

Notice Inviting Applications
For
Engagement of Individuals
by
Rewa Ultra Mega Solar Limited (RUMSL)

NIT No. F/RUM/2022/REP/01-003/567

Issue date:10.10.2022

RFP issued By
Rewa Ultra Mega Solar Limited

OFFICE OF THE EXECUTIVE ENGINEER,
REWA ULTRA MEGA SOLAR LTD., Bhopal (M.P.)
Urja Bhawan, near - 5 no. bus stop, Shivaji Nagar,
Bhopal – 462016

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Notice Inviting Applications for “Engagement of individuals by RUMSL in the state of Madhya Pradesh, India

1. Background

- 1.1. Government of India has approved various large-scale solar parks in the state of Madhya Pradesh, which includes 1500 MW Agar Shajapur Neemuch Solar Parks, 600 MW Omkareshwar Floating Solar Park, 950 MW Chhatarpur Solar Park, and 1400 MW Morena Solar Park. RUMSL is involved in developing and facilitating large-scale renewable power projects in Madhya Pradesh.
- 1.2. As Solar Power Park Developer (SPPD), RUMSL is required to coordinate with multiple agencies such as, Regulatory Commission(s), Transmission Companies, Revenue Department, Public Works Department, Rural Road Development Authority, Public Health and Engineering Department etc. Inter-departmental coordination is key to success for the timely completion of the Project, that are strategic in the nature. Therefore, RUMSL wish to onboard energetic, enthusiastic, and dynamic individuals to drive the projects activity and perform to excel in this emerging sector of renewable energy.
- 1.3. This RFP has been published with objective to engage individuals in the areas mentioned in this document to support RUMSL in carrying out smooth execution of the project-related activities.

2. Conditions of Eligibility

- 2.1. The individual must meet the qualification and experience requirements mentioned in the **Annexure 1: Qualification requirements** corresponding to the profile of interest. Applications of only those individuals who satisfy **Essential Qualifications** and **Essential Experience/skills** will be considered for further evaluation.
- 2.2. The selected individual consultants shall present the original documents corresponding to the submitted copies of the documents during the process of selection as well as on the date of joining.

3. Schedule of Selection Process

A	Issue of RfP Document	10/10/2022
B	Time and date for submission of application	On or before 15:30 Hrs. of 11/11/2022 Hard copy of the Applications complete in all respect should be addressed to Executive Engineer, RUMSL, submitted to Rewa Ultra Mega Solar Limited, Urja Bhawan, Shivaji

		Nagar, Bhopal, 462016 on or before 15:30 Hrs. of 11/11/2022.
C	Written test (if applicable), presentation/interview of shortlisted individuals	The dates will be notified separately ¹ .
D	Validity of Application	Minimum 120 calendar days from submission deadline.

4. Positions available

4.1. The interested applicants can apply for the following positions depending on their eligibility against the essential qualification requirements:

S. No	Designation and place of deployment	No. of positions	Consolidated compensation (in the first contract year)
1.	Solar Specialist (Field support at RUMSL Project site) ²	4	₹ 50,000 per month (inclusive of applicable taxes) ³
2.	Chief Financial Officer- Retired/Serving personnel (at RUMSL Bhopal office)	1	Retired personnel- the maximum remuneration ₹ 1,00,000 per month (inclusive of applicable taxes) Serving personnel - In case of serving personnel comes on deputation, the remuneration & benefits shall be decided based on the last pay certificate received from parent department/ govt. company.

5. Duration of the Contract

5.1. The initial engagement will be for (1) year from the date of joining. The initial engagement period would be extended annually, subject to the decision based on the annual performance review at the end of each year. The decision on extension will depend upon then prevalent requirement and will be at the sole discretion of the management.

¹ *Note: Only shortlisted candidates would be intimated for subsequent stages of screening and selection

² Solar Specialist will be stationed at the project site only (which may vary from time to time and at RUMSL discretion) and all the expenses regarding the accommodation shall be borne by a specialist at his/her own cost.

³ The remuneration amount will be exclusive of the conveyance allowance.

- 5.2. If the contract is further extended, the provision of an increment as mentioned in clause 5.4 in the consolidated compensation based on annual review will continue to be applicable (the increment will not be applicable for the post of Chief Financial officer).
- 5.3. Upon satisfactory performance as judged by a Committee comprising not less than (2) two Members, the confirmation would be provided to individual to continue further.
- 5.4. The individual's performance would be subject to review of a Committee at end of each year. Based on the recommendation of the Committee continuation of consultant's services and in case of continuation of services, an increment in the range of 5 to 10% in the consolidated compensation may also be provided. However, increment shall neither be construed as any right of the Individual nor an obligation on RUMSL's part (the increment will not be applicable for the post of Chief Financial officer).
- 5.5. The Individual shall be terminated with one month notice period, in case Committee found the Performance as not-satisfactory at the end of performance appraisal. However, in case of misconduct, negligence, indiscipline, sexual offence, corrupt and fraud practice the Individual shall be terminated with immediate effect without any notice period.

6. Remuneration

- 6.1. The remuneration mentioned in Section 4 comprise Conveyance charges (not for the post of Solar Specialist), Dearness allowance, Income tax applicable, etc. The remuneration shall be increased in the range of 5 to 10% every year, subject to annual review as provided in point no 5 above (the increment will not be applicable for the post of Chief Financial officer).
- 6.2. The Conveyance charge payable to Solar Specialist will be as per the governing rules of the organisation, which will be ₹2500 per month or actual whichever is lower on submission of monthly Conveyance bill.
- 6.3. The selected individual shall arrange for his/her accommodation etc. at his/her own cost. Travel outside base location, on the direction of RUMSL, will be paid by RUMSL on actuals at the same rates as admissible in RUMSL. Tax deduction at source shall be done as per the applicable rules.

7. Payment:

- 7.1. The payment for a month shall be made in the first week of the subsequent month, except for the payment of last month of the contract. In case of last month of the contract, the payment shall be made in the form of final settlement as applicable.
- 7.2. Any damage caused to the property of RUMSL shall be recovered from the monthly salary of an Individual.

8. Working hours:

- 8.1. The working hours and holidays applicable shall be as per GoMP policies and prevalent practices of RUMSL. However, it may be noted that the selected individual shall be available and work for the required duration without any additional remuneration in case of work exigencies, which may include working on weekdays and holidays.
- 8.2. The selected Individual shall be available at their base location at all the time. Prior intimation shall be provided by the Individual to the reporting Officer at RUMSL, in case Individual wish to leave Base location for any duration. This shall be applicable on Leaves and Holidays as well.
- 8.3. Individual may avail total 13 days of leaves in any Performance Year. (*Performance year is defined as period of 365 days from date of Joining*). The leave shall neither be carry forwarded in Performance years nor be compensated if not availed.

9. Monthly Reporting

- 9.1. The selected candidate shall submit a monthly progress report of its work that are assigned to him/her to the reporting officer.

10. Criteria for Evaluation

10.1. Evaluation of application

- 10.1.1. The evaluation will involve an initial screening of the applications against the essential qualifications. For each post, the profiles of the applicant shall be gauged by the selection committee constituted by RUMSL with respect to the qualification requirements mentioned in Annexure I. The committee may seek any further supporting documents as may be required by the Committee from the applicants, which shall be provided by the applicant in the timeline provided by the Committee. Applicants meeting the essential qualification requirements as mentioned above shall be considered as qualified applicants.

10.2. Shortlisting of Candidate for the post of Solar Specialist

- 10.2.1. If the number of applicants exceeds 15 for each post mentioned in S. No 1 of Section – 4, RUMSL shall conduct a written test to check general proficiency, language, reasoning, basic numerical ability, and subject area related to the Post for which candidate has applied for.
- 10.2.2. Not more than 15 qualified applicants for each position shall be shortlisted for the interview.

10.3. Selection of Candidate

- 10.3.1. Shortlisted candidate shall be required to participate in a written test, wherein, the candidate would be evaluated on their writing skill. Candidate would be asked to write 1 essay in English language. The subject of the essay could be related to power sector in general and renewable energy sector in particular.
- 10.3.2. Shortlisted candidates shall be asked to appear for an interview. The time and venue for the interview shall be intimated to the applicant. No cost shall be reimbursed to the candidate for appearing in the interview.
- 10.3.3. The final selection shall be done based on the combined performance on the essential and desirable qualifications and interview.

11. Shortlisting of Candidate for the post of Chief Financial Officer

- 11.1.1. Shortlisted candidates may be asked to make a presentation/interview regarding their understanding of their role in RUMSL and how they would justify their employment towards achieving those goals. This presentation shall be followed by a Question & Answer session. The time and venue for the presentation shall be intimated to the applicant.
- 11.1.2. The qualified applicants for each position shall be shortlisted for the presentation/interview based on their total years of relevant experience.
- 11.1.3. The final selection shall be done based on the combined performance on the essential and desirable qualifications and interview.
- 11.1.4. Shortlisted candidates shall be asked to appear for an interview. The time and venue for the interview shall be intimated to the applicant. No cost shall be reimbursed to the candidate for appearing in the interview.

12. Confidentiality of Data and Documents

- 12.1. All Intellectual Property Rights (IPR) of data collected as well as the deliverables produced shall remain with the RUMSL. All knowledge and information, which may be acquired during the assignment, shall be for all times and for all purposes, regarded as strictly confidential and held in confidence, and shall not be directly or indirectly disclosed to any person whatsoever, without the explicit written permission of the RUMSL.

13. Conflict of Interest

- 13.1. The selected candidate shall not engage in any personal, business or professional activity,

which conflicts or could conflict with any of his/ her obligations in relation to this engagement. The selected candidate shall notify RUMSL immediately of any actual or potential conflict, along with recommendations as to how the conflict can be avoided or mitigated.

- 13.2. As the employment is on full-time basis, the selected candidate shall not engage in any other business (including self-practice) or professional paid or unpaid activity during office hours (including extended working hours and weekends, depending on the work load and requirement.
- 13.3. The selected candidate shall observe, in competing for and executing the engagement, the laws against fraud and corruption (including bribery). The selected candidate shall also furnish information on commissions, gratuities and fees, if any, paid or to be paid to agents or any other party relating to this proposal and, if awarded, contract execution.
- 13.4. In case of failure to comply with any of the above, the office reserves the right to terminate the contract immediately, without any financial obligations or liabilities.

14. Rights of RUMSL:

- 14.1. RUMSL reserves the right to cancel/ restrict/ enlarge/ modify/ alter the selection/ recruitment process at any stage, without issuing any further notice or assigning any reason thereafter.

15. Termination of Contract

- 15.1. RUMSL may, by way of written notice, terminate the contract under the following conditions:
 - 15.1.1. The selected candidate is consistently unable to address the assigned works;
 - 15.1.2. Quality of the assigned work is not to the satisfaction of the RUMSL;
 - 15.1.3. The selected candidate fails to meet the prescribed timelines assigned under the prescribed time period from time to time; and
 - 15.1.4. The selected candidate commits any material or persistent breach or misconduct or negligence of its obligations under the contract.
 - 15.1.5. The selected candidate fails to meet the requirements of the position for site visits, etc. as may be required from time to time.
- 15.2. This engagement is on a contract basis and in case that RUMSL does not feel the need of the personnel in contention, RUMSL shall serve a notice for discontinuation of service.

16. Notice Period

- 16.1. The selected candidate as well as RUMSL shall give a notice in case of discontinuation of

services at its own discretion. RUMSL shall give a notice as per the provisions of clause 5.5. of this RFP. In case the selected candidate serves notice, in that case, the selected candidate shall serve for a period of one (1) month on notice. Before the end of this notice period, the selected candidate shall hand over all the ongoing work details and records to RUMSL staff for smooth transitioning.

17. Application Submission

17.1. The application may be submitted in a sealed envelope transcribed in the following manner:

“Application for Engagement of Individual consultants for Rewa Ultra Mega Solar Limited.

To,

Executive Engineer,

Rewa Ultra Mega Solar Limited,

Urja Bhawan, Near - 5 no. Bus Stop,

Shivaji Nagar, Bhopal – 462016

{Write Name of the Post}

{Write Name of the Individual Consultant}

17.2. The hard copy of application along with requisite documents shall be submitted at above mentioned address and shall also be emailed as a ‘single PDF file’ to rums.bhopal@gmail.com, within the specified time limit.

17.3. The application shall contain the following documents:

- Cover letter
- Resume in the prescribed format

17.4. The candidate has the option of sending his application by courier/registered post/speed post or submitting in person so as to reach at the designated address by the time and date stipulated in this RfP. The RUMSL shall not be responsible for any delay in receipt of Response. Any application received after the time and date for submission stipulated in the RfP shall not be opened and returned unopened;

17.5. No change to the already submitted application or any supplemental information will be accepted after the scheduled date and time. However, the RUMSL reserves the right to seek additional information from the applicant, if found necessary, during the course of evaluation.

17.6. If the envelope is not closed and not superscripted as per the requirement, the RUMSL will assume no responsibility for its misplacement or premature opening.

18. Validity

- 18.1. The application shall be valid for the period of 120 days from the last date of submission of the application as specified in this RfP. The application with validity of less than 120 days may be rejected as non-responsive.

19. Amendments to the RfP

- 19.1. At any time prior to the deadline for submission of the proposal, RUMSL may for any reason, modify the RfP. The prospective respondents having expressed interest shall be notified of the amendments and such amendments shall be binding upon them.

20. Code of Conduct

- 20.1. In case of proven misconduct, gross negligence, dishonesty or fraud on behalf of the candidate, the engagement may be suspended / terminated.

21. General Instructions

- 21.1. The number of post may vary.
- 21.2. The period of training/internship/ articleship shall not be counted towards post qualification experience.
- 21.3. Legal jurisdiction will be Bhopal in case of any dispute.
- 21.4. No air / train/bus fare / TA / DA shall be payable.

Annexure 1: Qualification requirements

Following are the qualification requirements for the corresponding areas of expertise:

S. No	Post/Area of expertise/Upper Age limit	Qualification & experience
1.	Solar Specialist (field support at site) Upper age limit: 40 years	<p><u>Essential qualification</u></p> <ul style="list-style-type: none"> • B.Tech /B.E. in Mechanical/Electronics/Electrical/Energy/Power/Renewable Energy from AICTE/UGC approved university/institute with minimum 60% marks (CGPA of 6 or above on scale of 10; or 2.4 or above on scale of 4) <p><u>Essential Experience</u></p> <ul style="list-style-type: none"> • Total three (3) years of experience in Power sector, out of which two (2) years of experience must be in solar energy sector; <p><u>Desirable:</u></p> <ul style="list-style-type: none"> • Experience of working in renewable energy parks/projects; • Experience related to operation & maintenance of power substation and transmission lines; • Experience related to charging and commissioning of RE projects; • Understanding of regulations, standards, design, and approval processes of central or state-level transmission and distribution work. • Comfortable in working in MS Office and other cloud-based applications for digital-based working environment (online file sharing and editing (e.g., Google drives, google sheets); • These are field-based and site work positions. The selected consultants will be willing to conduct field works like monitoring the progress of sub-station and will be stationed at solar park locations. Preference will be given to candidates who are willing to take up field-work; • Knowledge and experience of professional communication (verbal and written) in Hindi and English <p>Preference: Preference shall be given to the candidates who are from nationally acclaimed institutions.</p>
2.	Chief Financial Officer (at RUMSL Bhopal office) Upper age limit: 65 Years	<p><u>Essential qualification</u></p> <ul style="list-style-type: none"> • Qualified Chartered Accountant/Cost Accountant/ MBA (finance) Whole-time (not applicable for the present and ex-government employees).

		<p><u>Essential Experience</u></p> <ul style="list-style-type: none"> • Experience of 20 years or more in working with or advising Government departments/ agencies/ utilities/ regulatory commissions/ banks/ banking institutions or any private company in the area of finance and accounting; • Should have knowledge of fund management • Should have knowledge of preparing Annual Financial Statements in accordance with Indian Accounting Standards (based on IFRS), Preparation of Annual Budget • Financial planning and modeling of infrastructure projects • Experience in liasoning with banks/financial institutions • Well-versed with MS-office applications (word, excel, and PowerPoint) and other accounting/financial modelling-related software applications • Sound knowledge of direct and indirect taxation <p>Preference: Preference shall be given to the candidates who have experience working in the renewable energy sector</p>
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Annexure 2: Formats & instructions for Response to RfP

The following formats are required to be included in the Applicant's Response to RfP.

1. Format for the Covering Letter
2. Format for Resume

Applicant may use additional sheets to submit the information for its detailed Response.

1. Format for Covering Letter

Date: (dd-mm-yyyy)

To

Executive Engineer,
Rewa Ultra Mega Solar Limited,
Urja Bhawan, Near - 5 no. Bus Stop
Shivaji Nagar, Bhopal – 462016

Sub: Application in response to the RfP for engagement of individuals for Rewa Ultra Mega Solar Limited

Dear Sir,

I am enclosing my Curriculum Vitae/Resume for **{insert name of position}**.

I understand that the selection shall be as per the details mentioned in the RfP document and I agree to abide by the provisions of the RfP document.

I further understand that if short-listed for next round, I will be asked to produce **original documents** for verification in support of my application. Failure to do so would result in cancellation of my application.

I declare that the information as submitted in this application is true to the best of my knowledge. In case any information given in this application or attached documents is found to be incorrect at any point of time, I understand that the RUMSL may reject my response to RfP, and cancel the order, if issued.

Yours truly

(Signature)

(Name)

(Date)

Format of Curriculum Vitae

1. **Name:**
2. **Correspondence** (address, phone, and email):
3. **Gender and Year of Birth:**
4. **Education:**

Degree/certificate or other specialized education obtained	School, college and/or University Attended	Date Obtained

5. **Employment Record (provide details for every position held for each employer)**

Duration: _____

Employer: _____

Positions held: _____

Name of Projects (if any): _____

Responsibilities/activities undertaken: _____

Achievements/accomplishments: _____

References: _____

(use separate sheet if required)

6. **Fluent in Hindi and/or English:**
7. **Other skills (e.g., programming/data analysis/MS Projects):**
8. **Readiness to travel to the site whenever required - (Yes / No)**
9. **Any other relevant certification**