FINANCE)**

1	Name of post	ADDITIONAL GENERAL MANAGER(FINANCE)
2	No. of post	01
3	Level	E-6
4	Pay scale / band	37400-67000+10500(GP)
5	Age limit for Direct Recruitment / Short-term Contract	50 years
6	Method of recruitment	By promotion, failing which by Direct Recruitment Short-term contract in exceptional cases.
7	Minimum Educational Qualification & Experience required for Promotion / Direct Recruitment / Short-term Contract	<p><u>Promotion</u> (A) Deputy General Manager (Finance) with four years continuous service. AND (B) Must possess one of following qualifications :-</p> <ul style="list-style-type: none"> • Cost Accountant from The Institute of Cost & Works Accountants of India OR • Chartered Accountant from The Institute of Chartered Accountants of India OR • Two year full-time MBA (Finance) from a recognized & reputed University / Institute. <p>[Promotion will be based on Performance Appraisal & Interview]</p> <p><u>Direct Recruitment / Short-term Contract</u></p> <p><u>Educational Qualification</u></p> <p>Must possess one of following qualifications :-</p> <ul style="list-style-type: none"> • Cost Accountant from The Institute of Cost & Works Accountants of India OR • Chartered Accountant from The Institute of Chartered Accountants of India OR • Two year Full-time MBA (Finance) from a recognized and reputed University / Institute. <p><u>Experience</u></p> <p>Eighteen years of post-qualification experience in Finance/Accounts Department, out of which a minimum of three years of experience in:-</p> <ul style="list-style-type: none"> ▪ CDA pay scale of Rs. 37400-67000+8900 (GP) or comparable IDA Scale, if working in Central or State PSU; OR ▪ Comparable pay and profile if employed in Private Sector Company. <p>[DR will be carried out through Interview and selection would be based on merit]</p> <p><u>Additional Requirement for all three recruitment methods:</u> Good knowledge & experience of working in Computerized environment.</p>

PRAGATI POWER CORPORATION LIMITED**RECRUITMENT & PROMOTION REGULATIONS FOR THE POST OF****DEPUTY GENERAL MANAGER (FINANCE)**

1	Name of post	DEPUTY GENERAL MANAGER(FINANCE)
2	No. of post	02
3	Level	E-5
4	Pay scale / band	37400-67000+9500 (GP)
5	Age limit for Direct Recruitment / Short-term Contract	45 years
6	Method of recruitment	By promotion, failing which by Direct Recruitment Short-term contract in exceptional cases.
7	Minimum Educational Qualification & Experience required for Promotion / Direct Recruitment / Short-term Contract	<p>Promotion (A) Senior Manager (Finance) with four years continuous service. AND (B) Must possess one of following qualifications :-</p> <ul style="list-style-type: none"> • Cost Accountant from The Institute of Cost & Works Accountants of India OR • Chartered Accountant from The Institute of Chartered Accountants of India OR • Two year full-time MBA(Finance) from a recognized & reputed University / Institute. <p>[Promotion will be based on Performance Appraisal & Interview]</p> <p>Direct recruitment / Short-term Contract</p> <p>Educational Qualification</p> <p>Must possess one of following qualifications :-</p> <ul style="list-style-type: none"> • Cost Accountant from The Institute of Cost & Works Accountants of India OR • Chartered Accountant from The Institute of Chartered Accountants of India OR • Two year Full-time MBA (Finance) from a recognized and reputed University / Institute. <p>Experience</p> <p>Fifteen years of post-qualification experience in Finance/Accounts Department, out of which a minimum of three years of experience in:-</p> <ul style="list-style-type: none"> ▪ CDA pay scale of Rs. 37400-67000+8700(GP) or comparable IDA Scale, if working in Central or State PSU; <p style="text-align: center;">OR</p> <ul style="list-style-type: none"> ▪ Comparable pay and profile if employed in Private Sector Company. <p>[DR will be carried out through Interview and selection would be based on merit]</p> <p>Additional Requirement for all three recruitment methods:</p> <p>Good knowledge & experience of working in Computerized environment.</p>

PRAGATI POWER CORPORATION LIMITED**RECRUITMENT & PROMOTION REGULATIONS FOR THE POST OF****SENIOR MANAGER (FINANCE)**

1	Name of post	SENIOR MANAGER(FINANCE)
2	No. of post	04
3	Level	E-4
4	Pay scale / band	19000-39100 + 9100 (GP)
5	Age limit for Direct Recruitment / Short-term Contract	40 years
6	Method of recruitment	By promotion, failing which by Direct Recruitment Short-term Contract in exceptional cases.
7	Minimum Educational Qualification & Experience required for Promotion / Direct Recruitment / Short-term Contract	<p><u>Promotion</u> (A) Manager (Finance) with three years continuous service. AND (B) Must possess one of following qualifications :-</p> <ul style="list-style-type: none"> • Cost Accountant from The Institute of Cost & Works Accountants of India OR • Chartered Accountant from The Institute of Chartered Accountants of India OR • Two year full-time MBA(Finance) from a recognized & reputed University / Institute. <p>[Promotion will be based on Performance Appraisal & Interview]</p> <p><u>Direct Recruitment / Short-term Contract</u></p> <p><u>Educational Qualification</u></p> <p>Must possess one of following qualifications :-</p> <ul style="list-style-type: none"> • Cost Accountant from The Institute of Cost & Works Accountants of India OR • Chartered Accountant from The Institute of Chartered Accountants of India OR • Two year Full-time MBA (Finance) from a recognized and reputed University / Institute. <p><u>Experience</u></p> <p>Eleven years of post-qualification experience in Finance/Accounts Department, out of which a minimum of two years of experience in:-</p> <ul style="list-style-type: none"> ▪ CDA pay scale of Rs. 15600-39100+7600(GP) or comparable IDA Scale, if working in Central or State PSU; OR ▪ Comparable pay and profile if employed in Private Sector Company. <p>[DR will be carried out through Interview and selection would be based on merit]</p> <p><u>Additional Requirement for all three recruitment methods:</u></p> <p>Good knowledge & experience of working in Computerized environment.</p>

PRAGATI POWER CORPORATION LIMITED**RECRUITMENT & PROMOTION REGULATIONS FOR THE POST OF
MANAGER (FINANCE)**

1	Name of post	MANAGER(FINANCE)
2	No. of post	05
3	Level	E-3
4	Pay scale / band	19000-39100 + 8800 (GP)
5	Age limit for Direct Recruitment / Short-term Contract	38 years
6	Method of recruitment	75% By promotion, failing which by Direct Recruitment; 25% By Direct Recruitment Short-term Contract in exceptional cases.
7	Minimum Educational Qualification & Experience required for Promotion / Direct Recruitment / Short-term Contract	<p><u>Promotion</u> Deputy Manager (Finance) with four years continuous service for those possessing CA/ICWA/MBA(Finance) from a recognized and reputed University/Institute</p> <p style="text-align: center;"><u>OR</u></p> <p>Deputy Manager(Finance) with six years continuous service for those possessing B.Com. from a recognized and reputed University/Institute</p> <p>[Promotion will be based on Performance Appraisal & Interview]</p> <p><u>Direct Recruitment / Short-term Contract</u></p> <p><u>Educational Qualification</u></p> <p>Must possess one of following qualifications :-</p> <ul style="list-style-type: none"> • Cost Accountant from The Institute of Cost & Works Accountants of India <u>OR</u> • Chartered Accountant from The Institute of Chartered Accountants of India <u>OR</u> • Two year Full-time MBA (Finance) from a recognized and reputed University / Institute. <p><u>Experience</u></p> <p>Eight years of post-qualification experience in Finance/Accounts Department, out of which a minimum of three years of experience in:-</p> <ul style="list-style-type: none"> ▪ CDA pay scale of Rs. 15600-39100+6600(GP) or comparable IDA Scale, if working in Central or State PSU; <u>OR</u> ▪ Comparable pay and profile if employed in Private Sector Company. <p>[DR will be carried out through Interview and selection would be based on merit]</p> <p><u>Additional Requirement for all three recruitment methods:</u> Good knowledge & experience of working in Computerized environment.</p>
R & P Regulations approved vide BoD's Resolution No XXXXXX dt. XXXXXX		

PRAGATI POWER CORPORATION LIMITED**RECRUITMENT & PROMOTION REGULATIONS FOR THE POST OF****DEPUTY MANAGER (FINANCE)**

1	Name of post	DEPUTY MANAGER(FINANCE)
2	No. of post	09
3	Level	E-2
4	Pay scale / band	19000-39100 + 7800 (GP)
5	Age limit for Direct Recruitment / Short-term Contract	35 years
6	Method of recruitment	By promotion, failing which by Direct Recruitment Short-term contract in exceptional cases.
7	Minimum Educational Qualification & Experience required for Promotion / Direct Recruitment / Short-term Contract	<p><u>Promotion</u></p> <p>Assistant Manager (Finance) with four years continuous service for those possessing CA/ICWA/MBA(Finance) from a recognized and reputed University/Institute</p> <p style="text-align: center;"><u>OR</u></p> <p>Assistant Manager(Finance) with six years continuous service for those possessing B.Com. from a recognized and reputed University/Institute</p> <p>[Promotion will be based on Performance Appraisal & Interview]</p> <p><u>Direct Recruitment / Short-term Contract</u></p> <p><u>Educational Qualification</u></p> <p>Must possess one of following qualifications :-</p> <ul style="list-style-type: none"> • Cost Accountant from The Institute of Cost & Works Accountants of India <u>OR</u> • Chartered Accountant from The Institute of Chartered Accountants of India <u>OR</u> • Two year Full-time MBA (Finance) from a recognized and reputed University / Institute. <p><u>Experience</u></p> <p>Six years of post-qualification experience in Finance/Accounts Department, out of which a minimum of three years of experience in:-</p> <ul style="list-style-type: none"> ▪ CDA pay scale of Rs. 15600-39100+5400(GP) or comparable IDA Scale, if working in Central or State PSU; <p style="text-align: center;"><u>OR</u></p> <ul style="list-style-type: none"> ▪ Comparable pay and profile if employed in Private Sector Company. <p>[DR will be carried out through Interview and selection would be based on merit]</p> <p><u>Additional Requirement for all three recruitment methods:</u></p> <p>Good knowledge & experience of working in Computerized environment.</p>

PRAGATI POWER CORPORATION LIMITED**RECRUITMENT & PROMOTION REGULATIONS FOR THE POST OF****ASSTT. MANAGER (FINANCE)**

1	Name of post	ASSTT. MANAGER(FINANCE)
2	No. of post	14
3	Level	E-1
4	Pay scale / band	19000-39100 + 7000 (GP)
5	Age limit for Direct Recruitment / Short-term Contract	30 years
6	Method of recruitment	25% by promotion, failing which by Direct Recruitment; 75% by Direct Recruitment Short-term contract in exceptional cases.
7	Minimum Educational Qualification & Experience required for Promotion / Direct Recruitment / Short-term Contract	<p><u>Promotion</u> (A) Section Officers with five years continuous service. AND (B) Must possess B.Com / CA / ICWA / MBA (Finance) from a recognized and reputed University / Institute. [Promotion will be based on Written Examination, Performance Appraisal & Interview]</p> <p><u>Direct Recruitment / Short-term Contract</u></p> <p><u>Educational Qualification</u></p> <p>Must possess one of following qualifications :-</p> <ul style="list-style-type: none"> • Cost Accountant from The Institute of Cost & Works Accountants of India OR • Chartered Accountant from The Institute of Chartered Accountants of India OR • Two year Full-time MBA(Finance) from a recognized and reputed University / Institute. <p><u>Experience</u></p> <p>One year on-job training as Executive Trainee (Finance) in IPGCL/PPCL;</p> <p style="text-align: center;">OR</p> <p>Two years of post-qualification experience in Finance / Accounts Department of a manufacturing or generation company.</p> <p>[DR will be carried out through Written Test, Interview and selection would be based on merit]</p> <p><u>Additional Requirement for all three recruitment methods:</u></p> <p>Good knowledge & experience of working in Computerized environment.</p>

R & P Regulations approved vide BoD's Resolution No XXXXXX dt. XXXXXX

PRAGATI POWER CORPORATION LIMITED**RECRUITMENT & PROMOTION REGULATIONS FOR THE POST OF****EXECUTIVE TRAINEE (FINANCE)**

1	Name of post	EXECUTIVE TRAINEE (FINANCE)
2	No. of post	No separate sanctioned post. Total strength of Executive Trainee (FINANCE) & Asstt.Manager(FINANCE) shall not exceed total sanctioned posts of Asstt. Manager (FINANCE)
3	Level	E-0
4	Pay scale / band	10900-34800 + 5500(GP)
5	Age limit for Direct Recruitment	30 years
6	Method of recruitment	BY DIRECT RECRUITMENT
7	Minimum Educational Qualification & Experience required for Direct Recruitment	<p><u>Direct Recruitment</u></p> <p><u>Educational Qualification</u></p> <p>Must possess one of following qualifications :-</p> <ul style="list-style-type: none"> • Cost Accountant from The Institute of Cost & Works Accountants of India <u>OR</u> • Chartered Accountant from The Institute of Chartered Accountants of India <u>OR</u> • Two year Full-time MBA(Finance) from a recognized and reputed University / Institute. <p>[DR will be carried out through Written Test and Interview]</p> <p><u>Additional Requirement</u></p> <p>Good knowledge of working in Computerized environment.</p>
R & P Regulations approved vide BoD's Resolution No XXXXXX dt. XXXXXXX		