

**PROPOSED QUALIFICATION/EXPERIENCE FOR
APPOINTMENT AGAINST VARIOUS POSTS IN SHYDO**

S.No.	Nomenclature of posts	Minimum Qualification prescribed for appointment by initial Recruitment	BPS	Age Limit (Yrs)	Method recruitment/ appointment
1.	Managing Director		20	35-50	A suitable person will be appointed by the Govt. With at least 20 years service, experience in BPS-17 and above in the relevant field.
2	Director Finance		19		By transfer/deputation from the Govt. with the concurrence of Finance Department.
3	Director Planning Implementation	Ist class Bachelor's Engineering Degree from recognized university in Civil or Electrical/Electronics or Mechanical or M.Sc Geology Geo Technical Engineering with 15 years experience in the relevant field in Govt., Semi Govt: Autonomous, Semi Autonomous body or large Private Industrial Concerns.	19	35-45	50% by initial recruitment or transfer on deputation from Govt department Autonomous body/Semi Autonomous bodies. 50% by promotion on the basis of seniority cum fitness from amongst the officers in the relevant cadre.
4	Secretary/Director Administration	MBA or MPA or Law Graduate from a recognized University with minimum of 15 years of experience of management at a senior level in the Govt: Semi Govt:, Autonomous/Semi autonomous body or large Private Industrial Concerned.	19	35-45	50% by initial recruitment or transfer on deputation from Govt department Autonomous body/Semi Autonomous bodies. 50% by promotion on the basis of seniority cum fitness from amongst officers in the relevant cadre.
5	Director Operation & Commercial	Ist Class Bachelor's Engineering Degree in Civil or Electrical/Electronics from recognized University with 15 years experience in the relevant field in Govt:, Semi Govt: Autonomous body or large Private Industrial Concerns.	19	35-45	50% by initial recruitment or transfer on deputation from Govt department Autonomous body/Semi Autonomous bodies. 50% by promotion on the basis of seniority cum fitness from amongst senior most officers in the relevant cadre.
6	Project Director	Ist Class Bachelor's Engineering Degree in Civil or Electrical/ Electronics Engineering from a recognized university with 12 years experience in the relevant field in Government, Semi Government autonomous, Semi autonomous body or large Private Industrial Concern.	19	35-45	25% by initial recruitment. 75% by promotion on the basis of seniority cum fitness from amongst the senior most Dy: Director/XEN's with 12 years regular service in BPS-17 or 7 years service in BPS-18 or if no suitable candidate is available then transfer on deputation or by initial recruitment.
7	Dy: Director	Ist Class Bachelor Engineering Degree in the relevant	18	28-40	1. 1/3 by initial recruitment and 2/3 by promotion

	i. Civil ii. Power System & Rural Elect: iii. Hydrology (Civil) iv. Technical.	field with minimum of 5-7 years experience as such			from amongst the officers in the relevant cadre on the basis of seniority cum fitness or by transfer.
8	Assistant Director i. Civil Design ii. Electrical/ Electronics iii. Mechanical iv. Hydrology (Civil)	Ist Class Bachelor Engineering Degree in Civil or Electrical/Electronics or Mechanical Engg: from a recognized university.	17	21-30	10% by transfer or by deputation. 10% by promotion on the basis of seniority cum fitness from amongst the degree holders sub-engineer/Line Supdt: (G-I) in the respective fields. Seniority is to be determined from date of acquiring the degree or date of appointment. Which ever is later, 20% by promotion on the basis of seniority cum fitness from amongst the diploma holders Sub-Engr/Line Supdt: (G-I) having passed the departmental examination with ten years service as such; 60% by initial recruitment.
9	Assistant Director Environment	Master degree in Environmental Sciences from a recognized university with at least 5 years experience in the relevant field.	17	21-30	By initial recruitment or transfer.
10	Dy: Director/ Senior Geologist	Master degree in Geology/Geo Technical Engineering (Ist class) from a recognized university with five years experience in the relevant field/M.Phil in Geology/Geo Technical Engineering from recognized University with three years experience in the relevant field.	18	25-35	50% by promotion, on the basis of seniority cum fitness from amongst the Junior Economists with five years service as such 50% by initial recruitment.
11	Assistant Director/ Junior Geologist	Ist class Master's Degree in Geology/Geo Technical Engineering from a recognized University.	17	21-28	By initial recruitment.
12	Deputy Director/ Senior Economist	Ph.D in Economics from a recognized university; or Master's Degree in Economics/Commerce or Business administration from a recognized University having five years experience in development economics, public finance international economics or any field of planning or development.	18	25-35	50% by promotion, on the basis of seniority cum fitness from amongst the Junior Economists with five years service as such 50% by initial recruitment.
13	Junior Economists	Master's Degree in Economics/Commerce, Business Administration from a recognized University	17	21-28	By initial recruitment.
14	Deputy Director/ i. Finance & Budget ii. Accounts iii. Audit iv. Commercial v. Revenues, tariff	ACMA or MBA with major in Finance or enter CA or M.Com Ist Division from a recognized University with 6 to 8 years experience in the field of Finance/Accounts/Audit in Government, Semi Government, Autonomous body or large Industrial concern.			Seniority cum fitness amongst _____ or by transfer in no suitable candidate is available. 50% by initial recruitment.
15	Assistant Director	Master's Degree in Economics/Commerce or	17	25-30	50% by promotion, on the basis of seniority cum fitness

	Finance/Budget/Audit/ Accounts Officer	Business administration from a recognized University having minimum 4 years experience in accounts/audit or B.Com Ist Division with five year experience			from amongst the Accountants having five years service as such, or by transfer if no suitable candidate is available for promotion 50% by initial recruitment.
16	Accountants/Senior Auditor/Divisional Accountants	i. Bachelor's degree in Arts/Science from a recognized university having passed the SAS examination. ii. Master degree in Commerce from recognized university with 3 years experience as such or; iii. Bachelors degree in commerce from a recognized university having 5 years experience as such	16	21-28	75% by initial recruitment 25% by transfer/Deputation.
17	Administrative officer/ Asstt: Director Admn:	Law graduate (Ist Class) with at least practical experience of 5 years in Administration and labour matters.	17	25-35	50% by initial recruitment 50% by promotion on the basis of seniority cum fitness from amongst the Superintendents having five years service as such.
18	Assistant Director Public Relation	Master's Degree in Journalism from a recognized university with at least 5 years experience in the relevant field.	17	25-35	By initial recruitment or transfer on deputation from the Govt Information Deptt:
19	Asstt: Director (Legal)	Law Graduate with 7-10 years experience of practicing law in the courts.	17	28-35	By initial recruitment or transfer on deputation from the Government Law Deptt:
20	Superintendents	Graduate (2 nd Class) having 5 years experience in relevant fields in a position equivalent to Grade-11	16	25-35	75% by promotion on the basis of seniority cum fitness from amongst the Assistant/Senior Scale Stenographers, having 5 years service as such 25% by initial recruitment.
21	Assistant	Bachelor's Degree in Arts/Science or equivalent qualification from a recognized university.	11	28-25	i. 75% by promotion on the basis of seniority cum fitness, from amongst the Sr. Clerks/Store Keepers with three years service as such. ii. 25% by initial recruitment
22	Senior Scale Stenographer	i. Secondary School Certificate or equivalent qualification from recognized Board; and ii. A speed of 100 words per minute in English Shorthand and 40 words per minute in typing.	15	18-25	i. 75% by promotion on the basis of seniority cum fitness, from amongst the Jr. Scale Stenographers with at least three years service as such. ii. 25% by initial recruitment
23	Junior Scale Stenographer	i. Secondary School Certificate or equivalent qualification from recognized board; and ii. a speed of 100 words per minute in English Shorthand and 40 words per minute in typing.	12	18-25	By initial recruitment.
24	Senior Clerk/Store Keeper				i. By promotion on the basis of seniority cum fitness from amongst the Junior Clerks having two years service as such; or

					ii. By temporary transfer till such time that a suitable candidate is not available for promotion.
25	Junior Clerk	i. Secondary School Certificate or equivalent qualification from recognized Board; and ii. a speed of 30 words per minute in typing in English	5	18-25	i. 20% by promotion on the basis of seniority cum fitness, from amongst the Naib Qasids, Daffadars, Barkandaz and equivalent posts having passed Secondary School Certificate Examination from a recognized Board with two years service as such; ii. 80% by initial recruitment.
26	Driver	i. Preferably literate; and ii. Shall have a valid LTV/HTV driving license with three years experience of driving as such.	4	18-40	By initial recruitment
27	Naib Qasid/ Chowkidar/Mali/Rifleman/ Daffadar/Barkandaz/ Sweeper	i. Preferably literate	1	18-40	By initial recruitment
28	Line Superintendent (Grade-I)		12		By promotion on basis of seniority cum fitness, from amongst the Line Superintendents (Grade-II) having five years service as such.
29	Line Superintendent (Grade-II)	i. Diploma of Associate Engineering in Electrical Engg: from a recognized Board with five years experience.	11	25-30	i. 33% by promotion, on basis of seniority cum fitness, from amongst Lineman (Gd-I), with five years service as such; and ii. 67% by initial recruitment.
30	Lineman (Gd-I)		7		By promotion on basis of seniority cum fitness, from amongst the Lineman (Gd-II) with five years service as such.
31	Lineman (Gd-II)	i. Secondary School Certificate or equivalent qualification from a recognized Board; and ii. a two years certificate in electrical trade from a recognized institute	5	18-25	i. 20% by promotion on basis of seniority cum fitness, from amongst the meter-readers having two years service as such; and 80% by initial recruitment.
32	Meter Reader	Secondary School Certificate from a recognized Board	5	18-25	By initial recruitment.
33	Foreman	Diploma of Associate Engineering in Mechanical/ Electrical Technology from a recognized Board with five years experience in Government department or autonomous/Semi-autonomous organization.	11	25-30	i. 80% by promotion on basis of seniority cum fitness, from amongst the Operators, who poses a diploma in electrical or mechanical technology and five years experience as such; and

					ii. 20% by initial recruitment
34	Operator	i. Diploma of Associate Engineering in Mechanical/Electrical Technology from a recognized Board.	7	21-28	i. 20% by promotion, on basis of seniority cum fitness, from amongst the Electricians holding a diploma of Associate Engineering from a recognized board and ii. 10% by promotion on basis of seniority cum fitness, from amongst the Electricians who poses two years certificate in electrical trade from a recognized institute with five years service as such; and iii. 70% by initial recruitment.
35	Electrician	Secondary School Certificate and Two years certificate course in electrical trade from a recognized institute.	5	21-28	i. 20% by promotion on basis of seniority cum fitness from amongst the helpers having passed the SSC Examination; and five years service as such; and ii. 80% by initial recruitment
36	Helper	Preferably literate	1	18-40	By initial recruitment
37	Welder	Secondary School Certificate and a certificate in welding trade from a recognized institute.	7	18-25	By initial recruitment
38	Sub Engineer	Diploma of Associate Engineers in relevant field of Engineering from a recognized Board.	11	18-25	i. 25% by promotion on basis of seniority cum fitness, from amongst the surveyors having diploma of Associate engineer with five years experience after obtaining the diploma and ii. 75% by initial recruitment
39	Surveyor	i. SSC or equivalent qualification from a recognized board; and ii. Certificate of Surveyorship from any Govt Deptt./recognized institute.	9	18-25	By initial recruitment
40	Workmistry	i. Secondary School Certificate from a recognized board; and ii. a certificate of civil trade from a recognized institute.	6	18-25	i. 50% by promotion, on basis of seniority cum fitness, from the mates having passed SSC Examination from a recognized Board with five years experience as such; and ii. 50% by initial recruitment
41	Mate	Preferably literate	2	-	By promotion on basis of seniority cum fitness from amongst the Beldars having two years experience as such.
42	Beldar	Preferably literate	1	18-40	By initial recruitment
43	Head Draftsman		12		i. By promotion on basis of seniority cum fitness, from amongst draftsman who have passed the departmental

					examination or ii. By transfer
44	Draftsman	i. Secondary Scholl Certificate from a recognized Board; and ii. Certificate/Diploma in Architecture/Drafting from a recognized institute	11	18-25	i. 20% by promotion on basis of seniority cum fitness, from amongst the tracers with five years as such; ii. 80% by initial recruitment
45	Tracers	Secondary School Certificate from a recognized Board	5	18-25	i. 20% by promotion, on basis of seniority cum fitness, from amongst the Ferroprinters with three years service as such; and ii. 80% by initial recruitment.
46	Ferroprinters	Preferably literate	1	18-25	By initial recruitment