



POWER FOUNDATION OF INDIA

B-28, Qutub Institutional Area, New Delhi-110016

Ref:PFI/HR/Rec/2026/03

Date: 9th July 2026

Job Description (JD)

Engagement of Expert – Hydro Sector (CPSE Executive)

Position: Expert (Hydro)

No of Post: 01

Mode of Engagement:

Consultancy/Expert Engagement on a Per-Day Basis under the applicable provisions of the Power Foundation of India (PFI) Rules for Engagement of Experts/Consultants.

Place of Posting

New Delhi. The selected expert may be required to undertake travel within India in connection with assignments of PFI.

Duration of Engagement

Initially for a period of two years, extendable based on performance, project requirements, and approval of the Competent Authority.

Objective of Engagement

To provide technical, policy and strategic advisory support to the Power Foundation of India in the areas of:

- Hydro Power Development.
- Pumped Storage Projects (PSPs).



- Small Hydro Projects.
- Hydropower Policy and Regulatory Issues.
- Project Monitoring and Evaluation.
- Capacity Building and Knowledge Management.
- Technical appraisal of reports, DPRs and studies.
- Coordination with Central/State Government agencies, CPSUs, utilities and multilateral organizations.

Key Responsibilities

The Expert shall:

1. Provide strategic and technical advice on Hydro Power and Pumped Storage Projects.
2. Review DPRs, feasibility reports, policy papers and technical reports.
3. Support preparation of policy recommendations and research publications.
4. Assist in project appraisal, monitoring and evaluation.
5. Provide expert inputs in workshops, conferences and stakeholder consultations.
6. Assist Ministries, CPSUs and State Utilities through PFI initiatives.
7. Develop knowledge products, case studies and best practice documents.
8. Advise on project planning, contracts, risk management and dispute resolution.
9. Mentor young professionals and technical teams.
10. Undertake any other assignments entrusted by PFI.

Eligibility Criteria

Educational Qualification

Bachelor's Degree in Civil Engineering/Electrical Engineering/Mechanical Engineering from a recognized University/Institute.

Preference shall be given to candidates possessing:

- Master's Degree in Engineering/Technology;



- MBA (Power Management)/Project Management;
- Specialized training in Hydro Power Development, Dam Engineering or Water Resources.

Experience

The applicant should:

- Be a Executive from a Maharatna/Navratna/Miniratna CPSE or Central Government organization in the Power Sector, preferably from NHPC, SJVN, THDC India Limited, NEEPCO, NTPC, POWERGRID, CEA, WAPCOS or equivalent organizations.
- Should have E-8 level or above/ DPE grade (or equivalent senior management position).
- Possess minimum 25 years of post-qualification experience in the Power Sector.
- Have at least 15 years of experience in Hydro Power Projects, including planning, design, construction, commissioning, operation & maintenance, project management or policy formulation.
- Have worked in at least two major Hydro/PSP projects during his/her career.
- Experience in liaison with Government Ministries, Regulatory Commissions, State Utilities and International Agencies shall be desirable.
- Experience in policy formulation, technical advisory, project monitoring, arbitration, contracts, environmental and statutory clearances shall be an added advantage.

Age Limit

Not more than 62 years as on the date of advertisement. Relaxation may be considered in deserving cases with approval of the Competent Authority.

Remuneration

The consolidated monthly consultancy fee for an Expert shall be last monthly Basic Pay drawn at the time of retirement. For part-time or short-term assignments, the consultancy fee shall be payable at 7% of the last monthly Basic Pay drawn for each day of engagement, subject to the condition that the total consultancy fee payable during a calendar month shall not exceed the last monthly Basic Pay drawn.



TA/DA for official travel shall be regulated as per PFI rules applicable to engaged experts.

Deliverables

The Expert shall submit:

- Technical advisory notes.
- Project review reports.
- Policy papers.
- Presentations and knowledge documents.
- Progress reports as assigned by PFI.

Other Conditions

1. The engagement shall be purely contractual.
2. The expert shall maintain confidentiality of all information and documents accessed during the assignment.
3. The expert shall avoid any conflict of interest and submit a declaration to this effect.
4. PFI reserves the right to terminate the engagement by giving one month's notice or payment in lieu thereof.
5. The engaged expert shall be governed by the terms and conditions prescribed by PFI from time to time.

Reporting

The Expert shall report to the Executive Director or any officer authorized by Director General, PFI.

TERMINATION OF AGREEMENT

With Notice:

A handwritten signature in black ink, consisting of a stylized 'S' or 'D' shape with a horizontal line extending to the right.

- a) This agreement is liable to be terminated by either parties, by mutual consent, by giving one month notice in writing to the other or one month consolidated professional fees in lieu of such notice.
- b) In case the Staff Consultant is unable to perform the assigned work or the work undertaken by then is not to the satisfaction of the Controlling officer/Competent authority in PFI, the Staff Consultant shall be liable to be terminated after one month notice in writing.

Without Notice:

- a) In case the Staff Consultant, despite notice as in para above, is unable to perform the given assignment to the satisfaction of the Controlling officer/Competent authority in PFI, consultant, shall be liable to be terminated in public interest, without any notice and without assigning any reason.
- b) In case the Staff Consultant is absent from duty, for a period of more than 30 days. without prior intimation/ prior sanction, shall be liable to be terminated, in public interest, without any notice and without assigning any reason
- c) On pre-mature termination of the assignment, PFI shall pay the Staff Consultant, the profession fees for the work performed by him till the date of such termination, after deductions, if any.
- d) 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 PFI.
- e) Relaxation in essential qualifications/experience can be considered in deserving cases.
- f) PFI reserves the right not to fill up all or any of the above positions, without assigning any reasons, what so ever.
- g) PFI reserves the right to increase or decrease the number of posts in any of the categories at any given time without assigning any reason.
- h) Exclusivity of Employment: While in employment with PFI, consultant will not, under any circumstances, be permitted to work for any other company, firm or persons either part time or full time, nor be associated as Advisor or Director or Partner whether paid or not for your services, without prior written permission from the Competent Authority of Power Foundation of India.
- i) Confidentiality & Non-Disclosure: Consultants shall not, either during or after the termination of this appointment, divulge or communicate to any other employee of the company or any other person or persons, any information gathered in the course of this appointment except in conformity with the internal regulations of the PFI in this regard nor shall you in any way at any time/s disclose, divulge or make public any information or matter concerning the technology, processes, accounts, transactions, dealings, trade secrets of the PFI whether the same may be confided in you or become known to you in the course of your employment with us or otherwise. Please note that successful candidates will be required to sign a Non-Disclosure Agreement (NDA) at the time of joining the Foundation.



Verification and Declaration:

- a) The selected Individual Consultant shall submit a self-declaration certifying that:
- No criminal case is pending against him/her; and
 - No disciplinary or appellate proceedings have been initiated or are pending before any Court of Law or authority.

In case any criminal case is pending or any punishment has been awarded, full details thereof shall be furnished. A provisional engagement letter may be issued on the basis of such self-declaration. Final confirmation shall be subject to the decision of the Competent Authority upon receipt of the Police Verification Report.

- b) The Competent Authority may, if deemed necessary, seek verification of the antecedents of the Individual Consultant from the concerned authorities within six (06) months of engagement. Upon receipt of a satisfactory verification report, the provisional engagement may be confirmed. In the event that any information furnished by the Consultant is found to be false, incorrect, or misleading, the Competent Authority shall cancel the engagement and may initiate appropriate civil and/or criminal proceedings, as deemed fit.

Selection Process:

- a) The selection process is through interaction. However, written examination shall be conducted, if required, based on the decision of the Selection Committee.
- b) Only candidates who strictly fulfil the eligibility criteria will be shortlisted and called for written examination and 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 the decision of PFI shall be final.
- h) Any matter not specifically covered under this notification shall be decided by the Director General, PFI and such decisions shall be final.





The candidates shall submit applications in the prescribed format by **29.07.2026** up to **06:00 P.M.** Incomplete applications or applications of candidates not having the requisite qualification/experience shall be rejected summarily.

The application format and details are available on the Power Foundation of India's website www.powerfoundation.org.in under the link "Careers".

A handwritten signature in black ink, which appears to read "Sudhir Kumar Thakur", is written over the date "9/7/2026".

(Sudhir Kumar Thakur)

Head-HR & Administration

