CENTRAL ELECTRICITY REGULATORY COMMISSION
8th Floor, Tower-B, World Trade Centre,
Nauroji Nagar, New Delhi 110029

No. ADMN-11017/6/2021-CERC Dated: 9th June, 2025

Engagement of Staff Consultants in the Regulatory Affairs Division of CERC.

1.0 **Introduction:**

The Electricity Act, 2003 has significantly enlarged the spectrum of responsibility of Central Electricity Regulatory Commission. Under the ERC Act, 1998 only the tariff fixation powers were vested in CERC. The new law of 2003 has entrusted on the CERC several other responsibilities in addition to the tariff fixation powers, for instance, the powers to grant license for inter-State transmission, inter-State trading and consequently to amend, suspend and revoke the license, the powers to regulate the licensees by setting performance standards and ensuring their compliance, etc.

1.1 Following are the statutory functions of CERC:

a. To regulate the tariff of generating companies owned or controlled by the Central Government; to regulate the tariff of generating companies other than those owned or controlled by the Central Government specified in clause (a), if such generating companies enter into or otherwise have a composite scheme for generation and sale of electricity in more than one State;
b. To regulate the inter-State transmission of electricity;
c. To determine tariff for inter-State transmission of electricity;
d. To issue transmission licenses and trading licenses with respect to inter-State operations;
e. To adjudicate upon disputes involving generating companies or transmission licensee in regard to matters connected with clauses (a) to (d) above and to refer any dispute for arbitration;
f. To levy fees for the purposes of this Act;
g. To specify Grid Code having regard to Grid Standards;
h. To specify and enforce the standards with respect to quality, continuity and reliability of service by licensees;
i. To fix the trading margin in the inter-State trading of electricity, if considered, necessary;
j. To discharge such other functions as may be assigned under this Act.

1.2 The Act has also given advisory role to CERC. It has been mandated to advise the Central Government on the matters relating to formulation of National Electricity Policy and Tariff Policy, promotion of competition, efficiency and economy in activities of the electricity industry, and promotion of investment in electricity industry.

1.3 Power sector is evolving in India and the present policy approach mainly aims at appropriate regulatory framework for mobilizing investments, and developing electricity markets.

2.0 **Scope of work for the Staff Consultants in Regulatory Affairs Wing:-**

2.1 CERC proposes to engage staff Consultants in the area of Regulatory Affairs, Renewable Energy and Electricity Markets in accordance with the CERC (Appointment of Consultants) (Amendment) Regulation, 2010 as amended from time to time in discharge of its functions which, inter alia, include:-

a. Policies and regulatory issues involving the Electricity Act 2003, Policies and various Regulations issued by the Commission
b. Regulatory Impact Assessment
c. Regulatory compliance (ensuring compliance of orders of CERC)
d. Formulation of Concept note/Discussion paper and Regulations and related activities thereto.
e. Matters relating to tariff (tariff petitions, review petitions) in case of Renewable energy, Regulatory issues etc.
f. Compiling/analyzing regulatory data / renewable energy in power sector.
g. Assessing trend of regulatory reforms.
h. Matters related to appeals before CERC and other legal authorities such as Hon'ble Supreme Court, Hon'ble High Court, Hon'ble Appellate Tribunal of Electricity etc
i. The Consultant will work with a team of Officials in the Regulatory Affairs Wing of CERC
j. Any other work assigned from time to time

3.0 **Qualification and experience required for Staff Consultant:-**

Staff Consultant	No. of Consultants	Qualifications, Experience	Consolidated Fees*
Principal Research Officer	01	**Essential Qualifications:** Post Graduate degree in Engineering / Economics / Public Policy/ MBA(Finance/ Infrastructure/Power Management)/Regulatory Governance **Experience and Competencies:-** Minimum ten years of working experience in the Power sector, preferably in regulatory affairs and/or generation/ transmission/ distribution sectors. Good understanding of the power sector, especially of the Electricity Act, 2003, and Policies under the Act. Expertise in MS-Excel, MS-Word, PowerPoint/other presentation Apps is mandatory. The candidate should be proficient in report writing and presentation preparation	Rs. 1,10,000/- to 1,50,000 per month depending on qualifications and experience.

Research Officer	02	**Essential Qualifications:** Graduate degree in Engineering/ Economics /Public Policy/ MBA(Finance / Infrastructure/ Power Management) /Regulatory Governance **Desired Qualifications:** Master's / Post Graduate degree in Engineering/ Economics /Public Policy/ **Experience and Competencies: -** Minimum four years of working experience in the Power sector, preferably in regulatory affairs and/or generation/ transmission/ distribution sectors. Good understanding of the power sector, especially of the Electricity Act, 2003, and Policies under the Act. Expertise in MS-Excel, MS-Word, PowerPoint/other presentation Apps is mandatory. The candidate should be proficient in report writing and presentation preparation	Rs. 64,000/- to Rs. 1,10,000/- per month depending on qualifications and experience.

** Monthly fee paid shall be excluding G.S.T, if applicable. Consolidated salary shall be fixed taking into consideration the experience and salary drawn in immediate previous employment.*

4. **General Terms and Conditions: -**

4.1 Normal working hours would be 9.30 A.M to 6.00 P.M (05 days week) including half an hour lunch break. The personnel may be called on Saturdays/ Sundays and other gazetted holidays, and required to be present beyond normal working hours in case of exigencies.

4.2 In addition to holidays notified by Central Government, the Staff Consultant shall be entitled for fifteen (15) days leave in a calendar year (January to December) which shall be credited in advance, on quarterly basis, as under. The intervening Saturdays/ Sundays/holidays, if any, shall not be counted as leave. Unutilised leave shall not be carried forward to the next calendar year and is not encashable. Leave of any other nature is not admissible

(a) 1st Quarter: (January to March) – 04 days
(b) 2nd Quarter: (April to June) – 04 days
(c) 3rd Quarter: (July to September) – 04 days
(d) 4th Quarter: (October to December) – 03 days

4.3 The Staff Consultant shall not be entitled to any professional fees for the period of absence beyond the entitled leave of 15 days as above. Any availed leave during a calendar year shall not be carried forward to the next calendar year or qualify for encashment.

4.4 In case the Staff Consultant remain absent for more than 15 days beyond the entitled leave in a calendar year, without any prior intimation/prior sanction, except in case of emergency, CERC would be free to terminate the services of the said Staff Consultant.

4.5 In the event of absence on the ground of sickness, the Staff Consultant shall be required to submit a proper medical and fitness certificate. However, any leave including the leave on medical grounds beyond the cumulative period of 15 days shall be without any profession fees.

4.6 In case of tour within India, the Commission shall reimburse the expenses for journey undertaken for official work by the Consultants as per the following entitlement: -

a. By air - Economy class
b. By train - AC II tier
c. For local travel - Non AC taxi .

5. **Age Limits:** The age of the applicant as on 01st January of the year of advertisement would be in accordance to CERC (Appointment of Consultants) Regulations, 2008 and amendments thereafter.

6. **Duration of Contract:** The Staff Consultant shall now be engaged for the period of two years. However, the period of engagement may be extended, based on the satisfactory performance of the candidate, for the period upto one year on each occasion, whereas it is limited to total period of four years at the maximum. In deserving cases, an escalation up to 10% on the fee may be given with the approval of the Chairperson based on the performance during the preceding year.

6.1 The Staff consultants shall be entitled to performance-related variable pay of up to 40% of the Monthly fee, which will be admissible on achieving the prespecified annual targets by the Commission for organisation, division or team and individual and released on a quarterly or six monthly basis as per the procedure issued by the Commission.

7. **Payment Terms:** The consultant shall be paid lump sum monthly professional fees on completion of the month. TDS shall be deducted as per relevant rules.

TERMINATION OF AGREEMENT

With Notice

8.0 This agreement is liable to be terminated by either parties, by mutual consent, by giving one month notice in writing or one month's consolidated professional fees in lieu of such notice. In case, any consultant chooses to leave CERC within one year, they have to serve three months' notice in writing or three months' notice in writing or three month's consolidated professional fees in lieu of such notice.

8.1 In case the Staff Consultant is unable to perform the assigned work or the work undertaken by them is not to the satisfaction of the Controlling Officer/Competent authority in CERC, the Staff Consultant shall be liable to be terminated after one month notice in writing.

Without Notice

8.2 In case the Staff Consultant, despite notice as in para 8 above, is unable to perform the given assignment to the satisfaction of the Controlling officer/Competent authority in CERC, consultant, shall be liable to be terminated in public interest, without any notice and without assigning any reason.

8.3 In case the Staff Consultant is absent from duty, for a period of more than 30 days, without prior intimation/prior sanction and is not covered under medical emergency consultant, shall be liable to be terminated, in public interest, without any notice and without assigning any reason.

8.4 On pre-mature termination of the assignment, CERC shall pay the Staff Consultant, the profession fees for the work performed by him/her till the date of such termination, after deductions, if any.

9. Engagement under this assignment shall be on purely contract basis for a limited period only. Such engagement shall not vest any right what so ever to claim for regular appointment or continued contractual engagement in CERC.

10. Relaxation in essential qualifications/experience can be considered in deserving cases.

11. CERC reserves the right not to fill up all or any of the above positions, without assigning any reasons, what so ever.

12. CERC reserves the right either to increase or decrease the number of posts in any of the categories, at any given time, without assigning any reasons, what so ever.

13. **Selection Process**:

a. The selection process is through interaction. However, written examination shall be conducted, if required, based on the decision of the Consultancy Evaluation Committee (CEC);
b. Only candidates who strictly fulfil the eligibility criteria and submitted necessary documentary evidence, as required by CERC will be shortlisted and called for written examination and/or interaction;
c. Only the candidates who qualify in the written examination (if taken) will be called for interaction;
d. The final selection of the candidates shall be based on the ranking/merit of combined score of the qualification, experience, performance in written examination and interaction;
e. Candidates called for interaction would be required to bring original documents relating to qualification, experience and salary slip for the past six months. These documents shall be examined before interaction with the selection committee;
f. In case of non-submission of the salary slip for the last six months of employment, the candidate will be considered for selection at the minimum range of the scale;
g. Candidates may apply for one or more posts as per their eligibility. However, no TA/DA shall be admissible for attending written examination and interaction for each advertised post at New Delhi;
h. The decision of CERC shall be final.

14. Interested and eligible candidates may send their application, in the prescribed format given in Annexure-I, to the Dy. Chief (Admin.), 8th Floor, Tower-B, World Trade Centre, Nauroji Nagar, New Delhi 110 029 by **27th June 2025 by 5.00 PM.** The applicants are also requested to apply online through CERC's official website http://cercind.gov.in/vacancy.html. Incomplete applications or applications received after the due date will be rejected.

(Rajiv Kumar)
Deputy Chief (Admin)
Tel: 2618 9709

ANNEXURE – I

POST APPLIED FOR :

RESUME

I Personal Details

Recent passport size colour photo

1. Name :
2. Gender :
3. Date of Birth :
4. Father's Name :
5. Marital Status :
6. Permanent Address :
7. Contact Address :
8. Tel No :
   Mobile No. :
   E Mail Id :
9. Post applied for :
10. Last Pay drawn :

II Academic / Professional Qualification (Tenth standard onwards):

a. Tenth standard onwards. (Attach self attested copy of certificates)

Course / Degree and no. of years	Institute/ University / College	Year of passing	Regular / Distance education	% of marks	Subjects specialized	Achievements, if any

III Experience

Organisation / Institute / Office	Post held	Period		No. of years and months	Description of duties	Remarks
		From	To			

(Attach self attested copies of experience certificates and salary slips in chronological order. Enclose a separate sheet, duly authenticated by your signature, if space is insufficient

IV Other Details : Additional information/ specific professional achievement/ contribution

V Please state why you want to take up this role and are suitable for the post in 100 words.

(Signature of the candidate)

Date :