CIRCULAR

SUPERVISORY TRAINEE (O&M) – NATIONAL SKILL DEVELOPMENT MISSION

The Supervisory Trainee (O&M) program was started with the intent to contribute towards the "National Skill Development Mission" by way of creating opportunities for enhancement of technical skills in operation and maintenance of power sector to technically qualified students. The key intended outcomes of the mission are:

a) Enhancing individual's employability and ability to adapt to changing technologies and labour market demands.
b) Develop a high-quality skilled workforce relevant to current and emerging business scenario.
c) Improving productivity and living standards of the people.

Tata Power with a vision to skill and train fresh Diploma Engineers in the field of Power Sector, provides 2 year on the job training. The trainees are enrolled with Tata Power Skill Development Institute [TPSDI] and trained at various locations. Applications are invited for the third batch of the Supervisory Trainee (O&M) program. Selection process for this program is as follows:

I.   Initial Shortlist: Based on eligibility criteria
II. Online Written Test: Primarily testing the technical ability of candidates
III. Personal Interview:

Final selection will be subject to Medical fitness certified by company's CMO or a Medical Officer so nominated by the CMO.

The candidate must fulfill the following eligibility criteria:

1. Should have passed Diploma in Engineering from an institution recognized by Board of Technical Institution or AICTE. Candidates with Diploma Engineering in Electrical, Mechanical, Electronics & Instrumentation are eligible for this training module. Though this program is meant for Diploma Engineers, candidates with higher qualification in Engineering, desirous of undergoing this training may also apply, provided they meet the specified eligibility criteria. The terms for shortlisting, selecting, training and subsequent employment (subject to availability of vacancy, successful completion of training and management discretion) will be uniform for candidates with Diploma in Engineering or higher qualification.
2. Students passing out in qualifying examination in 2015, 2016 and 2017 are eligible to apply. As a special case, students who will pass out in the year 2018 may apply, however, there induction is subjected to meeting of the eligibility criteria on or before the date of joining which is anticipated to be 1st May 2018.
3. Minimum Overall Percentage Score Required:

Category	Xth (%)	Diploma/ Degree
Employees' Ward	50	50
Affirmative Action [SC/ST]	50	50
Differently Abled	50	50
Women	55	55
Others	60	60

4. **A**pplicant must be born on or after 01/01/1992. Applicants from Special Groups constituting of Affirmative Action [SC/ST], Differently Abled, Women, & employee's ward must have been born on or after 01/01/1990.
5. If any information is found to be incorrect at any point of time during the process or thereafter, the candidature/training shall cease to be continued with immediate effect.

Excerpts of the program are as below:

1. Selected candidates after enrollment and induction at TPSDI will undergo an on-job and classroom training for a period of 2 years from the date of joining in one or more power plants, installation or establishment.
2. During the training period the trainees will be paid a fixed stipend of Rs 20,000 per month. Statutory and Tax deductions will be borne by the trainees.
3. There will be periodical tests and qualifying exams during the training period. In the eventuality of a candidate not qualifying the assessments or displaying unacceptable behavior, the training will be discontinued without any notice or reference.
4. The trainees are to arrange for their own accommodation. In case of availability of company accommodation, the same may be allotted on chargeable basis at management discretion.
5. The terms of engagement will automatically come to an end at the end of 2-year training program. However, subject to availability of vacancies and management discretion, candidates successfully completing the training may be offered a regular position in Tata Power or any of its JVs, Subsidiaries or sister concern as on date or which may come in existing in future.
6. As this is an all India program, during the period of training and subsequent employment (if selected), the candidates will be placed in any of the locations of Tata Power (including any of its JVs, Subsidiaries or sister concern as on date or which may come in existing in future) and / within or outside India. Refusal to mobility or relocation may lead to foreclosure of training or employment as the case may be.
7. The trainees will be governed by Tata Code of Conduct and any deviation in performance, conduct or behavior may lead to disciplinary action including termination of the engagement.

Other things being equal in Written Test & Interview, candidates belonging to Affirmative Action [SC/ST], Differently Abled, women candidates & s of Tata Group Employees will be given preference subject to fulfilling above mentioned criteria.

Interested candidates should fill out the Tata Power Supervisory Trainee (O&M) Application Form at the link: https://goo.gl/qTPMqV

LAST DATE FOR APPLYING (THROUGH LINK ONLY) IS 4th APRIL 2018. NO APPLICATION WILL BE ENTERTAINED POST 4th APRIL 2018, END OF DAY.

Shortlisted candidates shall be invited for attending online test. Details of the online test venue & date will be shared to the shortlisted candidates.

Queries, clarifications may be addressed to cadrerecruitment@tatapower.com.

Tata Power, its group entities, employees or recruitment associates do not seek any fee in any name (like processing fee / uniform fee / joining kit etc.) what so ever at any stage of recruitment from candidates. Any representation contrary to it is misleading and may be reported to concerned officials *immediately*.

Regards,
Shrikant Pawar
Head-HR,IR,Compliance & Allied Workforce