



SJVN LIMITED
(A Joint Venture of Govt. of India & Govt. of Himachal Pradesh)
An ISO 9001:2000 Company
A Navratna CPSE

CAREER OPPORTUNITIES IN A GROWING ORGANISATION

Advt. No. 122/2025

Closing Date: 18.05.2025

SJVN Limited, a Navratna CPSE under administrative control of Ministry of Power, Govt. of India, was incorporated on May 24, 1988 as a joint venture of Government of India (GOI) and Government of Himachal Pradesh (GOHP). SJVN has commissioned fourteen projects totalling 2467 MW of installed capacity and has its business footprints in Himachal Pradesh, Uttarakhand, Bihar, Maharashtra, Uttar Pradesh, Punjab, Gujarat, Arunachal Pradesh, Rajasthan, Assam, Odisha, Mizoram and Madhya Pradesh in India besides neighbouring country of Nepal. For more details about company, candidates may log on to www.sjvn.nic.in

The company invites applications from energetic and promising professionals to join SJVN as **Executive Trainees** in its exponential growth journey as per the details given below:

1.0 PAY SCALES, EMOLUMENTS & OTHER FINANCIAL BENEFITS Table-I

SN	Designation / Level	Pay Scale (IDA) (Rs)	Allowances
1	Executive Trainee / E2	50000-3%-160000	In addition to Basic Pay, the Executive Trainee will be entitled to IDA, allowances @ 35% of Basic Pay under cafeteria approach, HRA/ Company Leased Accommodation, Contributory Provident Fund, Conveyance Reimbursement, Leave Encashment, Performance Related Pay, Medical Facility for self & dependents etc. as per extant company rules. On successful completion of Training period of 01-year, Executive Trainees will be regularised as Engineer/Officer in the same pay scale with 3% increment. Further, career progression will be guided by the applicable Promotion Policy of SJVN.

2.0 NUMBER OF POSTS AND QUALIFICATION

2.1 No. of Posts & Essential Qualifications for different disciplines of Executive Trainees are as under: Table-II

Discipline	Essential Educational Qualification	No. of posts					
		UR	OBC (NCL)	SC	ST	EWS	Total
Civil	Bachelor Degree in Civil Engineering	9	8	5	3	5	30
Electrical	Bachelor Degree in Electrical/ Electrical & Electronics Engineering	5	4	3	1	2	15
Mechanical	Bachelor Degree in Mechanical Engineering	7	4	2	1	1	15
Human Resource	Graduate with Two years MBA/ Post Graduate Diploma with specialization in Personnel/HR	5	1	-	-	1	7

Environment	Bachelor Degree in Environment Engineering OR two years Post Graduate Degree in Environmental Engineering/ Environmental Science	5	1	-	1	-	7
Geology	M.Sc./M. Tech. (Geology/Applied Geology/ Geophysics) with Engineering Geology as main subject or M.Sc./ M. Tech. in Engineering Geology.	4	1	1	-	1	7
Information Technology	Bachelor Degree in Engineering in Computer Science/ Computer Engineering/ Information Technology	2	2	1	1	-	6
Finance	CA/ICWA-CMA/Two years MBA with specialization in Finance	9	6	2	1	2	20
Law	Graduate Degree in Law (3 years LLB or 5 years integrated course)	3	2	1	-	1	7
TOTAL		49	29	15	8	13	114

- 2.2 All Degrees /qualifications must be Full-time Regular courses except CA/ICWA-CMA qualifications. All Degrees / qualifications must be from Recognized Institute /University of India and must be recognized by Respective Statutory Authorities viz UGC/AICTE,etc. Further, the essential Educational Qualifications mentioned against the discipline are sacrosanct and no equivalent qualification will be considered.
- 2.3 Candidates having regular full time 5 years B.E./B.Tech + M.E/M.Tech. integrated dual degree in Engineering in relevant discipline shall also be considered.
- 2.4 The candidates having scored 50% or more marks for SC/ST/PwBD categories and 55% marks for other categories will be eligible to apply (with exception of CA / ICWA-CMA wherein only simple pass will be eligible). Minimum percentage of marks in the essential qualification (s), as specified shall be considered as per Institute / University rules /norms. Rounding of %age will not be acceptable under any circumstances, hence 55% or 50% of marks and above, as the case may be, will only be considered eg. 54.99 % will not be considered as 55%.
- 2.5 Wherever CGPA / OGPA/ CPI or letter grade in a degree is awarded, equivalent percentage of marks shall be calculated as per norms adopted by University / Institute. The candidate is required to obtain and submit documentary proof / certificate to this effect from the University / Institute which shall be required at the time of Personal Interview & Group Discussion.
- 2.6 The candidates who are in final year will also be considered for this selection process provided the candidate submits a copy of final consolidated marksheet of essential qualification on or before 31.07.2025

3.0 NUMBER OF POSTS RESERVED FOR PwBDs & IDENTIFIED DISABILITIES:

04 posts have been reserved for PwBDs for which eligible identified disabilities are as under:

Table-III

Discipline	Identified disabilities
Civil	OL, OA, HH
Electrical	OL, HH
Mechanical	OL, HH
Human Resource	OA, OL, BL, OAL, B, LV, HH
Environment	OA, OL, BL, OAL, HH
Geology	OA, OL, HH
IT	OA, OL, BL, OAL, B, LV, HH
Finance	BL, OA, OL, OAL, BLOA, HH
Law	OL, BL, OAL, B, LV

4.0 AGE AND AGE RELAXATIONS

Upper age limit is 30 years for all posts as on the closing date of advertisement. However, the relaxation in upper age limit for reserved posts shall be as under:

Category	Applicable age relaxation (in years)
SC/ST	5
OBC (NCL)	3
PwBD belonging to UR/General & EWS	10
PwBD belonging to OBC (NCL)	13
PwBD belonging to SC/ST	15

4.1 The relaxation in upper age limit shall be applicable for PwBD candidates irrespective of the fact whether the post is reserved or not provided the post is identified suitable for PwBDs.

4.2 **Concession for J&K Candidates:**

Upper age limit is relaxable by 5 years for the candidates who had ordinarily been domiciled in the State of Jammu & Kashmir from 01.01.80 to 31.12.89.

4.3 **Relaxation for Ex-servicemen:**

Age relaxation to ex-servicemen will be as per Government of India guidelines

5.0 DOCUMENTS & ITS VERIFICATION

5.1 Candidates seeking reservation & relaxations as SC/ST/OBC(NCL)/EWS /PwBD will have to possess / submit at the time of Personal Interview & Group Discussion SC/ST/OBC (NCL)/EWS /PwBD certificate, as the case may be, from the Competent Authority. Only such PwBD category candidates shall be eligible to get the applicable benefit of reservation / concession in whose case specified disability is not less than 40%.

5.2 OBC (NCL) candidates will be required to produce the **latest** certificate, in the prescribed format of Government of India, from a competent authority issued in the financial year (2025-26) or within 6 months, at the time of interview, if called for. The OBC candidates who belong to 'Creamy Layer' are not entitled for OBC concession and they have to indicate their category as 'General'.

5.3 Candidates seeking reservation under EWS category should produce their latest Income & Asset Certificate issued by Competent Authority (as per prescribed format) at the time of Personal Interview & Group Discussion. The Income & Asset Certificate should be valid for the financial year 2025-26 and should have been prepared on the basis of income & asset verification for the financial year 2024-25.

5.4 Verification of certificates as above, to be submitted by candidates for respective categories and all other eligibility conditions with reference to original documents shall be undertaken by SJVN at the time of Personal Interview & Group Discussion (if shortlisted). Result awaiting candidates shall also be required to get all the documents verified on the date of Personal Interview & Group Discussion except the essential qualification certificate which should be got verified & submitted by the candidate on or before 31/07/2025, failing which his/her candidature will stand cancelled.

5.5 No request for extension of time for production of respective certificate/ documents beyond the date of personal interview & group discussion shall be entertained. In case candidate fails to produce the same at the time of Personal Interview & Group Discussion, they will not be allowed to appear for further Selection Process.

6.0 SELECTION PROCESS

6.1 Eligible candidates will be required to appear for Computer Based Test (CBT) followed by Group Discussion and Personal Interview. After the CBT, provisionally shortlisted candidates shall be called for Personal Interview/Group Discussion.

6.2 The final selection of the candidate will be based on the parameters – CBT Score, performance in Group Discussion and Personal Interview, carrying weightages as under: -

Parameters	Weightage
CBT score	75%
Group Discussion	10%
Personal Interview	15%
TOTAL	100

6.3 Format of computer-based test (CBT)

i	Exam Duration	02 Hours
ii	Format of Questions	150 Multiple Choice Questions (MCQs) of 150 marks
iii	Medium of Exam	English and Hindi
iv	Syllabus	Section- I - 120 Multiple Choice Questions of the relevant Discipline/Subject Section-II - 30 Multiple Choice Questions of General Ability, Logical Reasoning, Intelligence Test etc.
v	Marking	Each correct answer will carry 01 Mark and No negative marking for wrong answer. Further, no marks for unattempted questions will be assigned to candidate.

PwBD candidates may get the provision of compensatory time i.e. 20 Minutes per hour. PwBD candidates in the category of Locomotor Disability who are compelled to avail Scribe due to their disability, shall be allowed to bring the scribe. The provision of scribe can be allowed on production of a certificate from the Chief Medical officer / Civil Surgeon / Medical superintendent of a Government Health Care Institution as per proforma prescribed by the GOI to the effect that the person concerned has physical limitation to write / operate computer and help of scribe is essential to appear at the examination.

6.4 The minimum qualifying marks in CBT shall be 50% (75 Marks) for UR/EWS; and 40% (60 Marks) for the reserved category candidates (SC/ST/ PwBD / OBC (NCL) wherever the vacancy is reserved for that respective category.

6.5 Marks obtained in CBT shall be considered by SJVN for shortlisting the candidates in order of merit for further selection process that includes Personal Interview and Group Discussion. Candidates will be shortlisted in the ratio of 1:5 (maximum) for each post or as per the criteria decided by the Management.

7.0 TEST CENTRES

Test Centres for CBT will be as follows:

- a) New Delhi including NCR
- b) Chandigarh
- c) Itanagar, Arunachal Pradesh
- d) Dehradun

- e) Himachal Pradesh (Shimla/Mandi/Bilaspur/Solan/Kangra/ Hamirpur/Una/Kullu – depending upon the availability of test centre)

Candidates shall be required to choose any two test centres as preference-1 and preference-2 and no change in test centres in any circumstance will be considered subsequently. However, SJVN reserves the right to add/delete any test centre and allocate any centre to the candidates depending upon the availability of test centres or number of candidates enrolled or any other unforeseen circumstances etc.

8.0 FINALIZATION OF MERIT LIST

8.1 Candidates based on the sum total of marks in CBT, Group Discussion and Personal Interview shall be empanelled in the Merit List. Candidates scoring overall less than 50% marks {for UR/EWS categories} and 40% for others (SC/ST/PwBD/ OBC(NCL) will not be empanelled.

8.2 Offer of appointment shall be issued to the candidates based on their relative rank in the Merit List.

8.3 In case of a tie in overall marks, the order will be decided on the basis of date of birth (older candidate will be considered senior in merit), followed by Govt. guidelines in case of further references.

9.0 MEDICAL FITNESS

9.1 On receipt of Offer of Appointment, joining in SJVN will be subject to Medical Fitness.

9.2 Those selected candidates who are already employed elsewhere will be required to resign from their respective organization only after being declared medically fit as per extant medical rules of SJVN. If any candidate resigns from her/his present employment before being declared medically fit for joining in SJVN, then SJVN shall bear no responsibility, whatsoever, on this account.

10.0 PLACEMENT/ ASSIGNMENTS

The selected Executive Trainees shall undergo One Year On-job and Classroom Training. During the Training period and thereafter, the candidates may be posted at any of the installations/ projects/ offices, etc. of SJVN or any of the subsidiaries/ Joint Ventures of SJVN or deputed to any Department of Government of India/ other PSUs, etc keeping in view the organizational requirement. The selected candidates may be assigned jobs/ functions/ assignments as per the business requirements of the company including shift operations.

11.0 SERVICE AGREEMENT BOND

The selected candidates who belong to General/EWS and OBC category will be required to execute a service agreement bond of Rs 10,00,000/- to successfully complete the prescribed training and thereafter serve the company for at least 3 years. This amount is Rs 7,50,000/- for SC/ST /PwBD category candidates.

12.0 HOW TO APPLY

12.1 Eligible and interested candidates would be required to apply online through SJVN's website: www.sjvn.nic.in. **No other means/ mode of application shall be accepted.** However, before registering their applications on the website, the candidates should possess the following:

- a. Candidate should have a valid personal e-mail ID / mobile number (in which OTP will be sent for completing registration process) and ensure that it is active during the entire recruitment process. Application sequence number, User ID, Password and all other important communication will be sent on the

same registered e-mail ID (please ensure that email sent to this mail box is not redirected to your junk/spam folder).

- b. Personal details and educational qualification details.
- c. Candidate should have scanned copy of latest passport size photograph, as well as photograph of signatures in digital format (.jpg or .jpeg file only, less than 500 KB size) for uploading with the application form.
- d. Debit card/ Credit card/ Internet banking details via which the payment of applicable application fee (SC/ST/EWS/ PwBD/Ex-servicemen candidates exempted) is to be made on online recruitment portal. Fee once paid will not be refunded under any circumstance.
- e. Candidate is required to deposit non-refundable application fees of Rs. 600/- + GST@18% through online mode only i.e. through Debit Card/Credit Card/Net Banking. There will not be any other mode of payment of application fee. In case a candidate deposits the fee in any wrong account or through any other mode, SJVN will not be responsible for non-receipt of application fee. Fee once paid will not be refunded under any circumstances. Candidates are therefore advised to verify their eligibility conditions before applying.
- f. On submission of application fee, the application process will be treated as complete. SC/ST/EWS/PwBD/Ex-Servicemen candidates are exempted from payment of application fee.

Candidate should clearly note that SJVN will in no case be responsible for rejection of application on account of application being incomplete, non-receipt of fee, non-submission of application or non-receipt of application or any delay in receipt thereof on any account whatsoever.

- 12.2 Candidates can apply for more than one post, however, in case of clash in dates of CBT, the candidate will have to exercise the choice and opt for appearing in one of the post / disciplines.

Candidates are advised to submit only one application for one post. In case of multiple applications for one post from a candidate, the latest one will be considered as final and older applications will be rejected.

- 12.3 All correspondence with the registered candidates shall be done through their registered email or/and mobile number only. The candidates are required to keep the registered email and mobile number active for atleast one year from the date of registration.
- 12.4 All information regarding examination, interviews etc. shall be available on SJVN website www.sjvn.nic.in . Candidates can download examination Admit Card / Interview call letter from the site or through link received on registered email. No separate Admit cards/ Interview call letters shall be sent to the candidate by post. SJVN will not be responsible for any loss of email/SMS sent due to invalid or wrong email ID / mobile number or delivery of email to spam/bulk mail folder.
- 12.5 The sole responsibility of providing copies of certificates as and when asked for and downloading / printing of admit card / interview call letter etc shall be that of the candidate.
- 12.6 No changes shall be allowed once the candidate has submitted her/his online application.

13.0 IMPORTANT DATES

Activity	Date
Date of commencement of online registration for submitting applications through SJVN website	28.04.2025 (10 AM onwards)
Closing / Last date for submitting applications by candidates through SJVN website	18.05.2025 (6 PM)

14.0 GENERAL CONDITIONS

- 14.1 Only Indian Nationals of age 18 years or above are eligible to apply.
- 14.2 The candidate should ensure that he/she fulfils the eligibility criteria and other conditions mentioned in this advertisement. The admission at all the stages of Computer Based Test / Personal Interview & Group Discussion will be purely provisional subject to satisfying the prescribed eligibility conditions. Mere issuance of Admit Card / Interview Call Letter to the candidate will not imply that his/her candidature has been finally accepted by SJVN. SJVN will take up verification of eligibility conditions with reference to original documents at the time of Personal Interview/ Group Discussion.
- 14.3 In case it is detected at any stage that a candidate does not fulfill the eligibility criteria, his/her candidature shall be rejected/ cancelled without assigning any reason, thereof. Similarly, even after joining, if it is found that he/she has furnished any incorrect information or suppressed any material information, his/her services shall be summarily terminated.
- 14.4 Persons working under Central/State Govt./Public Sector Undertakings have to produce No Objection Certificate (NOC) at the time of interview, failing which they will not be allowed to appear in the interview.
- 14.5 Where the posts specified in the advertisement are not reserved for a category (ies), a reserved category candidate can also apply under UR category, provided she/he fulfils the criteria specified for Unreserved category. She/ he shall be treated at par with the unreserved category candidates in the selection process for such posts.
- 14.6 No change in category will be allowed at any stage after submission of online application.
- 14.7 The decision of SJVN as to the eligibility or otherwise of a candidate for admission to CBT / Interview shall be final and binding on the candidate.
- 14.8 Incomplete applications shall be summarily rejected.
- 14.9 The candidates called for the Personal Interview / Group Discussion will be reimbursed 2nd Class AC Rail Fare /Bus Fare by shortest route as per the rules of SJVN.
- 14.10 The management reserves the right to increase/decrease the number of posts or cancel the entire recruitment process at any stage without assigning any reason.
- 14.11 Any revision, clarification, addendum, corrigendum, time extension etc to the above advertisement will be hosted on CAREER section of SJVN website www.sjvn.nic.in only and no separate notification shall be issued in any other media. Candidates are requested to visit the website regularly to keep themselves updated.
- 14.12 Canvassing in any form or influencing the officials related to selection / recruitment process would result in immediate disqualification of the candidate. In case of any dispute, the decision of the management of SJVN will be final and binding on all candidates.
- 14.13 Candidates are advised not to respond to unscrupulous advertisements appearing in any newspaper. For authenticity of any communication / advertisement in this regard, the candidates must check on SJVN's website www.sjvn.nic.in .
- 14.14 For queries candidates are advised to visit the Frequently Asked Questions (FAQs) section uploaded on the company's website.
- 14.15 It may be noted that SJVN does not seek payments of any kind other than the application fee.

- 14.16 Any legal proceedings in respect of any matter of claim or dispute arising out of this advertisement and/or an application in response thereto can be instituted only in Shimla and courts/tribunals/forums at Shimla only shall have sole and exclusive jurisdiction to try any such case/dispute.

15.0 CONDITIONS FOR INTERNAL APPLICANTS:

1. There is no age bar for Internal Applicants.
2. For Internal Candidates, AMIE acquired till 31.05.2013 in relevant Engineering discipline will also be considered as recognised qualification. Internal candidates having acquired AMIE qualification after 01.06.2013 shall be considered, however such appointments will be conditional subject to the outcome of the ongoing Court Case.
In non-technical disciplines courses awarded/ recognised by IGNOU will also be considered. However, in respect of IGNOU courses duration of the course must match with the duration of qualification prescribed for external candidates.
3. Minimum qualifying percentage of marks will be relaxed by 5% in prescribed qualification.

Abbreviations used: - SC – Scheduled Caste, ST – Scheduled Tribe, OBC(NCL) – Other Backward Classes (Non-creamy Layer), EWS – Economically Weaker Section, PwBD – Persons with Benchmark Disabilities, OA – One Arm, OL- One Leg, BL – Both Legs, OAL – One Arm & Leg, B – Blind, LV – Low Vision, HH – Hearing Handicapped, BLOA – Both Legs One Arm

IMPORTANT

1. Candidates to ensure their eligibility before applying:

The candidates should ensure that they fulfil all eligibility conditions. Their candidature at all the stages will be purely provisional subject to satisfying the prescribed eligibility conditions.

Mere issuance of Admit Card / Interview call letter will not imply that his/her candidature has been finally accepted / cleared by SJVN.

SJVN will take up verification of eligibility conditions with reference to original documents only at the stage of Personal Interview & Group Discussion.

2. Incomplete or wrongly filled applications for all posts shall be summarily rejected.

IMPORTANT

Candidates are advised to be beware of fraudulent persons/agencies/websites for any online participation including applying for recruitment or paying any charges or fees. All information regarding examination schedule/admit card/interview call letters etc. shall be provided through email/uploading on SJVN website. All correspondence with candidates shall be done through e-mail only.

Responsibility of receiving, downloading and printing of admit card/interview call letter/any other information shall be of the candidate. SJVN will not be responsible for any loss of email sent, due to invalid/wrong email ID provided by the candidate or for delay/not receipt of information. (Please ensure that email sent to your mail box is not redirected to your junk/spam folder)

Candidates are advised to visit SJVN Website regularly for all information related to this advertisement and further Recruitment process.