

**Sub: Engagement of Young Professionals  
in the Department of Public Enterprises**

**Introduction**

The Department of Public Enterprises is the nodal department for all the Central Public Sector Enterprises (CPSEs) and formulates general policy pertaining to CPSEs. It lays down, in particular, policy guidelines on performance improvement and evaluation, autonomy and financial delegation and personnel management in CPSEs. It furthermore, collects and maintains information in the form of a Public Enterprises Survey on several areas in respect of CPSEs.

**2. Proposal**

The Department proposes to engage Five (5) Young Professionals initially for a period of one year but extendable upto 2 (two) years, in order to meet the requirements arising out of the expanded scope of work of the Department.

**3. Scope of work**

Young Professionals shall be part of a Research Team in an independent separate vertical and would be responsible for providing high quality inputs to the Department in the field of analysis of Company's performance on various financial and non-financial parameters, sectoral benchmarking and should be well versed with fundamental of Returns, Asset, turnover, profit, capital employment norms of companies.

**4. Proposal submission**

Interested candidates have to submit their candidature online by visiting the Department's website ([www.dpe.gov.in](http://www.dpe.gov.in)).

**5. Eligibility Criteria:**

**Qualifications:**

Nomenclature	<b>Management Graduates</b> (IIM or equivalent)	<b>Technical Experts</b> (B.Tech. from IIT or equivalent)	<b>Media and Social Media having knowledge of creative work</b>
<b>No. of Young Professionals to be engaged</b>	02	02	01
<b>Minimum qualification</b>	MBA or PGDM(Full time 2 yrs course ) in the discipline of Finance from IIM or equivalent reputed Institution.	B.Tech or equivalent four years degree	MA/Post Graduate degree in Journalism and Mass Communication



<b>Desirable</b>	The candidate with specialization in the field of Finance, in a Consultancy firm of repute would be preferred	Knowledge of architecture, design, Java, Python, Network Security knowledge, data analysis would be preferred.	Knowledge in the field of content visualization & graphics, creative work and media outreach would be preferred.
<b>Work experience (Desirable)</b>	One year post qualification relevant work experience in the field of Finance in a Consultancy Firm of repute	One year post qualification relevant experience	One year post qualification relevant work experience in handling creative development on electronic/social/print media.

**6. Age Limit:** Candidates should be below 32 years of age as on 1<sup>st</sup> July of the year of advertisement.

**7. Remuneration:** Normally, upto Rs. 60,000 per month and upto Rs.70,000 in exceptional cases ( inclusive of Transport Allowance). There shall be an annual increase of Rs. 5000/- subject to satisfactory performance.

**8. Job Description and Responsibilities:** Young Professionals will be required to provide high quality inputs in disciplines like Finance, Information Technology, data management and media & social media. This would require demonstration of proven academic credentials, professional achievements and leadership qualities on the part of the aspirants.

**9. Place of Posting:** The place of posting will be Delhi.

**10. Period of Engagement:** Initially for a period of one year which can be extended upto 2 years. In case a person leaves before completion of one year, he/she will not get any work certificate.

**11. Leave:** Leave of 8 days shall be allowed in a year on pro-rata basis.

**12. TA/DA:** YPs shall be allowed to undertake domestic tours for which TA will be allowed for traveling by Air in Economy class or by Rail in AC Two Tier. In emergencies they will be allowed to travel by Air subject to approval of Secretary, DPE.

**13. Terms & Conditions**

- (i) Other Attributes, Age limit, Remuneration, place of posting, period of engagement, leave and TA/DA shall be same as notified by DPE from time to time.
- (ii) **Job description and responsibilities:** Young Professionals shall be part of a Research Team in an independent separate vertical and would be responsible for providing high quality inputs to the top management in the field of analysis of Company's performance on various financial and non-financial parameters, sectoral benchmarking and should be well versed with fundamental of Returns, Asset, turnover, profit, capital employment norms of companies.
- (iii) **Legal Status:** The Young Professionals shall have the legal status of an independent Young Professional and shall not be regarded, for any purposes, as being either a "staff member" or an "official" of DPE. Accordingly, nothing within or relating to the Contract shall establish the relationship of employer and employee or of principal and agent, between DPE and the Young Professional.
- (iv) **Standards of Conduct:-** The individual Young Professional shall neither seek nor accept instructions from any authority external to DPE in connection with the



performance of his/her obligations. The individual Young Professional shall not taken any action in respect of its performance and obligations that may adversely affect the interests of DPE/ Govt. of India and the individual Young Professional shall perform its obligations with the fullest regard to the interests of the Department. The individual Young Professional shall comply with all laws, ordinances, rules and regulations bearing upon the performance of his/her obligations.

- (v) **Prohibition of Sexual Exploitation and abuse:-** The individual Young Professional shall comply with the "Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013".
- (vi) **Confidential Nature of Documents and information:-** The individual Young Professional would be subject to the provisions of the Indian Official Secrets Act, 1923. The Young Professional shall not, except with the previous sanction of DPE or in the bona fide discharge of his her duties, publish a book or a compilation of articles or participate in radio broadcast or contribute an article or write a letter in any newspapers or periodical either in his own name or anonymously or pseudonymously in the name of any other person, if such book, article, or letter relates to subject matter assigned to him by DPE.

**13. Termination:** DPE can terminate the contract at any time without prior notice and without providing any reason for it. However, in the normal course it will provide one month's notice to the individual consultant. The individual consultant can also seek for termination of the contract upon giving one month's notice to the Department.

**14. Settlement of Disputes:** DPE and individual Young Professional shall use their best efforts to amicably settle any dispute, controversy or claim arising out of performance of obligation.

**15. Conflict of interest:** The Young Professional shall be expected to follow all the rules and regulations of the Government of India which are in force. He/she will be expected to display utmost honesty, secrecy of office and sincerity while discharging his/her duties. In case the services of the individual Young Professional found in conflict with the interests of DPE/ Government of India, his/her services will be liable for discontinuation without assigning any reason.

**16. Police verification:** Police verification of the individual Young Professional shall be done as per the latest instructions issued by MHA. In case the police verification is received as negative, the contract of individual Young Professional shall cease to exist with immediate effect without any notice.

**17. Selection process:** The selection process of DPE will be as under:

**Screening Committee:**

The selection process of DPE will be broadly as under:

- (i) All the applications received in response to the vacancies advertised will be scrutinized by the administration Division in accordance with eligibility and other conditions prescribed.

The shortlisting of applicants would be done by a Screening Committee consisting of the following:

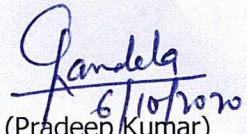
(AS/JS(Admn.)	- Chairman
Director/Dy. Secretary level office of 3 Subject Division	- Member

Thereafter, the Administration Division would send the shortlisted applications to the concerned Division and the concerned Division would submit a proposal which would



recommend with a panel of names to be called for personal interaction with the Screening Committee. The details in this regard would be worked out separately.

- (ii) The panel would be valid for a period of one year.
18. Successful candidates will have to sign an agreement with the Department.
19. Last date for submission of online applications is 21.10.2020.

  
(Pradeep Kumar)  
Section Officer (Admn.)

To

Department of Personnel & Training --  
(Kind Atten : Under Secretary (CS-I)/CS-D Division), !  
Lok Nayak Bhawan, New Delhi – 110003 !  
--

**for uploading on its website.**