

5/28/Pers./NWM /2022**TERMS AND CONDITIONS**

WAPCOS Limited an 'ISO 9001:2015 Govt. of India undertaking requires following consultants and Yong Professional. The posts are **purely on fixed period /short term Services basis** for its Project requirement only. The requisite qualification and experience required for the posts are as under:-

Sl. No.	Name of Post	No. of Persons	Age As on 01.06.2022	Qualification and Experience
1.	Consultant (Water Resource Engineering)	1	40 to 50 years	Post Graduate in Water Resource Engineering or Similar from recognised University with minimum 3 years and above of experience.
2.	Consultant (Mass Communication / Media)	1	40 to 50 years	Post Graduate in Mass- Communication or Similar from recognised University with minimum 3 years and above of experience.
3.	Consultant (Tech & Rural Development)	1	40 to 50 years	Post Graduate in Tech. & Rural Development or Similar from recognised University with minimum 3 years and above of experience.
4.	Young professionals (Economics)	1	32 to 35 years	Graduate in Economics or Similar from recognised University. Experience is preferable
5	Young professionals (Mass- Communication)	1	32 to 35 years	Graduate in Mass- Communication or Similar from recognised University. Experience is preferable

General Terms & conditions for engaging young professional and consultants:

- 1 Young Professional and consultants will be engaged for a fixed period for providing high quality services on specific projects, schemes, programmes, general management, housekeeping and administration.
- 2 Professionals with requisite qualification and experience as prescribed would be hired as Young professionals and Consultants. Retired Government employees with relevant experience would also be eligible for selection as consultants.
- 3 The initial tenure of engagement for a person as young professionals and consultants would be on year to year basis upto three years. Extension beyond three years will be considered under exceptional circumstances with the approval of the Competent Authority.
- 4 Upon appointment Young Professionals and Consultants would not be permitted to take up any other assignment during the period of their engagement with this department.
- 5 The appointment of Young Professionals and consultants is of a temporary nature and the Company can cancel the appointment at any time without providing any reason for it.
- 6 Engagement of retired Government Servants as consultants will be governed by the instructions issued by DoE/DoPT.

- 7 Young Professionals and Consultants will be paid a monthly consolidated remuneration as per table 1 below. In the case of retired Government Servants, the remuneration shall be as per prevailing guidelines issued by the DoE.
- 8 Young Professionals and Consultants will not be eligible for Government accommodation or house rent allowance. CGHS facility, LTC. Medical reimbursement claim and regular leave, reimbursement of telephone/mobile newspaper etc.
- 9 Young Professionals and Consultants will however be eligible for official email id, Government identification card, internet connection in the office, office with standard equipment, library facility, etc., depending upon availability of space, as per existing rules and orders issued by the Government, from time to time for extending such facilities to a full time Young Professionals and consultants it is reiterated that the consultant/Young Professionals engaged under GFR 2017 is not a Government employee and therefore, parity and perks admissible to Government officers cannot be extended to the Young Professionals and Consultants.
- 10 Emoluments of Young Professionals and Consultants will be decided on a case-to-case basis, as per general guideline prescribed in the table, given below:-

Table 1

Sl.No.	Post Qualification Experience in Years	Remuneration Range per month
1	Consultants With 3-5 years 'experience With 5-8 years 'experience With 8 years and above experience	Rs.50,000 to 70,000/- Rs.70,000 to 1,00,000/- Rs.1,00,000 to 1,50,000/-
2	Young Professionals (YPs)	Rs.30,000 to 50,000/-

- 11 **TA/DA to be paid to Young Professionals and Consultants:** TA/DA may be paid as admissible to the Central Government employees at level-II of pay matrix of 7th CPC.
- 12 **Leave:** Young Professionals and Consultants shall be entitled to Casual Leave of 08 (eight) days in a Calendar Year on pro-rata basis. Absence beyond eight days will result in leave without pay (LWP) i.e. deduction from the monthly consolidated remuneration on pro-rata basis. Such an absence on LWP may be permitted by the controlling officer.
- 13 **Attendance and Office Hours:** Young Professionals and Consultants shall be required to mark their attendance on the Aadhar Enabled Biometric Attendance System and will also be required to maintain their presence during normal office hours. In exigency of service, attending to office work may be required beyond office hours and on holidays, for which no additional remuneration shall be paid.
- 14 **Conflict of interest:**

The Young Professionals and consultants are expected to follow all rules and regulations applicable which are in force. The Young Professionals and Consultants will be expected to display utmost honesty, secrecy of office and sincerely while discharging his/her duties. In case the services of the

Consultants / Young Professionals are not found satisfactory or found in conflict with the interest of the Government/ Company his/her services will be liable for discontinuation without assigning any reason.

15 Termination Notice:

The Company can cancel the appointment of a Young Professional and Consultant at any time, without providing any reason for it. However, in the normal course, it will provide one month's notice to the consultant. The consultant can also seek for termination of the contract upon giving one month's notice to the Company.

16 Relaxation:

In exceptional cases the above guidelines may be relaxed for the reasons to be recorded in writing with the approval of the competent authority on the recommendations of HOD.

17 Verification of antecedents may be done as per the requirement.

18 Those who are working in Govt. Departments/PSU/Autonomous bodies are required to apply through proper channel or produce "no objection certificate".

19 Relevant experience will be given due weightage.

20 The posts are purely on temporary on fixed period /short term Services basis for its Specific Project requirement only.

21 Original certificates are required to be brought along, at the time of appearing for the Interview, for verification purpose only, the Company is not responsible for returning any original copy/copies of certificates/ testimonials submitted with the application.

22 CVs should be in the prescribed proforma only (CVs submitted in other formats will be rejected.) along with photocopies of documents in support of date of birth, qualification, experience and proof of category etc.

23 The mere fact that a candidate has submitted his/her 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 skill test/interview/considered further for engagement.

24 Interested candidates fulfilling the eligibility conditions may send their CVs in the prescribed proforma within 05 days from the date of advertisement i.e. **on or before 01.07.2022** at personnel@wapcos.co.in along with all necessary documents.

For details and proforma visit our website www.wapcos.co.in and for clarification call on 0124-2399421-36 (Extn. 1366).