



ONGC Green Limited

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HIRING OF EXPERIENCED PROFESSIONALS ON FIXED TERM ENGAGEMENT IN OGL

Advt. No. 1/2024 (OGL HR-ER)

ONGC Green Limited (OGL) is a wholly owned subsidiary of Oil and Natural Gas Corporation Limited (ONGC), a "Maharatna" Public Sector Enterprise. OGL has ambitious plans to engage in the green value-chains of the energy business with a target of 10 GW of Renewable Energy Capacity by 2030.

We are looking for promising and energetic experienced professionals to join the organization on 5 Years Fixed Term Engagement basis.

ONGC Green Ltd. provides one of the best-in-class exposure in terms of Work Profile, Professional Development Opportunities, Technology and Pay.

Selected Candidate will be posted at New Delhi. However, on requirement of the company, candidates are liable to be posted anywhere in India.

1. Details of Posts with Minimum Eligibility Criteria and desirable qualification(s) are given below:

S. No.	Particular	Details
1	Role	Associate Manager-Operations & Maintenance(Wind)
	Number of Vacancy	01 (Unreserved)
	CTC	Rs. 22.00 Lakhs per annum (Maximum) Note: Remuneration will be market linked and can be negotiated up to maximum Rs. 22.00 Lakhs per annum
	Educational Qualification	Minimum Essential qualification: Graduate degree in Electrical / Mechanical Engineering. Desirable qualification: Post Graduate degree in Engineering in renewable energy or Master of Business Administration (MBA) in renewable energy.
	Post Qualification Experience	Minimum 10-years Post Qualification experience in energy / power sector, out of which at least 5 years experience should be in Renewable Energy sector in Operations & Maintenance (O&M) of Wind Energy Assets / Wind Energy Project Management / Wind Energy Asset Management.
	Upper Age Limit	Maximum 40 years
2	Role	Senior Manager-Commercial, Bidding and Tariff Determination
	Number of Vacancy	01 (Unreserved)
	CTC	Rs. 33.00 Lakhs per annum (Maximum) Note: Remuneration will be market linked and can be negotiated up to maximum Rs. 33.00 Lakhs per annum
	Educational Qualification	Minimum Essential qualification: Graduate degree in Electrical / Mechanical Engineering. Desirable qualification: Post Graduate degree in Engineering in renewable energy or Master of Business Administration (MBA) in renewable energy.
	Post Qualification Experience	<ul style="list-style-type: none">Minimum 10-years Post Qualification experience in energy / power sector, out of which at least 5 years experience should be in Tariff determination in Renewable Energy sector.Candidate must have experience of participating in Commercial, Bidding Projects in Renewable Energy sector.Candidate with prior experience in leading financial modelling for renewable projects such as Solar, Wind or Battery Storage will be given preference.
	Upper Age Limit	Maximum 45 years
3	Role	Manager-Projects
	Number of Vacancy	01 (Unreserved)
	CTC	Rs. 27.50 Lakhs per annum(Maximum) Note: Remuneration will be market linked and can be negotiated up to maximum Rs. 27.50 Lakhs per annum
	Educational Qualification	Minimum Essential qualification: Graduate degree in Electrical / Mechanical / Civil Engineering. Desirable qualification: Post Graduate degree in Engineering in renewable energy or MBA in renewable energy.
	Post Qualification Experience	Minimum 10-years Post Qualification experience in energy / power sector, out of which at least 5 years experience should be in Renewable Energy sector in project development, project delivery, technical services in asset owner organizations in solar, wind, energy storage.
	Upper Age Limit	Maximum 40 Years
4	Role	Associate Vice President-Mergers & Acquisitions and Business Development (Renewable Energy)
	Number of Vacancy	01 (Unreserved)
	CTC	Rs. 60.50 Lakhs per annum (Maximum) Note: Remuneration will be market linked and can be negotiated up to maximum Rs. 60.50 Lakhs per annum
	Educational Qualification	Minimum Essential qualification: Graduate degree in Engineering / Chartered Accountant / MBA(Finance) / PGDM in Finance / "MBA or PGDM from IIMs (Indian Institute of Management)". Desirable qualification: Chartered Financial Analyst (CFA) certification from the CFA Institute, USA.
	Post Qualification Experience	Minimum 10 years Post Qualification experience in Merger and Acquisition (M&A) deals / M&A focused consulting / Corporate Merger and Acquisition teams / Investment Banking Transaction Advisory. Out of this experience, at least 5 years experience should be in Merger and Acquisition (M&A) in Renewable Energy sector.
	Upper Age Limit	Maximum 45 Years

Note:

- i. The courses offered by Institutes / Universities should be approved / recognized by the Government of India or U.G.C. or AICTE. Candidates who have obtained their qualification through Distance Learning / part time mode are also eligible to apply provided their qualification is recognized by the relevant statutory bodies for employment to posts and services of the central government.
- ii. Qualifications mentioned in the table above are sacrosanct. No equivalent Qualification will be accepted e.g. AMIE will not be considered where qualification is Graduate degree in Engineering.
- iii. A candidate can apply for only one out of the above mentioned roles for which he/she is eligible.
- iv. The cut-off date for determining eligibility with respect to age, qualification, additional qualification and experience will be the last date of submission of application i.e. 07/01/2025.
- v. CTC offered includes 80% fixed pay and 20% variable pay. The variable pay shall be based on performance. Maximum 10% of variable pay shall be payable on annual basis based on performance during the year whereas remaining maximum 10% of variable pay for the entire 5 year term shall be payable upon full completion of 5 year term based on performance during the entire term.
- vi. Income tax, professional tax, any other tax/statutory liability on CTC offered shall be borne by the personnel engaged on fixed term.
- vii. Vacancies in this advertisement are not reserved for any category. However, reserved category candidate may also apply provided he / she fulfills the criteria for unreserved category. He / She shall be treated at par with unreserved category candidates in the selection process for the vacancies.
- viii. None of the above posts are reserved for PwBD. However, eligible PwBD as per identified for suitable benchmarked disabilities mentioned below may apply. Age relaxation for PwBD will be given as per extant government guidelines.

Associate Manager- Operations & Maintenance(Wind) / Senior Manager-Commercial, Bidding and Tariff Determination / Manager-Projects: [Category B (D, HH); Category C(OA, OL, CP, AAV, LC, DW); Category D(ASD(M), SLD,MI); Category E(Combination of B to D)].

Associate Vice President-Mergers & Acquisitions and Business Development (Renewable Energy): Category A (B, LV); Category B (D, HH); Category C(OA, BA, OL, BL, OAL, BLOA, CP, LC, DW, AAV, MDY); Category E(Combination of A to C)

Abbreviations Used: Category A: Blindness and Low Vision; Category B: Deaf and Hard of Hearing; Category C: Locomotor disability including Cerebral Palsy, Leprosy Cured, Dwarfism, Acid Attack Victims and Muscular Dystrophy; Category D: Autism, intellectual disability, specific learning disability and mental illness; Category E: Multiple disabilities from amongst persons under Categories (a) to (d) including deaf-blindness;

B=Blind, LV= Low Vision, D=Deaf, HH= Hard of Hearing , OA= One Arm, OL= One Leg, OAL= One Arm and One Leg, BL=Both Legs, BLOA=Both Legs and One Arm, BA= Both Arms, DW = Dwarfism, LC = Leprosy Cured, AAV = Acid Attack Victims, , MDY = Muscular Dystrophy, CP= Cerebral Palsy, ASD = Autism Spectrum Disorder (M=Mild), SLD=Specific Learning Disability, MI = Mental Illness, MD = Multiple Disabilities

2. Brief Responsibilities of the roles:

Role	Brief responsibilities (indicative only)
Associate Manager-Operations & Maintenance(Wind)	<p>Overseeing and managing the techno-commercial aspects of operations and maintenance of assets related to renewable energy (Wind / Hybrid / Storage):</p> <ul style="list-style-type: none"> • Asset Management and to oversee the Operations & Maintenance (O&M) of wind energy & storage projects and develop & implement strategies to maximize the performance and lifespan of assets. • Developing Standard Operating Procedures (SOPs) for Wind / Hybrid / Storage Assets or Projects etc. • Implement and manage O&M practices, including manual and robotic systems. Administer on day-to-day operations and performance monitoring for operating assets. Handle monitoring, analysis, prepare MIS (operational performance, receipt of payments, outstanding payments amounts of Discoms etc.), shutdown procedures and technical reporting and ensure effective operation. Maintain records for renewable energy operation installations, such as site performance, downtime events, and equipment / parts usage to substation events in general as well as compliance to related guidelines on HSE standards.
Senior Manager-Commercial, Bidding and Tariff Determination	<p>To oversee the activities pertaining to bidding / tendering / auction / reverse auction for Renewable Energy portfolio. The activities will include all TBCB (Tariff Based Competitive Bidding) of Central and State Governments or utility companies to procure renewable energy capacity:</p> <ul style="list-style-type: none"> • Conduct comprehensive market research to identify upcoming Renewable Energy auctions / tenders and track tender pipeline. Analyse the regulatory environment, policies and eligibility criteria for participation. • Prepare a competitive bid proposal as per market standards, addressing all requirements outlined in the auction or tender documents and develop a detailed financial model and cost analysis for the project. • Ensure compliance with all technical, financial and legal requirements specified in the tender documents. Submit all necessary documentation and financial guarantees as per the tender requirements. Enhance win ratio via market intelligence, bid pricing strategy in coordination with multidisciplinary teams. <p>Merchant Trading / Open Access Trading: Carry out analysis and forecasting w.r.t. Merchant Trading / Open Access Trading (as applicable).</p>
Manager-Projects	<p>Provide technical leadership and value engineering expertise for Renewable Energy projects (Solar / Wind / Storage):</p> <ul style="list-style-type: none"> • Plan, Execute and Monitor Renewable Energy projects (Solar / Wind / Storage) • Ensure projects are delivered on time and within budget, managing all aspects of timelines, budgets and resources while meeting performance standards. • Manage project risks and issues, and devise risk mitigation strategies • Support procurement and engineering teams with technology selection, contracting and oversee energy production modelling via simulation software (e.g., PVSyst for Solar, Windpro / Windfarmer / Openwind or any other industry recognized software, HOMER for hybrid / BESS)
Associate Vice President-Mergers & Acquisitions and Business Development (Renewable Energy)	<p>Management of the processes and sub-processes of mergers, acquisitions, and other strategic transactions.</p> <ul style="list-style-type: none"> • Conduct thorough market research to identify potential acquisition targets or merger opportunities or strategic partnership opportunities in the renewable energy sector. • To analyse market trends, competitive landscapes, and regulatory environments to assess the viability and strategic fit of potential transactions. • Lead and coordinate the due diligence process for potential acquisitions, assessing legal, financial, operational, and regulatory aspects. • Prepare brief report on potential target on basis of key financials / strategic / regulatory parameters and review legal and financial documents related to mergers, acquisitions, partnerships, asset auctions and Request For Proposals (RFPs). • Develop detailed financial models to assess risk & returns and evaluate the financial impact of potential transactions. Conduct valuation analyses to determine the appropriate pricing / bidding strategies and terms for acquisitions. <p>Business Development activities: Monitor market trends to build & maintain competitive edge. Identify & engage potential clients and key stakeholders, and secure opportunities to increase market share for OGL. Provide regular reports and insights to senior management on business development activities.</p>

3. SELECTION PROCESS:

The selection will be on the basis of cumulative score w.r.t. Educational Qualification (Essential Qualification and Desirable Qualification), Experience and performance in the Personal Interview. In case the number of candidates who apply and fulfil the eligibility criteria are more, the Appointing authority shall decide the number of candidates to be considered for interview and may accordingly decide the criteria for shortlisting of candidate for interview.

The selection criteria will be as follows:

Parameters	Marks
Essential Qualification	30
Desirable Qualification	05
Experience	35
Personal Interview	30
Total	100

The following break-up for awarding qualification and experience marks

S. No.	Criteria	Maximum Marks	Role	Distribution of Marks	
1	Essential Qualification	30	a. Associate Manager-Operations & Maintenance (Wind) b. Senior Manager-Commercial, Bidding and Tariff Determination c. Manager-Projects d. Associate Vice President-Mergers & Acquisitions and Business Development (Renewable Energy)	30 marks as per essential education qualification for the respective roles	
2	Desirable Qualification	5	a. Associate Manager-Operations & Maintenance (Wind) b. Senior Manager-Commercial, Bidding and Tariff Determination c. Manager-Projects	05 marks for a Post Graduate degree in Engineering in renewable energy / MBA in renewable energy	
			d. Associate Vice President-Mergers & Acquisitions and Business Development (Renewable Energy)	05 marks for Chartered Financial Analyst (CFA) certification from the CFA Institute, USA.	
3	Experience	35	a. Associate Manager-Operations & Maintenance(Wind) b. Senior Manager-Commercial, Bidding and Tariff Determination c. Manager-Projects	15 Marks	20 marks
				10 marks will be awarded to the candidates fulfilling the minimum requisite experience – i.e. “10-years Post Qualification experience in energy / power sector ”. In addition, 1 mark for each year of additional experience > 10 years subject to maximum of total 15 marks.	10 marks will be awarded to the candidates fulfilling the minimum requisite experience - 5 years relevant experience in Renewable Energy sector. In addition, 2 marks for each year of additional relevant experience in Renewable Energy sector > 5 years subject to maximum of total 20 marks.
			d. Associate Vice President-Mergers & Acquisitions and Business Development (Renewable Energy)	15 Marks	20 marks
				10 marks will be awarded to the candidates fulfilling the minimum requisite experience – i.e. “10-years Post Qualification experience in Merger and Acquisition (M&A) deals / M&A focused consulting / Corporate Merger and Acquisition teams / Investment Banking Transaction Advisory”. In addition, 1 mark for each year of additional experience > 10 years subject to maximum of total 15 marks..	10 marks will be awarded to the candidates fulfilling the minimum requisite experience - 5 years relevant Merger and Acquisition (M&A) experience in Renewable Energy sector. In addition, 2 marks for each year of additional relevant experience of M&A in Renewable Energy sector > 5 years subject to maximum of total 20 marks.
4	Interview	30	All roles	Minimum Qualifying marks – 18	
Total		100			

OGL may decide to shortlist candidates for interview based on number of candidates found eligible. In case shortlisting is required, the shortlisting will be based on eligibility criteria and total of weighted qualification and experience marks scored against the criteria as mentioned above.

Final Selection: Only such candidates will be considered for empanelment in the merit list who meets the prescribed Qualification and Experience criteria and secure minimum 60% of marks i.e. minimum 18 marks in personal interview.

4. Finalization of Merit List

- Offer of appointment shall be issued to the candidates based on their relative rank in the Merit List prepared on the cumulative total of marks scored by the candidate in Qualification, Experience and Personal Interview.
- In case of a tie in the total marks scored between two or more candidates, candidate who has performed better in the interview shall be placed higher in merit list.
- In case the total marks and interview marks both are equal between two or more candidates, the candidate who is older in age shall be placed higher in the merit list.
- Appointment of selected candidates will be **subject to their passing the company's Medical Examination** as per standards laid down under ONGC Medical Examination of Employees Rules, 1996. Details of the medical rules are available on ONGC's Website at www.ongcindia.com.

5. How to Apply:

- Candidates need to visit www.ongcindia.com to register on our Registration web link. The registration site shall remain open from **24/12/2024 to 07/01/2025**. The candidate must have a valid email ID and mobile number for registration.
- In normal circumstances, interviews will be held in physical mode. Candidates shortlisted for interview will be informed regarding details of date, time and venue etc.
- All communications with the candidate shall be through SMS or e-mail.
- Candidates need to upload scanned copies of the requisite documents in PDF format (except photograph and signature in jpg/jpeg/png format) as per Annexure-I during registration.
- The size of each document should not be greater than specified limit.
- For the interview, candidates will be required to bring the above original documents for verification along with a set of Self-Attested Photocopies of documents and report as per date, time and venue intimated.
- All correspondence with the registered candidates shall be done through their registered e-mail or mobile only. Candidates are required to keep the registered e-mail and mobile active for at least for one year.
- Candidates may please ensure that they are fulfilling all the requisite criteria prior to applying for the post, failing which, their candidature is liable to be rejected / cancelled at any stage of the engagement process or even after selection.
- The candidates shortlisted for interview shall be intimated through the website of ONGC – www.ongcindia.com or their registered e-mail or mobile only. No separate Interview call letters shall be sent to the candidates by post.
- No changes shall be allowed once the candidate has submitted her/his application.

6. Important Dates:

S. No.	Activity	Date
1.	Start date of online registration of application	24/12/2024 (From 10:00 AM)
2.	Last date of online registration of application	07/01/2025 (till 11:59 PM)

7. General Instructions:

- All applicants must fulfill the essential requirements of the roles and other conditions stipulated in the advertisement. They are advised to satisfy themselves before applying. No enquiry asking for advice as to eligibility will be entertained.
- Applicants are required to apply through the registration link only. No manual/paper application shall be accepted.
- Screening and selection will be based on the details provided by the candidate; hence it is necessary that applicants should furnish only accurate, full and correct information. Furnishing of wrong / false information will be a disqualification and OGL will NOT be responsible for any consequence of furnishing of such wrong/ false information.

- d. Candidature of the registered candidate is liable to be rejected at any stage of selection process or after engagement or joining, if any information provided by the candidate is found false or is not found in conformity with eligibility criteria mentioned in the advertisement.
- e. Requests for change of mailing address as declared in the application will not be entertained.
- f. Candidates in employment of Public Sector undertaking/ Govt. service will be required to produce No Objection Certificate (NOC) at the time of interview. In case NOC is not submitted at the time of interview, the candidate may be provisionally allowed to appear subject to submitting an undertaking that he/ she will submit the NOC within a stipulated timeframe or will get proper relieving from the existing employer before joining OGL, if selected.
- g. If more than one application is received from a candidate, the most recent (current) application will be considered as final.
- h. Disputes, if any, are subject to Delhi Jurisdiction only.
- i. The candidates applying should ensure that they fulfill all eligibility conditions for the post against which they apply. Their admission at all the stages of selection process will be purely provisional subject to satisfying the prescribed eligibility conditions. The mere issue of shortlisting mail for interview to the candidate will not imply that his/her candidature has been finally cleared by OGL. OGL takes up verification of eligibility conditions with reference to original documents only after the candidate has been shortlisted for Interview. OGL may carry out background verification of any candidate.
- j. Only Indian nationals need to apply
- k. For more information about the Company, you can visit our website www.ongcindia.com.
- l. Canvassing in any form or influencing the officials related to the selection / engagement process shall result in immediate disqualification of the candidate. In case of any dispute, the decision of the management of OGL will be final and binding on all candidates.
- m. Candidates are also advised not to respond to unscrupulous advertisements appearing in any newspaper. For authenticity of any communication/ advertisement in this regard, the candidate may check on ONGC's website www.ongcindia.com.
- n. It may be noted that OGL does not seek payments of any kind from the candidates.
- o. No TA/DA shall be paid for attending the interview.
- p. OGL Management reserves the right to change the posting of candidate or even cancel this engagement exercise fully / partially at any stage, at its discretion.
- q. Those selected candidates who are already employed elsewhere are advised that they should resign from their respective organization only after being declared medically fit as per the extant Medical rules of ONGC. If any candidate resigns from his/her present employment before being declared medically fit for joining in OGL, then OGL shall bear no responsibility, whatsoever, on this account.
- r. Engagement is purely temporary on a fixed term basis for a period of 5 years. The engagement will commence from the date of joining in OGL. Any request from candidate(s) of extension / re-engagement of term after completion will not be entertained.
- s. Selected candidates shall be required to sign a contract agreement as per the terms and conditions of OGL. The contract shall end on expiry of the prescribed period and no separate notice shall be given.
- t. The contract can be terminated at any time by giving 01-month notice, by either side.
- u. No claim for regular employment in OGL, by virtue of this fixed term engagement, shall be entertained at any stage.
- v. Candidature of candidate(s) submitting false certificates or suppression / submission of incorrect information shall be liable for termination / disqualification / rejection at any stage.
- w. In case of any query, please mail us on "opportunities@ongcgreen.co.in". Candidates must mention the Advertisement Number [Advt. No. 1/2024 (OGL HR-ER)] in subject of the mail.
- x. OGL is not responsible for typographical / printing errors, if any.

**CM(IE),
HR-ER, OGL**

Annexure-I

The following is an indicative list of documents to be uploaded (as applicable) during registration to meet the criteria as per advertised requirements:

S. No.	Particulars	Details
1	Identity Proof	<ol style="list-style-type: none"> a. PAN Card b. Aadhar Card c. Photograph d. Signature e. Class X Marksheet or Passing Certificate for proof of Name and Date of Birth (Name appearing in all the documents should be in conformity)
2	Educational Qualification	<ol style="list-style-type: none"> a. Essential Qualification Degree b. Desirable Qualification Degree / Certificate
3	Work Experience (To be uploaded as a single file in chronological order)	<ol style="list-style-type: none"> a. Offer of appointment / Offer Letter, Joining Order, Confirmation Letter, Order of completion of training etc. b. Role assignment order, Promotion order, Transfer order, etc. c. Service certificate, Experience certificate, Relieving letter etc. d. 02 payslips per year for all organizations/companies where candidate has mentioned his / her experience e. Form 16 for each year for all organizations/companies where candidate has mentioned his / her experience f. Any other document clearly indicating the nature & tenure of experience in the relevant area in line with the advertised requirements
4	Caste / Disability Certificate	<ol style="list-style-type: none"> a. Disability Certificate as per specified format b. SC / ST certificate as per specified format (required only for candidates with disability) c. OBC certificate as per specified format (required only for candidates with disability)

Note: Candidates are advised to ensure availability of the applicable documents before proceeding for registration