



टीएचडीसी इंडिया लिमिटेड  
**THDC INDIA LIMITED**  
(श्रेणी-क, मिनी रत्न, सरकारी उपक्रम)  
(Schedule "A" Mini Ratna Government PSU.)

Advt. No.-08/2025

Date:10.09.2025

**RECRUITMENT FOR THE POST OF ASSISTANT MANAGER IN DIFFERENT DISCIPLINES  
AND SENIOR MEDICAL OFFICER IN E-3 GRADE ON REGULAR BASIS ON ALL INDIA  
BASIS**

**Company Profile:**

THDC India Limited (THDCIL) is a premier power sector Public Sector Enterprise (PSE) and a consistently profit-making company. It was incorporated as a Public Limited Company in July 1988 under the Companies Act, 1956, with the primary mandate of developing, operating, and maintaining the 2400 MW Tehri Hydro Power Complex. Recognizing its operational excellence and strategic importance, the Government of India conferred "Mini Ratna – Category I" status on THDCIL in October 2009, followed by an upgrade to a Schedule 'A' PSU in July 2010.

Originally, the equity of the Company was held in the ratio of 75:25 between the Government of India and the Government of Uttar Pradesh (GoUP). Pursuant to a strategic disinvestment, a Share Purchase Agreement was signed on 25th March 2020 between NTPC Limited and the President of India for the acquisition of the Government of India's stake. As a result, THDCIL became a subsidiary of NTPC Limited, with the equity now held by NTPC Limited and GoUP in the ratio of 74.496% and 25.504%, respectively.

The Company's authorised share capital stands at ₹4,000 crore, with a paid-up capital of ₹3,665.88 crore. THDCIL began earning profits from the very first year (2006–07) of commercial operations of its flagship Tehri Hydro Power Plant (1000 MW), and it has since maintained a consistent track record of profitability.

Over the years, THDCIL has evolved into a multi-project, multi-state organization. The Company has also diversified into renewable energy and thermal power generation.

For further details of company profile and projects candidates may log on to [www.thdc.co.in](http://www.thdc.co.in)

**THDCIL invites applications on All India Basis from bright, dedicated, result oriented, energetic and dynamic candidates with good academic records & experience to join us as Assistant Managers in different disciplines and Senior Medical Officer on Regular Basis:**

**DETAILS OF POST**

| <b>Post Code</b> | <b>Name of the Post</b>                     | <b>No. of Post</b> | <b>UR</b> | <b>EWS</b> | <b>OBC (NCL)</b> | <b>SC</b> | <b>ST</b> |
|------------------|---------------------------------------------|--------------------|-----------|------------|------------------|-----------|-----------|
| 01               | Assistant Manager (Civil) in E-3 Grade      | 15                 | 06        | 02         | 04               | 02        | 01        |
| 02               | Assistant Manager (Electrical) in E-3 Grade | 10                 | 04        | 01         | 02               | 02        | 01        |
| 03               | Assistant Manager (Mechanical) in E-3 Grade | 10                 | 03        | 02         | 03               | 01        | 01        |
| 04               | Senior Medical Officer in E-3 Grade         | 05                 | 02        | NIL        | 02               | 01        | NIL       |

**Post Identified Suitable for Persons with Benchmark Disabilities Category:**

| <b>Post Code</b> | <b>Post Identified Suitable for</b>                                                               |
|------------------|---------------------------------------------------------------------------------------------------|
| 01               | b) D, HH<br>c) OA, OL, CP, LC, Dw , AAV<br>d) SLD, MI<br>e) MD Involving (b) to (d) above         |
| 02               | b) D, HH<br>c) OA, OL, BL, OAL, CP, LC, Dw, AAV<br>d) SLD, MI<br>e) MD involving (b) to (d) above |
| 03               | b) D, HH<br>c) OA, OL, LC, Dw, AAV<br>d) SLD, MI<br>e) MD Involving (b) to (d) above              |
| 04               | c) OA, OL, BL, LC, Dw, AAV<br>d) SLD<br>e) MD involving (c) to (d) above                          |

**Abbreviations:** B=Blind, LV=Low Vision, D=Deaf, HH=Hard of Hearing, OA=One Arm, BA=Both Arm, OL=One Leg, BL=Both Leg, OAL=One Arm and One Leg, BLOA= Both Legs and One Arm, BLA=Both Leg & Arm, LC=Leprosy Cured, Dw=Dwarfism, AAV=Acid Attack Victims, CP=Cerebral Palsy, MDy=Muscular Dystrophy, ASD=Autism Spectrum Disorder, SLD=Specific Learning Disability, MI=Mental Illness and MD=Multiple Disabilities.

**Vacancies earmarked for Persons with Benchmark Disabilities:**

| Post Code | PwBDs Category |            |            |                |
|-----------|----------------|------------|------------|----------------|
|           | Category a     | Category b | Category c | Category d & e |
| 01        | NIL            | 01         | NIL        | NIL            |
| 02        | NIL            | NIL        | 01         | NIL            |

**Note:**

- The vacancies for SC/ST/OBC(NCL)/ PwBDs/ EWS are reserved as per Government Guidelines/ Directives.
- The vacancies for PwBDs are reserved as per Government Guidelines. If there is no person with benchmark disability available for the post shall fill up the vacancy by appointment of a person, other than a person with benchmark disability.
- The total number of vacancies indicated above may increase/ decrease at the discretion of THDCIL Management.

**ELIGIBILITY CRITERIA**

| Post Code | Post Name                              | Job Specification/Eligibility Criteria                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
|-----------|----------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 01        | Assistant Manager (Civil) in E-3 Grade | <p><b>Essential Qualification:</b> Full Time B.E/B.Tech/B.Sc (Engg.)/in relevant Discipline from recognized University or institute recognized by appropriate statutory authority in India with not less than 60% marks.</p> <p>Relevant Discipline- Civil Engineering</p> <p><b>Post Qualification Experience:</b> Post Qualification Experience of 04 years in Executive/Officer cadre out of which atleast 03 years in the immediate lower grade/scale (IDA/CDA) IDA: 50,000-3%-1,80,000. OR Equivalent Level*</p> <p>*Private Sector/ Government Employees on Fixed Term Basis or Contractual Basis: Minimum monthly gross emolument of Rs 55,000/-</p> <p><b>Nature of Experience:</b> 04 years of Post Qualification Experience in any/combination of functional areas of Construction/Erection &amp; Commission/ O&amp;M/ Contract Management/ Contract Operation/ Project Monitoring &amp; Scheduling/ Design &amp; Engineering/ Corporate Planning/ Township Construction &amp; Maintenance/ Power Trading/ Commercial/ Risk Assessment and Mitigation/ Project Safety/ Project Services in minimum 100 MW Hydro Power Project/250 MW Thermal Power Plants /50 MW Solar Power Parks/50 MW Wind Power Plant/ in Large Infrastructure Company (Paid up Capital of atleast Rs 20 Crores/ Annual Turnover of not less than Rs 200 Crores) involved in National repute projects</p> <p><b>Upper Age Limit as on 01.07.2025:</b> 35 years</p> |

|    |                                             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
|----|---------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 02 | Assistant Manager (Electrical) in E-3 Grade | <p><b>Essential Qualification:</b> Full Time B.E/B.Tech/B.Sc (Engg.)/in relevant Discipline from recognized University or institute recognized by appropriate statutory authority in India with not less than 60% marks.</p> <p>Relevant Discipline- Electrical/ Electrical (Power)/ Electrical &amp; Electronics/ Power Systems &amp; High Voltage/ Power Engineering/ Electronics &amp; Instrumentation/ Electronics &amp; Instrumentation/ Instrumentation &amp; Control/ Electronics, Instrumentation &amp; Control.</p> <p><b>Post Qualification Experience:</b> Post Qualification Experience of 04 years in Executive/Officer cadre out of which atleast 03 years in the immediate lower grade/scale (IDA/CDA) IDA: 50,000-3%-1,80,000 OR Equivalent Level*</p> <p>*Private Sector/ Government Employees on Fixed Term Basis or Contractual Basis: Minimum monthly gross emolument of Rs 55,000/-</p> <p><b>Nature of Experience:</b> 04 years of Post Qualification Experience in any/combo of functional areas of Construction/Erection &amp; Commission/ O&amp;M/ Contract Management/ Contract Operation/ Project Monitoring &amp; Scheduling/ Design &amp; Engineering/ Corporate Planning/ Township Construction &amp; Maintenance/ Power Trading/ Commercial/ Risk Assessment and Mitigation/ Project Safety/ Project Services in minimum 100 MW Hydro Power Project/250 MW Thermal Power Plants /50 MW Solar Power Parks/50 MW Wind Power Plant/ in Large Infrastructure Company (Paid up Capital of atleast Rs 20 Crores/ Annual Turnover of not less than Rs 200 Crores) involved in National repute projects.</p> <p><b>Upper Age Limit as on 01.07.2025:</b> 35 years</p> |
| 03 | Assistant Manager (Mechanical) in E-3 Grade | <p><b>Essential Qualification:</b> Full Time B.E/B.Tech/B.Sc (Engg.)/in relevant Discipline from recognized University or institute recognized by appropriate statutory authority in India with not less than 60% marks.</p> <p>Relevant Discipline- Mechanical/ Production/ Industrial Engineering/ Mechanical &amp; Automation/ Production &amp; Industrial Engineering.</p> <p><b>Post Qualification Experience:</b> Post Qualification Experience of 04 years in Executive/Officer cadre out of which atleast 03 years in the immediate lower grade/scale (IDA/CDA) IDA: 50,000-3%-1,80,000 OR Equivalent Level*</p> <p>*Private Sector/ Government Employees on Fixed Term Basis or Contractual Basis: Minimum monthly gross emolument of Rs 55,000/-</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |

|    |                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
|----|-------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|    |                                     | <p><b>Nature of Experience:</b> 04 years of Post Qualification Experience in any/combination of functional areas of Construction/Erection &amp; Commission/ O&amp;M/ Contract Management/ Contract Operation/ Project Monitoring &amp; Scheduling/ Design &amp; Engineering/ Corporate Planning/ Township Construction &amp; Maintenance/ Power Trading/ Commercial/ Risk Assessment and Mitigation/ Project Safety/ Project Services in minimum 100 MW Hydro Power Project/250 MW Thermal Power Plants /50 MW Solar Power Parks/50 MW Wind Power Plant/ in Large Infrastructure Company (Paid up Capital of atleast Rs 20 Crores/ Annual Turnover of not less than Rs 200 Crores) involved in National reputed projects.</p> <p><b>Upper Age Limit as on 01.07.2025:</b> 35 years</p> |
| 04 | Senior Medical Officer in E-3 Grade | <p><b>Essential Qualification:</b> MBBS from institutes recognized by Medical Council of India.</p> <p>AND</p> <p>Registration in Medical Council of India.</p> <p><b>Post Qualification Experience:</b> Post Qualification experience of 05 years. (Internship training shall not be counted as experience)</p> <p><b>Nature of Experience:</b> Medical services in Govt. PSU or private hospitals/ dispensaries.</p> <p><b>Upper Age Limit as on 01.07.2025:</b> 37 years</p>                                                                                                                                                                                                                                                                                                        |

**IMPORTANT NOTE:**

- Qualification (Xth, XIIth and Essential Qualification) should be Full-Time & Regular and from an Indian University/Institute recognized by AICTE appropriate statutory authority.
- Candidates with 59.99% in Essential Qualification are not eligible and the same shall not be rounded off to 60%.
- For total emolument proof, candidates from Private Sector shall mandatorily submit the certificate regarding total emolument of candidate duly signed and issued by the Employer.
- Experience certificate should clearly mention the following:
 

|                                                                                                                                                                                                                                                                                                                                                  |   |                                |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---|--------------------------------|
| <ol style="list-style-type: none"> <li>(i) Name and Designation</li> <li>(ii) Department</li> <li>(iii) Date of Joining</li> <li>(iv) Date of Relieving (if applicable)</li> <li>(v) Pay Scale/ CTC (as applicable)</li> <li>(vi) Cadre – Executive/Officer.</li> <li>(vii) Type of Power Sector</li> <li>(viii) Nature of Experience</li> </ol> | } | Not required for Post Code-04. |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---|--------------------------------|

5. Candidates having experience of Apprenticeship training (as per The Apprenticeship Act 1961) in relevant field as mentioned above will be treated as work experience.
6. Candidates having experience as Management Trainee/Executive Trainee/Engineer Trainee/ Graduate Engineer Trainee OR Internship OR Academic roles such as teaching, research work, JRF/SRF, PhD scholar, or project work during graduation/post-graduation/PhD will not be treated as work experience.
7. The candidate from private sector should also submit the Form 16 of FY 2024-2025 related to income tax return.

In case Form 16 is not available for FY 2024-2025 in following scenario, candidate shall submit as applicable below:

| SL.NO | SCENARIO                                                                                 | DOCUMENTS REQUIRED                                                                                                             |
|-------|------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------|
| (i)   | If income amount has tax liability zero and Form 16 is not issued by employer.           | Upload the document regarding ITR filed for the financial year 2024-2025                                                       |
| (ii)  | If the income slab is below basic exemption limit and ITR is not mandatory               | Salary Slip of last 12 months (for FY 2024-2025) verified by the employer                                                      |
| (iii) | If candidate is not currently working but is having the required experience for the post | Candidate needs to submit their last Form 16 issued by employer or case as mentioned in point (i) or (ii) above as applicable. |

8. Candidate should submit documents proof issued from employer of existing Pay Scale/CTC/ Monthly Gross emolument (whichever is applicable)
9. For the candidate having work experience in Large Infrastructure Company, the candidate has to submit the supporting document regarding Paid up Capital/Annual Turnover for all such companies as mentioned in their online application form.

### RELAXATION & CONCESSION

1. Reservation to SC/ST/ OBC (Non-Creamy Layer)/PwBDs (Degree of Disability 40% or above)/ Ex-Servicemen will be provided as per Government of India directives/guidelines wherever the vacancy is reserved.
2. Category (SC/ST/OBC(NCL)/PwBDs/ Ex-Servicemen /EWS) once filled in the online Registration form will not be changed and no benefit of the category will be admissible later on.
3. For Departmental Candidates (only THDCIL Regular Employees) relaxation/concession shall be as per THDCIL Direct Recruitment Procedure Manual and Policy Statement on Manpower Recruitment.
4. For SC/ST/PwBDs candidates only 50% is required in Essential Qualification wherever the vacancy is reserved

5. Relaxation/concession to SC/ST/ OBC(NCL)/PwBDs/ EWS/ Ex-Servicemen shall be as per Government of India Directives.
6. Relaxation in length of experience prescribed will be given to SC/ST candidates by one year where the requirement is more than three years.

### **SELECTION PROCESS**

1. In order to restrict the number of candidates, if so required, the management reserves the right to conduct multi-stage selection process which may comprise of Application shortlisting/screening (based on essential qualification, number of years of post-qualification experience etc.) screening test and personal interview as per requirement.
2. In case screening test is conducted, the same shall be qualifying in nature (50% for UR/EWS/OBC(NCL) and 40% for SC/ST/PwBDs where vacancy is reserved for respective category) and candidates qualified in screening test shall be shortlisted for interview based on their marks in the screening test and in the prescribed ratio decided by the management. The screening test shall be for elimination purpose only and will not have any weightage in final merit. Selection shall be done based on marks secured in interview only, the selection process for that post code shall comprise of Personal Interview only.

#### **FOR ASSISTANT MANAGER IN DIFFERENT DISCIPLINES IN E-3 GRADE**

- (i) Candidates must qualify Screening Test to be shortlisted for the Personal Interview
- (ii) Candidates must qualify in the Personal Interview in order to be considered for empanelment. The Qualifying percentage marks in the interview for different categories are as mentioned below:

| <b>CATEGORY</b>               | <b>QUALIFYING PERCENTAGE MARKS</b> |
|-------------------------------|------------------------------------|
| Unreserved (UR)/EWS/ OBC(NCL) | 50%                                |
| SC/ST/PwBDs/Ex-Servicemen*    | 40%                                |

\*wherever vacancy is reserved for the respective category

- (iii) For calculation of final score of the candidate for empanelment, the weightage of marks obtained in Personal Interview shall be considered as indicated below:

| <b>Criteria</b>    | <b>Weightage</b> |
|--------------------|------------------|
| Personal Interview | 100%             |

- (iv) The offer of appointment shall be issued to the suitable candidates in the order of category wise merit.

### **FOR SENIOR MEDICAL OFFICER IN E-3 GRADE**

- (i) For the post of Senior Medical Officer in E-3 Grade, no screening test.
- (ii) Candidates must qualify in the Personal Interview in order to be considered for empanelment. The Qualifying percentage marks in the interview for different categories are as mentioned below:

| CATEGORY                      | QUALIFYING PERCENTAGE MARKS |
|-------------------------------|-----------------------------|
| Unreserved (UR)/EWS/ OBC(NCL) | 50%                         |
| SC/ST/PwBDs/Ex-Servicemen*    | 40%                         |

\*wherever vacancy is reserved for the respective category

- (iii) For calculation of final score of the candidate for empanelment, the weightage of marks obtained in Personal Interview shall be considered as indicated below:

| Criteria           | Weightage |
|--------------------|-----------|
| Personal Interview | 100%      |

- (iv) The offer of appointment shall be issued to the suitable candidates in the order of category wise merit.

### **TEST CENTRES**

1. Test Centres for Screening Test are- (i) NCR Region (Delhi/Noida) (ii) Dehradun (iii) Lucknow and (iv) Chandigarh (v) Chennai (vi) Hyderabad (vii) Ranchi (viii) Kolkata.
2. THDC India Limited reserves the right to cancel or add any centre depending on response of candidates for that area/centre.
3. Test Centre once allotted will not be changed under any circumstances and no request in this regard shall be entertained.
4. Admission to the test centre will be on production of E-Admit Card which is to be downloaded from our website by the candidate and will not be sent via post/mail.

### **INFORMATION RELATED TO ENGAGEMENT OF SCRIBES**

- The facility of Scribe should be allowed to any person with benchmark disability as defined under 2 (r) of the RPwD Act, 2016 and has limitation in writing including that of speed if so desired by him/her. In case of Persons with Benchmark Disabilities in the **category of blindness, locomotor disability (both arms affected- BA) and cerebral palsy**, the facility of scribe shall be given, if desired by the person.  
In case of other category of Persons with Benchmark Disabilities, the provision of scribe can be allowed on production of a certificate to the effect that person concerned has physical limitation to write and scribe is essential to write examination on his/her behalf from the Chief Medical Officer/Civil Surgeon/ Medical Superintendent of a Government Health Care as per proforma at APPENDIX-I.

- Guidelines for conducting written examination for persons with specified disabilities covered under the definition of Section 2(s) of the RPwD Act, 2016 but not covered under the definition of Section 2(r) of the said Act, i.e. persons having less than 40% disability and having difficulty in writing.

The facility of scribe shall be granted solely to those having difficulty in writing subject to production of a certificate to the effect that person concerned has limitation to write and that scribe is essential to write examination on his/her behalf from the competent medical authority of a Government healthcare institution as per proforma at APPENDIX-II.

**NOTE: The certificate for scribe in attached proforma (APPENDIX I/II as applicable) has to be produced at the time of Screening Test.**

## HEALTH STANDARDS

No person shall be appointed in the service of the Company unless such person has been certified by a duly qualified and registered medical practitioner or medical board or Chief Medical Officer or Civil Surgeon of a Govt. Hospital as approved by the Company to be medically fit to discharge his duties, except that in case of persons appointed from the Government or Public Enterprises such a certification, at the option of the Company will not be necessary, if he had been earlier medically examined for the previous employment.

## COMPENSATION PACKAGE

**The organization offers a very attractive pay package and is one of the best in the Power Sector Industry.**

The selected candidates for the post of **Assistant Manager in different disciplines and Senior Medical Officer in E-3 Grade** will be placed at minimum basic pay of **Rs. 60,000 in the pay scale of Rs. 60,000-3%-1,80,000 (IDA)**. **Selected candidates will be in probation for a period of 1 year from date of joining and on successful completion of probation period the candidate shall be regularized in same pay grade (i.e E-3 Grade in Pay Scale of 60,000-3%-1,80,000).**

**Protection of Basic Pay in the case of PSU and Govt. Employees as per DPE Guidelines issued from time to time.**

The Compensation Package shall include Basic Pay, Dearness Allowance, Perquisites and Allowance @ 35% of basic pay as per cafeteria, Performance Related Pay, Company Leased Accommodation /Company Quarters or HRA, Reimbursement of monthly conveyance, expenditure, mobile instrument facility and communication charges reimbursement etc. will be admissible as per company rules in force from time to time.

The Corporation also offers excellent facilities like short and long term Loans & Advances including House Building Advance, Car Loan, Computer/ Laptop Loan, Medical facilities, Group Insurance, PF, NPS, Gratuity and Pension, Post-Retirement Medical Benefits etc.

## CAREER PROGRESSION

The Selected candidates shall be eligible to qualify in zone of promotion to the post of Deputy Manager in E-4 Grade (Rs 70,000-3%-2,00,000) after 4 years as per existing THDCIL Promotion Policy.

## PLACEMENT

The selected candidates are liable to be posted/transferred to at any of the Projects, Stations, Offices, JV's, Subsidiaries of THDCIL within India and abroad.

## REGISTRATION FEES

- Rs. 600/- (Rupees Six Hundred Only) shall be payable by candidates belonging to General and OBC/EWS category through online mode.
- No fee for SC/ST/PwBDs/Ex-Servicemen/Departmental candidates/Candidates belonging to Doob Kshetra/ Project Affected Area Families of THDC Projects.

## GENERAL INFORMATION AND INSTRUCTIONS

1. Only Indian Nationals are eligible to apply.
2. The candidate should ensure that he / she fulfills the eligibility criteria and other norms mentioned in this advertisement. If a candidate is shortlisted based on the information given by him/ her and does not fulfill the same/ meet the criteria, he/she will not be allowed for Personal Interview.
3. Qualification (Xth, XIIth and Essential Qualification) should be Full-Time & Regular and from an Indian University/Institute recognized by AICTE appropriate statutory authority.
4. Computation of age and experience shall be done as on **01.07.2025**.
5. Candidates having experience as Management Trainee/Executive Trainee/Engineer Trainee/ Graduate Engineer Trainee OR Internship OR Academic roles such as teaching, research work, JRF/SRF, PhD scholar, or project work during graduation/post-graduation/PhD will not be treated as work experience.
6. While applying for the post, the applicant should ensure that he/she fulfills the eligibility and other norms mentioned above, as on the specified dates and that the particulars furnished are correct in all respects. In case it is detected at any stage of recruitment that a candidate does not fulfil the eligibility norms and/or that he/she has furnished any incorrect/false information or has suppressed any material facts, his/her candidature will stand automatically cancelled. If any of the above shortcomings is/are detected even after appointment his/her services are liable to be terminated without any notice. Canvassing in any form shall disqualify the candidate.

7. The mere fact that a candidate has submitted application against the advertisement and apparently fulfilling the criteria as prescribed in the advertisement would not bestow on him/her the right to be definitely called for interview/considered further for selection process.
8. Canvassing in any form shall disqualify the candidate.
9. Candidates claiming to belong to any particular category shall/ necessarily furnish valid EWS/ OBC (NCL)/SC/ST/ PwBDs Certificate, as the case may be, from Competent Authority. For posts where there are **identified vacancies** for OBC (NCL)/SC/ST/ PwBDs/EWS candidates, are required to submit requisite certificate in the latest prescribed format of Government of India, issued in the current year only (i.e 2024-2025) .Relaxation can be extended in case of **vacancies identified** for SC/ST/OBC (NCL)/PwBDs/EWS candidates. The upper age limit shall be relaxed by 05 years for SC/ST/, 03 years for OBC (NCL) candidates. It shall be relaxed by 10 years for PwBD-General/EWS, 13 years for PwBDs for OBC (NCL) and 15 years for PwBDs- SC/ST candidate. The OBC candidates who belong to “Creamy Layer” are not entitled for concession admissible to OBC-category and such candidates have to indicate their category as General. Age Relaxation for the candidates who had ordinary been domiciled in the State of Jammu & Kashmir from 01.01.1980 to 31.12.1989 and for Ex-Servicemen (Ex-SM) will be as per Government of India guidelines/directives.
10. The validity of the certificate, if any, will as per Government of India rules as amended from time to time. Like the EWS Candidate must be in possession of an income and Asset Certificate for the year 2025-2026 based on income assessment for the year 2024-2025 on or before closing date of application. For OBC (NCL) category, candidates must in possession of valid OBC (NCL) certificate in the prescribed format issued in the financial year 2025-2026.
11. Format prescribed for furnishing certificates for SC/ST, OBC, EWS and PwBDs (as applicable for the relevant PwBDs category), formats are available in THDCIL website [www.thdc.co.in](http://www.thdc.co.in) .
12. The closing date for receipt of application will be treated as the date reckoning for SC/ST/OBC(NCL)/EWS/PwBDs status of the candidate and the candidate should be in possession of necessary certificate as on this date.
13. In case Caste /Category Certificate is issued in a language other than Hindi or English, candidates are advised to produce a certified translation of the same in either Hindi or English language at the time of document verification
14. Candidates belonging to **Doob Kshetra/THDCIL Project Affected Area Family** the certificate shall be valid only if the same is issued by **Special Land Acquisition Officer (SLO) duly verified by concerned District Authority**.
15. Candidates shall be required to bring a valid photo ID to the interview. Photocopies of the original identification document shall not be acceptable. Candidates will not be permitted to appear for the Group Discussion/Personal interview if original and valid photo identification is not presented.

16. Candidates are advised to keep their e-mail ID, Mobile No. active at least for one year. No change in e-mail ID and Mob. No. will be allowed once entered. All future correspondence shall be sent via e-mail/ or SMS only.
17. All information regarding this recruitment process shall be made available in the recruitment section of our website <http://www.thdc.co.in> and no separate communication shall be made. Applicants are advised to check the website periodically for updates related to recruitment process.
18. **Candidates working in Govt./PSU are required to forward their applications through proper channel at time of applying for the post and are required to produce "No objection Certificate" from the present employer at the time of Personal Interview.**
19. **Internal (Departmental) Candidates may apply as per the provision mentioned in THDCIL Recruitment Policy and Procedures. Applications not received as per procedure mentioned in the THDCIL Recruitment Policy and Procedures shall not be considered.**
20. Candidates employed with Government Departments/PSUs/Autonomous Bodies will be required to submit relieving letter from current organization at the time of joining if selected for the post.
21. Depending on the requirement THDCIL reserves the right to cancel / restrict /curtail/enlarge / modify / alter the recruitment/ selection process and number of vacancies, if need so arises, without issuing any further notice or assigning any reason thereafter.
22. THDCIL relevant rules shall be applicable to the recruitment process as in force from time to time.
23. **For technical queries/clarifications relating to the filling up of the online application, please feel free to contact the Grievance /Help Desk portal available in the application portal.**
24. Any proceeding in respect of any matter of claim or dispute arising out of this advertisement and/or an application response there to can be instituted only in Dehradun (Uttarakhand) and Court/tribunals/ forums at Dehradun (Uttarakhand) only shall have sole exclusive jurisdiction to try any such cause/dispute.
25. In case any ambiguity/ dispute arises on account of interpretation in versions other than English, the English version will prevail.
26. Application registered without/ incomplete documents shall be summarily rejected even though registration number has been generated. Candidate should not send any documents/certificates or print out of Registration slip/form through post.
27. Management reserves right to call for any additional documentary evidence in support of education, experience, CTC, pay scale, etc.
28. In case of any doubt arising with regard to any of the provisions under this advertisement, the final authority of interpretation will vest in the Appointing Authority whose decision will be final.
29. No TA/DA shall be paid to candidates for appearing in Screening Test

## IMPORTANT DATES

| Sl.No. | Particulars                    | Date & Time                                         |
|--------|--------------------------------|-----------------------------------------------------|
| 1.     | Opening of Online Registration | Tentatively in 1 <sup>st</sup> week of October 2025 |

**Note:**

- 1. Applicants are advised to check the Career section of our website regularly for any updates.*
- 2. In order to avoid last minute rush, the candidates are advised to apply early enough. THDCIL will not responsible for network problems or any other problem in submission of online application.*
- 3. Registration Fee once paid will not be refunded under any circumstances.*
- 4. Application form submitted without Registration Fee will be considered as incomplete and shall be summarily rejected as per point no 26 of General Information and Instructions.*

**IMPORTANT NOTICE TO ALL CANDIDATES**

All future announcements pertaining to the above vacancy notification would be published in THDCIL website ([www.thdc.co.in](http://www.thdc.co.in)) and not on any other website/medium.

**BEWARE OF FRAUDULENT OFFERS**

It has been brought to our notice that some unscrupulous individuals/criminal elements are attempting to defraud jobseekers/general public by issuing fake engagement or appointment letters, assuring jobs etc. in THDC India Limited. It may be noted that THDC India Limited has well laid out and transparent policies, procedures and engagement/appointment letters are issued by the Company to selected candidates at the conclusion of such a process. THDC India Limited does not authorize any person/organization outside of THDC India Limited to offer any job on its behalf.

Through this public notice, THDC India Limited warns all job seekers/general public to be vigilant against such unscrupulous elements and reject such engagement/appointment letters, assurance of jobs etc. in the Company. THDC India Limited will not be responsible for any loss/damage suffered either directly or as a consequence of such fake offers from any source whatsoever.

## APPENDIX-I

### Certificate regarding physical limitation in an examinee to write

This is to certify that, I have examined Mr/Ms/Mrs.....  
(name of the candidate with disability), a person with .....  
(nature and percentage of disability as mentioned in the certificate of disability), S/o / D/o  
..... a resident of  
..... (Village/District/State) and to  
state that he/she has physical limitation which hampers his/her writing capabilities owing to  
his/her disability.

Signature

Chief Medical Officer/ Civil Surgeon/ Medical Superintendent

of a Government Health Care Institution

Name & Designation

Name of Government Hospital/ Health Care Centre with Seal

Place:

Date:

NOTE: Certificate should be given by a specialist of the relevant stream/ disability

(eg. Visual Impairment- Ophthalmologist, Locomotor disability- Orthopedic specialist/ PMR)

## APPENDIX-II

Certificate for person with specified disability covered under the definition of Section 2 (s) of the RPwD Act, 2016 but not covered under the definition of Section 2(r) of the said Act, i.e. persons having less than 40% disability and having difficulty in writing

1. This is to certify that, we have examined Mr/Ms/Mrs ..... (name of the candidate), S/o /D/o .....  
a resident of .....  
(Vill/PO/PS/District/State), aged ..... yrs, a person with ..... (nature of disability/condition), and to state that he/she has limitation which hampers his/her writing capability owing to his/her above condition. He/she requires support of scribe for writing the examination.
2. The above candidate uses aids and assistive device such as prosthetics & orthotics, hearing aid (name to be specified) which is /are essential for the candidate to appear at the examination with the assistance of scribe.
3. This certificate is issued only for the purpose of appearing in written examinations conducted by recruitment agencies as well as academic institutions and is valid upto \_\_\_\_\_ (it is valid for maximum period of six months or less as may be certified by the medical authority)

Signature of medical authority

| (Signature & Name)                                                                   | (Signature & Name)                                                                  | (Signature & Name)         | (Signature & Name)                    | (Signature & Name)                                    |
|--------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|----------------------------|---------------------------------------|-------------------------------------------------------|
| Orthopedic /PMR specialist                                                           | Clinical Psychologist/ Rehabilitation Psychologist/ Psychiatrist / Special Educator | Neurologist (if available) | Occupational therapist (if available) | Other Expert as nominated by the Chairperson (if any) |
| (Signature & Name)                                                                   |                                                                                     |                            |                                       |                                                       |
| Chief Medical Officer/ Civil Surgeon/ Chief District Medical Officer.....Chairperson |                                                                                     |                            |                                       |                                                       |

Name of Government Hospital/Health Care Centre with Seal

Place:

Date: