

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

No. ADMN-11017/9/2024-CERC

Dated 15th October, 2025

“Engagement of Staff Consultants in CERC”.

1.0 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.

1.2 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.

1.3. Central Electricity Regulatory Commission has, therefore, felt the need for engaging Staff Consultants and in accordance with the CERC (Appointment of Consultants) (Amendment) Regulation, 2010 as amended from time to time. The Staff Consultants proposed to be engaged by the Commission would assist and augment the work of the Commission and for strengthening Policy, Regulation and Market Research and in discharge of its multifarious functions.

2.0 Scope of work for Staff Consultant: The duties of the Staff Consultants shall mainly include as under:-

2.1 ENGINEERING DIVISION & RESEARCH WING

- a) Matters related to tariff (tariff petitions, review petitions, truing up petitions) in case of Thermal, Hydro and Transmission assets of CPSUs, Private companies and Transmission licensees. Matters related to petitions on open access, UI and Regulation.
- b) To carry out Engineering/Technical analysis.
- c) Provide input on engineering aspects for framing various regulations/ amendments.
- d) Scrutinizing applications for inter-state transmission licenses.
- e) Power system studies related to sharing of inter-state transmission charges and losses.
- f) Scrutinizing applications for adoption of tariff in case of case-1 and case-11 bidding and inter-state transmission licensees.
- g) Matters related with generic tariff from the renewable source of energy.
- h) Matter related with legal issues in respect of Appellate Tribunal for Electricity, High Courts and Supreme Court.
- i) Providing input for Parliament Questions, Annual Report, Performance Budget of Ministry of Power, Parliament Standing Committee Questionnaires.
- j) To undertake various studies and analyses, co-ordinate with professional consultants such as bench-marking of capital cost, study of O&M expenses, increase in ROE in case of Hydro Project etc.
- k) Other works as may be assigned from time to time

2.2 ECONOMICS DIVISION

- a) Economic analysis and research related to power sector issues – tariffs, markets, fuel availability, open access, etc;
- b) Preparation of weekly, monthly, and annual reports on short-term transactions of electricity as part of market monitoring.
- c) Monitoring of compliance as per trading license regulations and trading margin regulations and power market regulations.
- d) Work related to Market Surveillance and Oversight of power markets
- e) Statistical Analysis of energy prices
- f) Work related to functioning of power exchange and traders
- g) Any other work as assigned by the Commission.

2.3 ACCOUNTS DIVISION

- a) Well versed with Knowledge of Accounting Standards, preparation and finalisation of Financial Statements of autonomous bodies/PSUs.
- b) Proficiency in handling Tally ERP 9, Excel and MS Word.
- c) Working knowledge of MIS, preparation of various reconciliations including BRS.
- d) Knowledge of Income Tax rules & regulations, filing of GST & TDS Returns.

3. **Qualification and experience required for Staff Consultants: -**

3.1 **ENGINEERING DIVISION & RESEARCH WING**

Level of Staff Consultant	No. of Posts	Qualifications, Experience	Consolidated professional fees*
Senior Research Officer (Engg.)	01	<u>Qualifications:</u> - Graduate in Engineering or equivalent. - Candidate with Master's in Engineering/Power Management will be added advantage <u>Experience:</u> - Post-qualification experience of more than eight years in the field of hydro or thermal generation or transmission or power system planning and load flow studies. Should be fully conversant with the power plants and its auxiliaries or the transmission system. - Weightage will be given to candidates with higher experience. <u>Desirable:</u> - Experience in tariff determination in the Regulatory set up in Power Sector or framing of Regulations. - Preference will be given to candidates with qualification in Electrical or Mechanical Engineering. <u>Competencies:</u> The consultant should have knowledge of: - Relevant legislation of the power sector in India; - Policy and regulatory knowledge of the power sector; - Knowledge of the electricity markets, power system operation, scheduling and dispatch of electricity, generation, transmission and distribution of electricity; - Ability to undertake research and analysis on the power sector issues and prepare the report within time-bound manner; - Expertise in MS-Excel, MS-Word Power PowerPoint/other presentation Apps is mandatory. The candidate should be proficient in report writing and presentation preparation. - Capability to work on challenging tasks and market pressure.	Rs. 94,000 to 1,25,000 per month

Research Officer (Engg.) / Research Officer (Research Wing)	02	<u>Qualifications:</u> - Graduate/ Diploma holders in Engineering or equivalent. - Candidate with Master's in Engineering/Power Management will be added advantage <u>Experience:</u> - Post-qualification experience of more than four years (more than seven years for Diploma Holders) the field of hydro or thermal generation or transmission or power system planning and load flow studies. Should be fully conversant with the power plants and its auxiliaries or the transmission system. - Weightage will be given to candidates with higher experience. <u>Desirable:</u> - Experience in tariff determination in the Regulatory set up in Power Sector or framing of Regulations. - Preference will be given to candidates with qualification in Electrical or Mechanical Engineering. <u>Competencies:</u> The consultant should have knowledge of: - Relevant legislation of the power sector in India; - Policy and regulatory knowledge of the power sector; - Knowledge of the electricity markets, power system operation, scheduling and dispatch of electricity, generation, transmission and distribution of electricity; - Ability to undertake research and analysis on the power sector issues and prepare the report within time-bound manner; - Expertise in MS-Excel, MS-Word Power PowerPoint/other presentation Apps is mandatory. The candidate should be proficient in report writing and presentation preparation. - Capability to work on challenging tasks and market pressure.	Rs. 64,000/- to Rs. 1,10,000/- per month
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Research Associate (Engg.)	03	Qualifications: Graduate/ Diploma holders in Engineering or equivalent. Experience: Post-qualification experience of zero to three years (more than six years for Diploma holders) in the field of power sector in hydro or thermal generation or transmission or power system planning and load flow studies. Should be fully conversant with the power plants and its auxiliaries or the transmission system. - Weightage will be given to candidates with higher experience. Desirable: - Experience in tariff determination in the Regulatory set up in Power Sector or framing of Regulations. - Preference will be given to candidates with qualification in Electrical or Mechanical Engineering. - Expertise in MS-Excel, MS-Word Power Point/other presentation Apps is mandatory. The candidate should be proficient in report writing and presentation preparation.	Rs. 45,000 to Rs. 80,000 per month
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3.2 ECONOMICS DIVISION

Category of consultants	No. of Posts	Qualifications and Experience	Consolidated professional fees*
Sr. Research Officer (Eco.)	01	Essential Qualifications: - Post Graduate degree in Economics or Bachelor's Degree in Engineering with MBA - Candidate with Ph.D(Eco) will be added advantage Experience: Post-qualification experience of more than eight years in the power sector/regulatory bodies/Research institutes dealing with economic analysis. Competencies Candidates with a minimum of 2 years' experience in the Electricity Market would be given preference. - Weightage will be given to candidates with higher experience. Expertise in MS-Excel, MS-Word Power Point/other presentation Apps is mandatory. The candidate should be proficient in report writing and presentation preparation.	Rs. 94,000 to 1,25,000 per month

Research Officer (Eco.)	01	Essential Qualifications: - - Post Graduate degree in Economics or Bachelor's Degree in Engineering with MBA - Candidate with Ph.D(Eco) will be added advantage Experience & Competencies: - Experience: Post-qualification experience of more than four years in the power sector/regulatory bodies/Research institutes dealing with economic analysis. Competencies Candidates with minimum of 2 years' experience in the Electricity Market would be given preference. - Weightage will be given to candidates with higher experience. Expertise in MS-Excel, MS-Word Power Point/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
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3.3 ACCOUNTS DIVISION

Level of Staff Consultant	No. of posts	Qualifications, Experience	Consolidated professional fees*
Research Associate (Accounts)	01	Qualification: Chartered Accountant Experience: 0-3 years' experience in Accounting and Taxation matters. - Weightage will be given to candidates with higher experience. Competencies: - Strong analytical skills Expertise in MS-Excel, MS-Word Power Point/other presentation Apps is mandatory. The candidate should be proficient in report writing and presentation preparation. - Preference would be given to individuals having working experience in Govt / Autonomous Bodies in Accounting/ Taxation matters as specified in the scope of work.	Rs. 45,000/- to Rs. 80,000/- per month

* Monthly fee paid shall be excluding G.S.T, if applicable. Consolidated salary shall be fixed taking into consideration the average salary drawn during last three months 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. Un utilised leave shall not be carried forward to the next calendar year and is not en-cashable. 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 ; By train(AC-II tier),
- (b) 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, 2010 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 of Engineering/Research Wing and Economic Division 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 party, by mutual consent, by giving one month notice in writing or month to the other or one month consolidated professional fees in lieu of such notice. In case, any consultant chooses to leave CERC within one year, they may have to serve 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 professional fees for the work performed by him 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 will be shortlisted and called for the written examination, which will include report writing and presentation on a given topic on the spot.
- c. Only the candidates who qualify in the written examination will be called for interaction and presentation.
- d. The final selection of the candidates shall be based on the ranking/merit of combined score of the qualification, experience, 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 past six months, 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 apply online through CERC's official website <http://cercind.gov.in/vacancy.html>. The applicants are also requested to submit a hard copy of the application in the prescribed proforma, given in Annexure-I, to the Dy. Chief (Admin.), 8th Floor, Tower-B, World Trade Centre, Nauroji Nagar, New Delhi 110029 by **14th November, 2025 by 5.00 PM**. Incomplete applications or applications received after the due date will be rejected.

Note: Those candidates who wish to apply for more than one vacancy need to fill separate application forms for each post.



(Rajiv Kumar)
Deputy Chief (Admin)

ANNEXURE – I**POST APPLIED FOR :****I Personal Details****Recent passport size
colour photo****RESUME**

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. years	Institute/ University of College	Year of passing	Regular Distance education	% of marks	Subjects specialized	Achievements, if any

(Attach self-attested copy of certificates)

(b) Diplomas, if any.

(Attach self attested copy of certificates)

Course and No. of years	University / College / Institute	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	Detail of Salary	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 attach a sample copy of a report prepared by the candidate.

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

Date :

(Signature of the candidate)