

WAPCOS LIMITED

File No. 5/225/INFS-II-Exp

Date: 15.05.2025

WAPCOS Limited intends to empanel, well qualified & experienced individual experts and Independent Engineer experts on fixed term basis for upcoming projects on accompanying measures Support of MPPMCL/Discoms in Strengthening of MP Discoms in Operation and Maintenance, Implementation of an ESMS (Environmental and Social Management System) and Capacity Building, Strategic Planning and Training for MPPMCL.

**Location:** Madhya Pradesh

**Categories of Expert required for hiring (Project Term Basis)**

S.No	Key Expert	Evaluation Criteria Requirement
1.	Power Distribution Strategy and Reforms Expert / Project Director (1)	<p><b><u>Qualification</u></b> - Master degree in Engineering/Power/ Finance/Infrastructure</p> <p><b><u>Experience</u></b></p> <ul style="list-style-type: none"><li>- Overall 15 years of minimum experience</li><li>- Expert with international experience in managing interdisciplinary teams related to the energy sector (at least 3 years).</li><li>- Expert with national experience in managing interdisciplinary teams related to the energy sector (at least 10 years).</li><li>- Specialised in Power distribution Performance improvement strategy and reforms, New technologies in power distribution sector, Digital in last 15 years; O&amp;M, Capacity building and training and Experience working with financial institutions/bank and power utilities is a must.</li><li>- Experience working with Multilateral financial institutions/bank.</li><li>- Fluent in English;</li></ul>

2.	Power Distribution Technical Operations Expert / Team Leader (1)	<p><b><u>Qualification</u></b>- Master degree in Power/ in Electrical Engineering</p> <p><b><u>Experience</u></b></p> <ul style="list-style-type: none"> <li>- Overall 12 years of minimum experience</li> <li>- Expert with international experience in managing interdisciplinary teams related to the energy sector (at least 2 years).</li> <li>- Expert with national experience in managing interdisciplinary teams related to the energy sector (at least 10 years).</li> <li>- Specialised in Power distribution Performance improvement strategy and reforms in last 12 years; New technologies in power distribution sector O&amp;M, Capacity building and training and Experience working with financial institutions/bank and power utilities is a must.</li> <li>- Experience working with Multilateral financial institutions/bank.</li> </ul>
3.	Power Distribution O&M expert (3)	<p><b><u>Qualification</u></b> - Master degree in Power/ Finance/</p> <p><b><u>Experience</u></b></p> <ul style="list-style-type: none"> <li>- Overall 10 years of minimum experience</li> <li>- Specialized in Power distribution</li> <li>- Performance improvement strategy and reforms in last 8 years; O&amp;M, Capacity building and training and Experience working with financial institutions/bank and power utilities is a must.</li> <li>- Indian Power distribution sector experience will be preferable international exposure and familiarity with best practice abroad is a must.</li> <li>- Fluent in English</li> </ul>
4.	Power Distribution Smart meter Expert (1)	<p><b><u>Qualification</u></b> – Electrical Engineering Degree</p> <p><b><u>Experience</u></b></p> <ul style="list-style-type: none"> <li>- Overall 5 years of minimum experience</li> <li>- Specialized in Smart meter:</li> <li>- Handling various aspects of Smart meter, Project management including Smart Meter/Smart Grid in Power distribution utilities</li> <li>- Fluent in English</li> </ul>

5.	Power Distribution Meter data analytics Expert (3)	<p><b><u>Qualification</u></b> – Engineering (Electrical or IT Degree)</p> <p><b><u>Experience</u></b></p> <ul style="list-style-type: none"> <li>- Overall 10 years of minimum experience</li> <li>- Minimum 2 years specialisation in Smart meter: Handling various aspects of Smart meter, Smart Meter Data Analytics Project management including Smart Meter/Smart Grid in Power distribution utilities. .</li> <li>- Experience in Energy meters data analysis in power sector. Fluent in English</li> </ul>
6.	OHS Expert for distribution project (2)	<p><b><u>Qualification</u></b> – Electrical Engineering Degree with HS specialisation</p> <p><b><u>Experience</u></b></p> <ul style="list-style-type: none"> <li>- Overall 10 years of minimum experience</li> <li>- Proven experience in implementing OHS standards in power and distribution environments.</li> <li>- Strong knowledge of international and local safety regulations</li> <li>- Skilled in conducting risk assessments, safety audits, and training sessions for on- site teams.</li> <li>- Ability to develop practical, context-specific safety protocols tailored to distribution</li> </ul>
7.	Change management and Communication strategy expert (1)	<p><b><u>Qualification</u></b> - Master's Degree in HR, Business Administration, commerce, change management, or a related field.</p> <p><b><u>Experience</u></b></p> <ul style="list-style-type: none"> <li>- Overall 10 years of minimum experience</li> <li>- Minimum 01 no. experience in conducting change management projects.</li> </ul>
8.	Project management (Works contract) expert (1)	<p><b><u>Qualification</u></b> - Master's Degree in HR, Business Administration, commerce, or in any engineering field.</p> <p><b><u>Experience</u></b></p> <ul style="list-style-type: none"> <li>- Minimum 10 years of experience in Project management.</li> <li>- Minimum 03 no. project experience in conducting Project management activities in Power utilities</li> <li>- At least 01 no. of project experience with IFIs such as the World Bank, European Investment Bank, Asian Development Bank KfW etc</li> </ul>

9.	Environmental Expert ESMF Leader (1)	<p><b><u>Qualification</u></b> - Master's degree in Environmental Science/Engineering or life Sciences.</p> <p><b><u>Experience</u></b></p> <ul style="list-style-type: none"> <li>- Total 15 years of experience in Environmental related activities in infra projects, Safeguard assessment for large infrastructure projects in India</li> <li>- Experience of working in IFI funded projects in last 10 years.</li> <li>- The candidate should possess in-depth knowledge of Environmental Social Standards / Safeguard Policies of various IFIs and National policies related to Environment.</li> <li>- Fluent in English</li> </ul>
10.	Social and R&S Expert (1)	<p><b><u>Qualification</u></b> - Master's Degree in sociology or anthropology or MSW (Master in Social Work) or Masters in relevant field</p> <p><b><u>Experience</u></b></p> <ul style="list-style-type: none"> <li>- 12 years of experience of conducting social impact assessment/R&amp;R studies in India.</li> <li>- Experience of working in IFI funded projects in last 10 years.</li> <li>- The candidate should possess in-depth knowledge of Environmental Social Standards / Safeguard Policies of various IFIs and National policies related to Environment.</li> </ul>
11.	Ecologist/Bio-diversity expert (1)	<p><b><u>Qualification</u></b> - Master's Degree in Bio- diversity, environment or Masters in relevant field</p> <p><b><u>Experience</u></b></p> <ul style="list-style-type: none"> <li>- 12 years of experience of conducting ecology and biodiversity studies in India.</li> <li>- Experience of working in IFI funded projects in last 10 years.</li> <li>- The candidate should possess in-depth knowledge of Environmental Standards of various IFIs and National policies related to Environment, bio diversity and ecology. Fluent in English</li> </ul>
12.	Community Consultation Expert and Gender (1)	<p><b><u>Qualification</u></b> - Master's degree in sociology or law or in relevant field</p> <p><b><u>Experience</u></b></p> <ul style="list-style-type: none"> <li>- 8 years of relevant experience in India in conducting gender analysis, planning and community consultation</li> <li>- Experience on similar assignment</li> <li>- Fluent in English.</li> </ul>

13.	Power Distribution Training and Capacity Building Expert (1)	<p><b><u>Qualification</u></b> - Master's degree in sociology or law or in relevant field</p> <p><b><u>Experience</u></b></p> <ul style="list-style-type: none"> <li>- At least 12 years' experience in the power sector, utility, and financial institutions, developing training material and conducting trainings on O&amp;M, asset management, international standards, procurement, New technologies in power distribution sector, Smart Grid.]</li> <li>- Experience working with Multilateral financial institutions/bank.</li> <li>- Expert shall be fluent in English</li> </ul>
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WAPCOS LIMITED

1. Those who are working in Govt. Departments/PSU/Autonomous bodies are required to apply through proper channel or produce No Objection Certificate and vigilance clearance certificate at the time of Interview.
2. Salary shall be negotiable, commensurate to qualification and experience at the time of Interview.
3. The post is purely temporary on fixed term basis for the duration of the Project.
4. Interview will be conducted to shortlist the candidate.
5. No TA/DA shall be paid for attending interview.
6. Age and experience shall be counted as on 31.05.2025.
7. Application is to be submitted in the WAPCOS format only. Application submitted in other formats will be rejected.
8. Applicants should enclose self-certified copies of their educational qualifications and experience certificates without which the applications will be rejected.
9. Relevant experience will be given due weightage.
10. Management reserves the right to fix the criteria to restrict the number of candidates to be called for Personal Interview.
11. The candidate shall be engaged against above mentioned project only. However, they are liable to be posted anywhere in India or abroad as per exigencies of works of the company.
12. The mere fact that a candidate has submitted his/her application against the advertisement and apparently fulfilling the eligibility criteria as prescribed in the advertisement would not bestow on him/her the right to be definitely called for Personal Interview for further engagement.

Interested eligible candidates are required to download the application format (CV) from our website: <http://www.wapcos.co.in/careers.aspx> & submit the same duly filled in along with all documents in support of their eligibility by email at submit their resume on [sna@wapcos.co.in](mailto:sna@wapcos.co.in) with subject line as (Name of Position)- (Years of Experience) so as to reach us latest by 23.06.2025.

