

1. Broad Qualification criteria for the post of CEO, NGEAL:

Initial Tenure	03 to 05 years	
Minimum Age	50 Years	
Maximum Age	62 Years	
Qualification	Incumbent should be Indian National Engineering Graduate in Electrical or Mechanical. Post Graduate Diploma in Management will be an added advantage	
Minimum Experience	<p>Possess professional experience of minimum 25 years in the energy sector (Power / Renewable / Thermal / Hydro / Gas, etc.) with overall understanding of energy sector. Preference shall be given to candidate having substantial experience of working in North Eastern Region.</p> <p>Should have worked in Company having energy business with an annual turnover of at least Rs.1,000 Cr.</p>	
Objective from the Post	<ul style="list-style-type: none"> • Overall responsibility for development and growth of business during implementation and O&M phases. Spearheading the whole organization, providing leadership and establishing well-structured profit centre. • Oversee all operational issues of the project during Implementation and O&M phases. • Provide leadership, coaching, and mentoring to the management team, and ensures they are accountable for maintaining high performance levels. • Looks at cost efficiencies and balances it with high levels of quality. • Responsible for spearheading skills development, and resource planning. • Develop organizational strategies specifying milestones, staffing, scheduling, and identification of risks, contingency plans and allotment of resources. 	
Reporting to	Chairman of the Board of Directors	
Other Key Work Areas	Descriptors	Behavioural Indicators
Strategy Formulation	Develop a strategic plan to advance the NGEAL mission and objectives and to promote revenue, profitability, and growth as an organization. This would involve modelling a variety of scenarios to plan for the anticipated future	<ul style="list-style-type: none"> • Is able to formulate strategy in alignment with mission of the organisation. • Is analytical and able to draw-out trends and patterns from the quantitative and qualitative data. • Is able to integrate data from various sources and builds a big picture. • Takes into account internal and external opportunities and constraints • Balances long-term and short-term requirements
Organization Structuring	Structuring the organization to deliver current as well as future services by aligning organization design, leadership and individual capabilities to carry out the necessary work	<ul style="list-style-type: none"> • Develops a structure that facilitates the strategic intent of the organization. • Engages in optimization of resources. • Is able to understand the long term and short term talent requirements in line with organisational goals and takes steps to meet them • Is able to align accountabilities and authorities to organisational goals and seek to empower senior management team in cascading the same down the organisation

Management Processes & Systems	Designing or developing new management systems that impact a major part of the organization such as reporting structure to ensure business continuity and managing risk	<ul style="list-style-type: none"> • Is able to create systems and procedures that facilitate achievement of organizational vision. • Makes the work flow process with least person dependence. • Encourages creation of innovative processes and systems and creates an atmosphere where others can do the same
Planning & Budgeting	Ensuring operational effectiveness within the budgets for the company. Allocating funds suitably during implementation and O&M phases. Maintaining close control on the company's expenditures and managing its capital. Ensuring achievement of shareholder commitments	<ul style="list-style-type: none"> • Deploys resources as per organisational strategy • In case of constraints, looks out to create new possibilities of resources • Redeploys resources to meet the changing (internal / external) organisational requirements
Monitoring & Review	<ul style="list-style-type: none"> • Oversee NGEAL operations to insure production efficiency, quality, service, and cost-effective management of resources. • Monitor and Review KPIs of all the functions and operational matrix reports on monthly basis. • Review of various costs and driving improvements to ensure effective utilization of organizational resources (financial, systemic, people). • Review activity reports and financial statements to determine progress and status in attaining objectives and revise objectives and plans in accordance with current conditions. • Approve company operational procedures, policies, and standards. 	<ul style="list-style-type: none"> • Is able to monitor key parameters to measure work progress without going into too much detail • Is able to scan various internal and external data and cuts through the complexity to draw inferences on progress towards objectives • Measures progress against measurable parameters and draws inferences as to gauge the impact on intangible areas. • Keeps in mind organisational strategy and talks of implications on organisation when approving policies/procedures/standards
Culture Building	Taking initiatives to develop the desired culture for NGEAL and develop strategies to manage employee motivation.	<ul style="list-style-type: none"> • Is able to interface with employees at various levels in the organisation through different forums • Talks about and demonstrates values that drive desired culture in line with organisational mission/vision
Communication	Communication of organizational direction and vision to members of organization. Driving, motivating and enthusing them about the way forward	Communicates industry / organisational context and links the same to mission and immediate objectives
Executive Appraisal & Development	Evaluate performance of executives for contributions in attaining NGEAL objectives and compliance with policies. Build capability within senior management team to empower them to take on more responsibility and drive NGEAL vision.	<ul style="list-style-type: none"> • Takes into account short/long term organisational priorities when setting objectives and appraising others • Analyses the existing processes and looks for patterns in the gaps, then suggests improvement to enhance systems talks about

Community & Public Relations	Ensures that the organization and its mission, projects and services are consistently presented in strong and positive image to relevant stakeholders	<ul style="list-style-type: none"> • keeps in regular touch with internal and external stakeholders • takes opportunities showcase organisational achievements to the public/community at large • aligns communication to stakeholders to organisational mission and strategy
Statutory Compliances & Corporate Governance	Ensure that all Statutory Regulatory & Audit Compliance are done and sound Corporate Governance practices are in place	<p>Develop and maintain system, process and practices to ensure adherence to Statutory, Regulatory and Audit Compliances as applicable to Company from time to time.</p> <p>Develop and maintain sound corporate governance practices that ensure accountability, transparency and fairness in conduct of business operations of the Company.</p>
Desired Skills	Advanced leadership and team-work skills, thorough process development skills. Strong organizational and planning skills.	

2. Remuneration / Cost to Company:

The incumbent shall be offered a Gross salary up to Rs.24.0 Lakhs per annum plus other benefits as per company Policy.