



नॉर्थ ईस्टर्न इलेक्ट्रिक पावर कॉर्पोरेशन लिमिटेड
North Eastern Electric Power Corporation Limited
(भारत सरकार का उद्यम) (A Government of India Enterprise)
ब्रुकलैंड कम्पाउंड, लोअर न्यू कॉलोनी, शिलांग – 793003, मेघालय
Brookland Compound, Lower New Colony, Shillong – 793003, Meghalaya

Date: 11-10-2026

Advertisement .No : NEEPCO/04/2026

COMPANY PROFILE

North Eastern Electric Power Corporation Limited, (an equal opportunity employer) a Schedule –‘A’ "Mini Ratna" CPSE (Central Public Sector Enterprise) and a Wholly Owned Subsidiary of NTPC, has been a trusted power generation Company in the North Eastern Region of India and beyond since 1976, working under the Ministry of Power for the Country as a whole and specially for the north eastern states to act in their best interest in tapping the enormous power potential of the region and the country.

NEEPCO takes pride in operating the largest Hydro Power Plant in the North Eastern Region of the Country and being the only CPSU having Hydro, Gas Based and Renewable Power Stations in operation. NEEPCO is having exposure in planning, design & construction & operation of Hydro projects in highly difficult and Geo-Technically sensitive terrain of N.E. Region.

NEEPCO is looking for promising, dedicated, energetic & young enterprising professionals with brilliant academic record to join the organization in the following positions:

Sl No	Post / Grade	Vacancies	Upper age limit will be calculated as on 01-07-2026
1	Executive Trainee(Safety) (E-2) Grade, Post Code- HR/ 85, Scale of Pay: ₹ 50,000-3%-1,60,000/- (IDA)	UR- 02 OBC(NCL)- 01 SC- 01 Total: 04	UR - 30 yrs SC - 35 yrs OBC(NCL) - 33 yrs

Qualification:

Executive Trainee(Safety): Engineering Degree in Mechanical, Electrical, or Production with a minimum of 65% marks (55% marks for SC candidates) along with a full-time Diploma in Industrial Safety from an institute recognized



under the Factories Act Rules, or an Engineering Degree in Industrial Safety/Fire & Safety with minimum 65% marks from an institution recognized under the same framework (55% marks for SC candidates).

Desired Experience: 1(one) year of post-qualification experience in statutory safety compliance under the Factories Act, development or auditing of safety systems, promotion of safety culture, and safety examination of machinery and buildings. Experience in safety training and firefighting shall be considered an added advantage.

ABBREVIATIONS:

UR- Unreserved Category, SC- Scheduled Caste, ST- Scheduled Tribe, OBC (Valid NCL)- Other Backward Class (Valid Non-creamy Layer), ESM- Ex Servicemen, EWS- Economically Weaker Section, PwBD- Person with Benchmark Disabilities.

COMPENSATION PACKAGE:

Selected candidate will be placed in the IDA pay scale of Rs. 50,000-3%-1,60,000/- and his / her monthly emoluments will be Rs. 50,000/- + DA of Basic Pay as on date) + HRA at the applicable rate (where Corporation accommodation is not available) + Cafeteria @ 35% of Basic Pay + Location Based Allowance (LBA) @ 10% of Basic Pay + 12% of Basic Pay plus DA against Provident Fund contribution + 9% of Basic Pay plus DA against NEDCSS (NEEPCO Employees Defined Contribution Superannuation Scheme). The other benefits such as Leave, Medical Benefit for self and dependent family members, Performance Related Pay (PRP), Gratuity (as applicable), Uniform, communication expenses & furniture reimbursement as applicable in the grade will be admissible as per Company Rules in force from time to time.

The minimum monthly CTC will be around Rs 1,00,000.00 (Rupees One Lakh Approx.) only.

PLACEMENT

Selected candidates shall undergo one year training at any one or more locations of the Corporation. Candidates can be posted across the Country, in any Projects/ Stations/ Offices of the Corporation. Application of the candidates will be considered as the consent of the candidate to work anywhere in the Country. On successful completion of training they will be placed in E-3 Grade.

RELAXATIONS & CONCESSIONS:

The upper age relaxation for SCs/STs/OBCs (NCL) /ESM/ PwBDs will be allowed as per Govt. of India guidelines. Relaxation in upper age limit for the candidates who had ordinarily been domiciled in the state of Jammu & Kashmir from 01.01.1980 to 31.12.1989 will also be allowed as per Govt. of India guidelines.

SERVICE AGREEMENT BOND:

The selected candidate will be required to execute a non-transferable Service Agreement and Surety Bond on (Non-Judicial Stamp Papers of the requisite value) duly executed by him/her and a surety of a person of satisfactory and adequate means for an amounting not exceeding Rs 2,50,000/- (Rupees Two lakh fifty thousand only) in the case of

General / EWS/OBC (NCL) and Rs 1,25,000/- (Rupees One lakh twenty five thousand only in case of SC candidate(s)) for securing the successful discharge of duties on appointment as **Executive Trainee (Safety)** to serve the Company for a minimum period of **4 (four) years** including the period spent on training, if appointment is regularized.

SELECTION PROCESS:

The selection process shall consist of Scrutiny of **online applications, Computer-Based Test (CBT) and Personal interview** of shortlisted candidates. Applications of candidates shall be scrutinized and shortlisted on the basis of marks secured in Engineering Degree in Mechanical, Electrical, or Production along with a full-time Diploma in Industrial Safety or an Engineering Degree in Industrial Safety/Fire & Safety and Experience.

- 1) Latest update (s) will be made available at www.neepco.co.in under the section entitled "CAREER"
- 2) The call letters will be made available on the online Recruitment Portal in a downloadable PDF format. Additionally, notifications via SMS or email will be sent upon their release.
- 3) Depending upon the number of applications, NEEPCO reserves the right to fix up the eligibility criteria for cut off marks and limit the number of candidates to be called for appointment thereof. No correspondence will be entertained for non-selection. The decision of NEEPCO in this regard will be final and binding on all candidates.
- 4) The Offer of Appointment shall be issued to the suitable candidate in the order of merit and based on requirement.
- 5) In case more than one candidate secures the same mark, the candidate with older date of birth (elder in terms of eligible age) shall be considered for deciding place in the merit list.

ABOUT COMPUTER-BASED TEST (CBT) AND INTERVIEW:

Candidates will be shortlisted for (I) **Computer-Based Test (CBT)** and (II) **Personal Interview** respectively in order of merit and may limit or extend the number of candidates.

(I) **The Computer-Based Test (CBT)** shall consist of Section 1 & Section 2 as detailed under:

Section-1	Subject Knowledge Test (SKT)	Subject Concerned- Industrial Safety / Fire & Safety.	75 marks
Section-2	Executive Aptitude Test (EAT)	Aptitude viz. numerical ability, reading comprehension, reasoning, general awareness, data interpretation, etc.	25 marks

- Each objective type question will have four answer options and will carry one mark.
- Question for the post of Executive Trainee (Safety) will be of 100 marks, each question of 1 mark of Objective Type
- There will be negative marking. 0.25 marks will be deducted for every wrong answers.
- The duration of the test will be 2 hours.



(II) Personal Interview: The personal interview shall consist of General Knowledge, Aptitude for the Job, Extra-Curricular activities, Professional Specific Knowledge.

HOW TO APPLY:

Interested eligible candidates should apply ON-LINE only on the official website of NEEPCO at <https://neepco.co.in/>. by visiting the section “Careers” Any other mode of submission of application will not be accepted.

- 1) Read the detailed advertisement and instructions before filling up the online application form.
- 2) Only candidates who possess the requisite qualifications and experience should apply for the respective post.
- 3) Candidate belonging to General, EWS & OBC (NCL) category is required to pay a non-refundable Application fee of Rs 560/- (Rupees five hundred and sixty only). The SC/ ESM category and female candidates need not pay the application fee. However, SC/ST/ PwBD candidates applying for UR posts are required to pay the application fee.

Fee Payment may please be made through SBI ePay favouring **NEEPCO**.

Fee once paid will not be refunded under any circumstances. Candidates are therefore requested to verify their eligibility criteria before paying the registration fee.

- 4) Candidate shall apply Online form giving accurate information including Marks secured / percentage secured in **Graduation and experience**. On filling of valid data, the system will generate a Unique Registration/ application Number

The scanned copies of certificates should be legible otherwise candidature shall be treated as cancelled/ rejected.

- 5) **Online submission of application will start on 11-10-2026 and close on 31-10-2026**
- 6) Before applying, the candidates should ensure that he/she fulfils the eligibility criteria and other norms mentioned in the advertisement.

7) **STEPS FOR APPLYING:**

Step 1: Go to www.neepco.co.in

Step 2: General, EWS & OBC (NCL) Category Candidates should make payment of the application fee.

Step 3: Fill the online application form with relevant details and submit.

Step 4: Scanned copies of the following documents mentioned below should be kept ready for uploading by the candidate before applying for online registration:

- a) Matriculation/ Secondary School Certificate (where date of birth is indicated) as proof of date of birth (Mandatory).
- b) Complete set of mark sheets and certificates in support of qualification i.e. X, XII, Graduation (Engineering) mentioned under the heading Qualification at pre-page no 1 . (Mandatory).
- c) Experience Certificate issued by appropriate Authority (Mandatory)

- d) Caste Certificate (SC/ OBC (NCL)) should be in the format prescribed by the Government of India (if applicable). {For OBC(NCL) certificate must have been issued in the current financial year by the appropriate Government Authority.}
- e) Disability certificate issued by Competent Authority (if applicable).
- f) **A certificate of conversion of grades/ CGPA to percentage of marks shall be based on the procedure certified by the University/ Institution from where they have obtained the Bachelor Degree/Diploma. (Mandatory where percentage is not distinctly mentioned)**
- g) Recent passport size colour photograph (JPEG, Size: 20 KB up to 100 KB)
- h) Signature (JPEG, Size: 20 KB up to 100 KB)

Step 5: Candidate should upload scanned copies of above-mentioned documents/ certificates (as applicable) in separate space given in the online application form.

Step 6: Take print out of the registration slip/ form generated by the system for future reference.

- 8) **The upper age limit will be calculated as on 01-07-2026.**
- 9) Before applying, the candidates should ensure that he/ she fulfils the eligibility criteria and other norms mentioned in the advertisement. A candidate is called for **Computer-Based Test (CBT) and Personal Interview** based on information provided by the candidate but if he/she does not fulfil the eligibility criteria, he/she will not be allowed to appear in the **Computer-Based Test (CBT) and Personal Interview**.
- 10) Candidates are required to possess a valid and active e-mail ID. NEEPCO will not be responsible for bouncing back of any e-mail sent to the candidates.
- 11) Candidates are advised to keep their e-mail ID, Mobile No. active till the declaration of results. No change in e-mail ID and Mobile No. will be allowed once entered. All future correspondences will be made through our Recruitment Portal.

GENERAL INFORMATION AND INSTRUCTIONS:

- 1) Only Indian Nationals above 18 years are eligible to apply.
- 2) Candidates claiming to belong to any particular category shall necessarily have a valid [SC/ OBC \(NCL\)/ Ex-servicemen/ PwBDs certificate](#), as the case may be, issued by appropriate Authority.
- 3) **Candidate still pursuing their courses or are awaiting for final result need not apply.**
- 4) Mere fulfilling the minimum qualifications and experience shall not confer any right upon the candidate for being called for Personal Interview.
- 5) **NEEPCO reserves the right to increase/ decrease /cancel/ modify/ restrict/ enlarge or to fill / not to fill the vacancy advertised / alter any of the conditions/ provisions in the recruitment process, without issuing any further notice or assigning any reason thereof.**

- 6) Candidate is liable to be rejected at any stage of the recruitment process or after recruitment or joining, if any information provided by the candidate is found to be false or is not found to be in conformity with eligibility criteria mentioned in the advertisement.
- 7) Vacancies indicated above may vary as per NEEPCO requirements.
- 8) Incomplete applications or applications without prescribed testimonials/ certificates or received after the closing date will summarily be rejected.
- 9) If any of the certificates/ documents are in language other than Hindi/ English, candidate is advised to submit a certificate translation copy of the same in either Hindi or English language also.
- 10) Candidate employed with Government Departments/ PSUs/ Autonomous Bodies must apply through proper channel or submit No Objection Certificate at the time of Personal interview and must submit relieving letter at the time of joining, if selected for the said post.
- 11) The Corporation will not be responsible in any way for delay, bouncing or non-receipt of mail.
- 12) Interim queries will not be entertained in this regard.
- 13) Incomplete application will be summarily rejected. Application with blurred / illegible photograph/ signature/other scanned documents will be rejected.
- 14) Application fee is non-refundable even if the candidature is rejected for any reason.
- 15) Complaints attributable to compatibility of the Client Systems, ignorance of users, non-availability of internet connectivity or any other aspect beyond the direct control of NEEPCO or system will not be entertained.
- 16) **All correspondences will be made through our Recruitment Portal only <https://recruitment.neepco-spark.co.in/>, which is available at NEEPCO official website**
- 17) In case of any ambiguity / dispute, arising on account of interpretation in version other than English, English version will prevail.
- 18) Candidates canvassing directly or indirectly will be disqualified.
- 19) Candidates shall be posted anywhere in India.
- 20) Legal jurisdiction shall be Shillong, Meghalaya in case of any dispute arising out of this advertisement and/or an application in response thereto.

Schedule of online registration etc against Advt. No- NEEPCO/04/2026

Commencement of Online registration of Application	11-10-2026
Closing of Online registration of Application	31-10-2026

Contact e-mail ID of HR Talent Acquisition: recruitment@neepco.co.in