

No. 2/23(3)/2012/Adm /CERC

Dated: 01.06.2012

**“Engagement of Staff Consultants in the Finance Wing and the  
Economics Wing of CERC” [LAST DATE: 18.06.2012]**

**1. Background**

1.1. The Electricity Regulatory Commissions Act, 1998 paved way for creation of the Regulatory Commissions at the Centre and in the States. Since the enactment of Electricity Act 2003 the power sector has undergone major structural changes.

1.2 The Electricity Act, 2003 has significantly enlarged the spectrum of responsibility of CERC. 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.

1.3 The Act is based on the philosophy that consumers benefit from growth of competitive markets. The Act has de-licensed generation, encouraged captive power by allowing them to sell almost half of the generation without any license requirements. Multiple players are required for competitive markets.

1.4 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.

1.5 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.

1.6 Power sector is evolving in India and the present policy approach mainly aims at moving from cost plus tariff to competitive bidding basis tariff, appropriate regulatory framework for mobilizing investments, and developing electricity markets. However, the cost plus tariff will continue to be important as the assets covered by this regime are of large value.

1.7 In view of the above activities, the Commission has proposed to engage a few Staff consultants on contract basis for a limited period.

## **2. Scope of work for the Staff Consultants in Finance Wing:-**

CERC proposes to engage Staff Consultants for its Finance Wing to be called as Research Officer (Finance) and Research Associate (Finance). The duties and responsibilities of such Research Officer (Finance) and Research Associate (Finance) shall include as given below:-

2.1. Technical scrutiny of tariff petition filed by CPSUs/companies as regards financial and related parameters for its admissibility in time bound manner in line with requirement/s as laid down in regulations framed (as amended from time to time).

2.2. Freezing of Capital cost, admissible expenditure after analyzing claims taking into consideration comments of beneficiaries and analyzing books of accounts, loan documents/data and other related information as furnished or as required by/from the CPSU on the basis of regulations framed (as amended from time to time).

2.3. Calculating tariff based on such frozen capital cost, additional expenditure etc. as per regulations & providing input for draft orders.

2.4. Carrying out cost benefit analysis in case of Renovation and modernization claims made by CPSU based on regulations and information supplied by the generator/transmission utility as the case may be.

2.5. To carry out financial analysis / studies as well as financial modeling as and when required.

2.6. Providing inputs on financial aspects for framing of various regulation / amendments.

2.7. Scrutinizing applications & providing input for inter-state transmission licensee / UMPP and adoption of tariff in case of inter-state transmission licensee / UMPP.

2.8. Scrutinizing applications & providing input for trading licensee.

2.9. Providing financial opinion/ substantive financial advice on issues coming before the Appellate Tribunal for Electricity (ATE), High Court (HC) and Supreme Court (SC). Assisting in framing of replies in this regard.

2.10. Loan reconciliation of generating/transmission companies (tariff of which is decided by the Commission) based on information in balance sheets and other additional information as submitted/called for by/from the companies.

2.11. Balance sheet analysis of each financial year during the five year period (2009-14). Comparison of accounting data & reconciliation with Regulatory data, deviation analysis with reasons.

2.12. Matter related with generic tariff for various sources of renewable energy and financial issues.

2.13. Other related misc. work.

2.14. **Qualification and experience required for Staff Consultant of Finance Wing:-**

Level of Staff Consultant	No. of Consultant	Qualifications, Experience	Consolidated Salary
Research Officer (Finance)	03	<p><b><u>Qualification:</u></b></p> <ul style="list-style-type: none"> <li>• Qualified Chartered Accountant/Cost Accountant/ MBA(Finance).</li> </ul> <p><b><u>Experience:</u></b></p> <ul style="list-style-type: none"> <li>• Having post qualification experience of more than three years in the field of financial modeling for tariff determination, should be fully conversant in the latest accounting, forex, taxation matters.</li> </ul> <p><b><u>Desirable:</u></b></p> <ul style="list-style-type: none"> <li>• Should have experience of tariff finalization in the Regulatory Sector or Power Sector.</li> <li>• Experience in carrying out economic analysis and use of statistical techniques as related to power sector</li> <li>• Engineering qualification would be an added advantage.</li> </ul>	Rs. 60,000 to 80,000 per month depending on qualification and experience.
Research Associate (Finance)	04	<p><b><u>Qualification:</u></b></p> <ul style="list-style-type: none"> <li>• Qualified Chartered Accountant/Cost Accountant/ MBA(Finance).</li> </ul> <p><b><u>Experience:</u></b></p> <ul style="list-style-type: none"> <li>• Having post qualification experience of one to three years in the field of financial modeling for tariff determination, should be fully conversant in the latest accounting, forex, taxation matters.</li> </ul> <p><b><u>Desirable:</u></b></p> <ul style="list-style-type: none"> <li>• Should have experience of tariff finalization in the Regulatory Sector or Power Sector.</li> <li>• Experience in carrying out economic analysis and use of statistical techniques as related to power sector</li> <li>• Engineering qualification would be an added advantage.</li> </ul>	Rs. 40,000 to 60,000 per month depending on qualification and experience.

3. **Scope of work for the Staff Consultant in Economics Wing:-**

CERC proposes to engage a Staff Consultant to be called as Senior Research Officer (Economics). The duties and responsibilities of such Senior Research Officer (Economics) shall include:-

- 3.1 Economic analysis & research related to power sector issues – tariffs, markets, fuel availability, open access, sharing of resources with States, etc;
- 3.2 Studying and suggesting measures for promoting completion, efficiency, and economy in activities being regulated by CERC;

- 3.3 Focused research on subjects such as: energy policy, DSM & energy efficiency, renewable energy based generation;
- 3.4 Work related to power market design, modification of market for physical delivery, introduction of new markets/products;
- 3.5 The consultants will work in a team of Chief Advisors, Senior Advisor and Dy. Chief(s) in the Economics wing of CERC and he/she shall be liable to carry out any other work as may be assigned to him/her by his seniors in the interest of the office.

3.6. **Qualification and experience required for Staff Consultant for Economics Wing:-**

Post	No. of Consultant	Qualifications, Experience & Competencies	Duties and Responsibilities	Consolidated Salary
Senior Research officer (Economics)	One	<p><b><u>Qualification:</u></b> Post Graduate Degree in Economics/Business Economics from recognized Institutes/Universities/ Bachelor's Degree in Engineering with MBA (Finance)/ MBA (Energy/Power Management) from reputed institutions.</p> <p><b><u>Experience:</u></b></p> <ul style="list-style-type: none"> <li>• Minimum of 5 years in the power sector with regulatory commissions, consultants, trader, or power exchange</li> </ul> <p><b><u>Competencies:</u></b></p> <ul style="list-style-type: none"> <li>• Ability to undertake independently, strategic studies in the power sector. Knowledge of working of power markets/power sector issues such as open access, tariff setting, competitive bidding, will be preferred.</li> <li>• Experience in carrying out economic analysis and use of statistical techniques as related to power sector</li> <li>• Strong Computer Skills,</li> <li>• Excellent written and verbal communication and presentation skills.</li> </ul>	<p>Designing and determining various escalation indices for tariff based competitive bidding. Regulatory impact assessment.</p> <p>Focused research - economic analysis of policy/regulatory issues such as: competitive bidding, escalation rate methodologies, peaking tariffs, resource allocation, discounting rates in competitive bidding, cost of service, distributed generation, open access, franchisee model, energy policy, DSM &amp; energy efficiency, renewable energy based generation, demand response.</p>	Rs. 80,000 to 120,000 per month depending on qualification and experience.

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 -hour lunch break. The personnel may be called on a Saturday, Sunday and other gazetted holidays, and asked to sit beyond normal working hours in case of exigency of CERC.

4.2 There will be a provision of 15 days leave in a year(in addition to the gazetted holidays applicable in CERC office) subject to prior sanction.

4.3 In case of tour outside Delhi, the Commission will reimburse the expenses for journey undertaken for official work by the Consultants as per the following entitlement:-

- |                         |   |                                                                                                                    |
|-------------------------|---|--------------------------------------------------------------------------------------------------------------------|
| Senior Research Officer | - | By air-Economy class/By train(AC-II), other facilities as per entitlements of Asstt. Chief level officers of CERC, |
| Research Officer        | - | By air-Economy class/By train(AC-II), other facilities as per entitlements of Sr. AO/PAO level officers of CERC,   |
| Research Associate      | - | By train(AC-II), other facilities as per entitlements CERC officers of the level of Private Secretary.             |

5. **Duration of contract:-**

The contract will be for a period of one year which can be extended for one more year at the discretion of the competent authority, depending on the performance of the Consultant and on the functional needs of CERC.

6. **Payment Terms:-**

The consultant shall be paid lump sum monthly remuneration (the agreed amount) on completion of the month.

7. **Termination of contracts:-**

The assignment may be terminated earlier by either employer or employee by giving one month's notice, or one month's salary in lieu thereof. Provided, in case of disciplinary action the notice period shall not apply to CERC.

8. Appointment under this assignment shall be on purely contract basis for a limited period only. Such appointment shall not vest any right to claim for regular appointment or continued contractual appointment in CERC.

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

10. CERC reserves the right not to fill up all or any of the above-mentioned positions.

11. Only short-listed candidates will be called for an interaction with the Selection Committee.

12. Interested and eligible candidates may send their applications, in the prescribed format to the Assistant Secretary, CERC, Ground Floor (Front side), Chanderlok Building, 36, Janpath, New Delhi-110001 by **18th June,2012 upto 6 P.M.**

Sd/-  
(Ramanuj Dey)  
Assistant Secretary(P&A)

**ANNEXURE -I**

**I. POST APPLIED FOR :**

- 01. Name of the Candidate :
- 02. Date of Birth :
- 03. Father's Name :
- 04. Permanent Address :
- 05. Contact address :
- 06. Tel No. :
- Mobile No. :
- email id :

**II. DETAILED RESUME:**

01. Previous experience of the candidate in this or related field in following format:

- a. Name of the Project/ Assignment :
- b. Duration :
- c. Brief about the Project/ Assignment :

02. Education and Experience :-

**(a) Academic Qualifications:-**

Degree	University	Institute	Field/Specialization	Year of Passing

(Attested photocopies of all Degree/certificate must be attached)

**(b) Experience:-**

Institution	Period	Area of Responsibility

(Attached additional sheet if necessary)

(c) Field of major interest

03. Expected salary :

04. Additional information (if any)

Place  
Date:

(Signature of the candidate)