



নর্দান ইলেকট্রিসিটি সাপ্লাই কোম্পানি লিঃ
Northern Electricity Supply Company Ltd
(An Enterprise of Bangladesh Power Development Board
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“দক্ষ মানবসম্পদ তৈরির লক্ষ্যে

কর্মকর্তা/কর্মচারীদের জন্য কর্মজীবন উন্নয়ন পরিকল্পনা-২০২১”



নর্দান ইলেকট্রিসিটি সাপ্লাই কোম্পানি (নেসকো) লিমিটেড

(বাংলাদেশ বিদ্যুৎ উন্নয়ন বোর্ডের একটি প্রতিষ্ঠান)

এক নজরে নেসকো

গণপ্রজাতন্ত্রী বাংলাদেশ সরকারের রূপকল্প – ২০২১ এর আওতায় “ঘরে ঘরে বিদ্যুৎ ও “সবার জন্য বিদ্যুৎ” এর লক্ষ্যমাত্রা ধার্য করা হয়েছে। এর ধারাবাহিকতায় বিদ্যুৎ খাতের পুনর্বিদ্যায়, পুনঃগঠন ও ব্যবস্থাপনার উন্নয়ন সাধনের মাধ্যমে জেনারেশন, ট্রান্সমিশন ও বিতরণ ব্যবস্থার জবাবদিহিতা ও উন্নততর সেবা নিশ্চিত করতে ১ লা অক্টোবর, ২০১৬ খ্রিঃ হতে বাংলাদেশ বিদ্যুৎ উন্নয়ন বোর্ড থেকে সকল দায়-দায়িত্ব অধিগ্রহণ করে নর্দান ইলেক্ট্রিসিটি সাপ্লাই কোম্পানি (নেসকো) লিমিটেড বাণিজ্যিক কার্যক্রম শুরু করে। প্রচলিত আইন কাঠামোর মধ্যে নেসকো লিমিটেড এর সামগ্রিক পরিচালনার জন্য চূড়ান্ত কর্তৃপক্ষ হলো পরিচালনা পর্ষদ। সরকার কর্তৃক মনোনীত পরিচালক দ্বারা নেসকো বোর্ড গঠিত। পরিচালনা পর্ষদের নির্দেশনা অনুযায়ী, নেসকো লিঃ এর কৌশলগত কার্যক্রম একটি ব্যবস্থাপনা দল দ্বারা পরিচালিত হয় যার প্রধান হলেন ব্যবস্থাপনা পরিচালক ও নির্বাহী পরিচালকগণ।

নর্দান ইলেক্ট্রিসিটি সাপ্লাই কোম্পানি (নেসকো) লিমিটেড বাংলাদেশ বিদ্যুৎ উন্নয়ন বোর্ড এর একটি প্রতিষ্ঠান। দেশের উত্তরাঞ্চল তথা রাজশাহী ও রংপুর বিভাগের ১৬ টি জেলার আওতাধীন মোট ৩৯ টি উপজেলা শহর ও শহরাঞ্চলের প্রায় ১৭ লক্ষ গ্রাহকগণকে ৫৫ টি বিক্রয় ও বিতরণ বিভাগ/ বিদ্যুৎ সরবরাহ ইউনিট এর মাধ্যমে নির্ভরযোগ্য ও সশ্রমী বিদ্যুৎ সরবরাহের পাশাপাশি অধিকতর ভাল গ্রাহক সেবা এবং গণপ্রজাতন্ত্রী বাংলাদেশ সরকারের রূপকল্প-২০২১ বাস্তবায়নের জন্য নেসকো লিমিটেডের কর্মীবৃন্দ নিরলসভাবে কাজ করে যাচ্ছে।

মানবসম্পদ ও প্রশাসন-নেসকো

মানবসম্পদ ব্যবস্থাপনা হচ্ছে একটি প্রতিষ্ঠানের সর্বাধিক গুরুত্বপূর্ণ একটি প্রত্যয়ের নাম। একটি প্রতিষ্ঠান ভিন্ন ভিন্ন সম্পদের সমন্বয়ে গড়ে ওঠে যার মধ্যে মানবসম্পদ হচ্ছে সবচেয়ে গুরুত্বপূর্ণ ও স্পর্শকাতর সম্পদ। কেননা মানবসম্পদই অন্য সকল সম্পদ ও পরিসম্পদকে পরিচালনা করে থাকে। নেসকো লিমিটেড নীতিমালা নির্ধারণের ক্ষেত্রে সর্বদা মানবসম্পদকে অন্যতম গুরুত্ব দিয়ে থাকে। কেননা মানবসম্পদ হচ্ছে কোম্পানির সকল নীতিমালা ও পলিসির প্রধান ব্যবহারকারী। নেসকো লিমিটেড এর মানবসম্পদ ও প্রশাসন দপ্তর এক্ষেত্রে মানবসম্পদ সংশ্লিষ্ট যাবতীয় তথ্যাদি উর্দ্ধতন কর্তৃপক্ষকে যথাসময়ে সরবরাহ করে কোম্পানির নীতিমালা নির্ধারণে গুরুত্বপূর্ণ ভূমিকা রাখে।

নেসকোর মানবসম্পদ পরিসংখ্যান

ক্রমিক	গ্রেড	ইমপ্লয়ির সংখ্যা (জন)
১	গ্রেড ১-৮	৫৪০
২	গ্রেড ৯-১৬	১৬৮৮
	মোট	২২২৮

নেসকো লিমিটেড এর কর্মকর্তা/কর্মচারীদের জন্য কর্মজীবন উন্নয়ন পরিকল্পনা

প্রতিষ্ঠানের কর্মপরিবেশ উন্নয়ন তথা প্রতিষ্ঠানের সার্বিক উন্নয়নের স্বার্থে প্রত্যেক কর্মীর কর্মজীবন মান উন্নয়ন একটি অতীব জরুরি বিষয়। এটি এমন একটি পন্থা যা কোম্পানিকে তার লক্ষ্যে পৌছাতে সর্বোচ্চ সহায়তা করে। কর্মীদের পেশাগত মানোন্নয়নই যার

একমাত্র পাথেয়। নেসকো লিমিটেডে এ বিষয়টি সর্বোচ্চ গুরুত্বের সাথে দেখা হয়। নিম্নে কোম্পানির কর্মীবাহিনীর কর্মজীবন উন্নয়ন সম্পর্কিত পরিকল্পনা কয়েকটি বিশেষ দিক উপস্থাপন করা হলোঃ

ক) শূন্যপদ নির্ধারণ ও নবনিয়োগ সম্পর্কিত উন্নয়ন পরিকল্পনা

- কোম্পানিতে কর্মরত কর্মীদের অবসর ও ইস্তফা হতে সৃষ্ট শূন্য পদ এবং কোম্পানির ক্রমবর্ধমান কার্যক্রমের প্রয়োজনের নিরিখে নবনিয়োগের যুক্তিসঙ্গত সংখ্যা নির্ধারণ করা
- নিয়োগ ক্যালেন্ডার প্রস্তুতকরণ
- ডিজিটাল মাধ্যমে নিয়োগ প্রক্রিয়া সম্পন্নকরণ
- যথাসম্ভব কম সময়ে নিয়োগ প্রক্রিয়া সম্পন্নকরণ
- নিয়োগের ক্ষেত্রে সর্বাধিক সচ্ছতা নিশ্চিতকরণ
- কোম্পানির চাহিদা অনুযায়ী সময়ে সময়ে এতদ্বিষয়ে যথোপযুক্ত পরিমার্জন ও আধুনিকীকরণ

নেসকো লিমিটেড কর্তৃক ২০২১ খ্রিঃ পর্যন্ত নিয়োগপ্রাপ্ত ও যোগদানকৃত এমপ্লয়ীদের তালিকাঃ

ক্রম	পদের নাম	নিয়োগ	যোগদান
১	ব্যবস্থাপনা পরিচালক	১	১
২	নির্বাহী পরিচালক (অর্থ ও প্রশাসন)	১	১
৩	নির্বাহী পরিচালক (কারিগরি ও অপারেশন্স)	২	২
৪	নির্বাহী প্রকৌশলী	৩১	২৪
৫	ব্যবস্থাপক (ক্রয়)	১	১
৬	ব্যবস্থাপক (সফটওয়্যার)	১	১
৭	ব্যবস্থাপক (মানবসম্পদ ও প্রশাসন)	১	১
৮	ব্যবস্থাপক (আইসিটি)	১	১
৯	ব্যবস্থাপক (ডাটাবেইজ এডমিনিস্ট্রেটর)	১	১
১০	ব্যবস্থাপক (ডাটা সেন্টার)	১	১
১১	ডেপুটি কোম্পানী সেক্রেটারী	১	১
১২	সহকারী প্রকৌশলী (তড়িৎ)	১২৬	১০৩
১৩	সহকারী প্রকৌশলী (যান্ত্রিক)	২১	১৯
১৪	সহকারী প্রকৌশলী (পূর্ত)	১০	৭
১৫	সহকারী ব্যবস্থাপক (এইচআরএম এন্ড ওডি)	৯	৯
১৬	সহকারী ব্যবস্থাপক (লেবার ওয়েলফেয়ার এ্যান্ড লিগ্যাল)	৪	৪
১৭	সহকারী ব্যবস্থাপক (পিআর এন্ড কম)	৪	৪
১৮	সহকারী ব্যবস্থাপক (অর্থ ও বাজেট)	১৭	১৬
১৯	সহকারী ব্যবস্থাপক (এমআইএস এন্ড আইসিটি)	১৩	১১
২০	উপ-সহকারী প্রকৌশলী (তড়িৎ)	২৭৬	২৫৪
২১	উপ-সহকারী প্রকৌশলী (যান্ত্রিক)	২৬	২৩
২২	উপ-সহকারী প্রকৌশলী (পূর্ত)	১০	১০
	সাব-স্টেশন এটেনডেন্ট	১৮৬	১৭৪
	সর্বমোট=	৭৪৪ জন	৬৬৯ জন

খ) প্রবেশনকাল/এপ্রেনটিশকাল ও চাকরি নিয়মিতকরণ সম্পর্কিত উন্নয়ন পরিকল্পনা

- সমস্ত নবনিযুক্ত ইমপ্লয়ির বুনিয়েদি প্রশিক্ষণ সম্পন্নকরণ
- তাত্ত্বিক ও ব্যবহারিক জ্ঞানের সমন্বয়ে প্রবেশন/এপ্রেনটিশকাল সম্পন্নকরণ
- যথাসম্ভব দ্রুততম সময়ে পুলিশি তদন্ত প্রতিবেদন সম্পন্ন করণ
- প্রবেশনকাল সন্তোষজনকভাবে সমাপ্ত করণের সাথে সাথে যথাযথ কর্মমূল্যায়ন সাপেক্ষে চাকরি নিয়মিতকরণ ও পদায়ন।

গ) প্রশিক্ষণ সংশ্লিষ্ট উন্নয়ন পরিকল্পনা

- অতিঅল্প সময়ের মধ্যে নিজস্ব প্রশিক্ষণ একাডেমির বন্দোবস্তকরণ
- প্রশিক্ষণ ক্যালেন্ডার প্রস্তুত করত তা নেসকোর ওয়েবসাইটে প্রকাশকরণ
- যথাযথ নিড অ্যাসেসমেন্টের মাধ্যমে প্রশিক্ষণ প্রদান
- ব্যবহারিক ও তাত্ত্বিক উভয় মাধ্যমে প্রশিক্ষণ প্রদান এবং ডিজিটাল মিডিয়ার ব্যবহার
- কার্যমূল্যায়নের ভিত্তিতে ইমপ্লয়িদের জন্য বৈদেশিক প্রশিক্ষণের ব্যবস্থাকরণ

নির্দেশনা মোতাবেক নেসকো লিঃ -এর সকল পর্যায়ের কর্মকর্তা-কর্মচারীদের ২০২০-২১ অর্থবছরে এপর্যন্ত ৫৫ জনঘন্টা (প্রায়) প্রশিক্ষণ প্রদান করা হয়েছে। লক্ষ্যমাত্রা অনুযায়ী (৬০ জনঘন্টা) ২০২০-২১ অর্থবছরে সকল পর্যায়ের কর্মকর্তা-কর্মচারীদের অবশিষ্ট প্রশিক্ষণ প্রদান কার্যক্রম চলমান রয়েছে। (সংযুক্তি - বর্ণনামতে)

ঘ) পদোন্নতি সংশ্লিষ্ট উন্নয়ন পরিকল্পনা

নেসকো পে গ্রেড-২০১৬ অনুযায়ী কোম্পানিতে বর্তমানে ১৬ টি পে গ্রেড রয়েছে। প্রতিটি গ্রেডের ইমপ্লয়িদের পদোন্নতির জন্য নিয়োগ ও পদোন্নতির সিডিউল অ্যানেক্সার-১ ও অ্যানেক্সার-২ ইতোমধ্যে প্রস্তুত করা হয়েছে। কোম্পানির একটি লক্ষ্য হচ্ছে পদোন্নতির নীতিমালা ও নেসকো সার্ভিস রুলস অনুযায়ী প্রত্যেক ইমপ্লয়ির জন্য যথাসময়ে পদোন্নতির ব্যবস্থা করা যাতে কাজের প্রতি কর্মীবাহিনীর প্রেষণা বৃদ্ধি পায়। এটি নেসকোর কর্মজীবন উন্নয়ন পরিকল্পনার একটি অন্যতম পরিকল্পনা। কোম্পানির মুখ্য ব্যবস্থাপনা সেই লক্ষ্যে কাজ করে যাচ্ছে।

নেসকো লিমিটেডে ২০১৮ সাল হতে ২০২০ সাল পর্যন্ত সময়ের পদোন্নতির চিত্র নিম্নে তুলে ধরা হলোঃ

ক্র.নং	পদোন্নতি প্রদানকৃত পদ	সংখ্যা (জন)
১	প্রধান প্রকৌশলী	২
২	তত্ত্বাবধায়ক প্রকৌশলী	১২
৩	উপ-মহাব্যবস্থাপক (হিসাব/নিরীক্ষা)	২
৪	উপ-মহাব্যবস্থাপক (এইচআর)	১
৫	নির্বাহী প্রকৌশলী	২
৬	ব্যবস্থাপক (লিগ্যাল এন্ড কোম্পানি এফেয়ার্স)	১
৭	ব্যবস্থাপক (হিসাব)	৩
৮	উপ-ব্যবস্থাপক (হিসাব)	৪
৯	উপ-বিভাগীয় প্রকৌশলী	১৯
১০	সহকারী প্রকৌশলী	৬০
১১	সহকারী ব্যবস্থাপক (অর্থ)	৩
১২	জুনিয়র সহকারী ব্যবস্থাপক (মানব সম্পদ)	২
	সর্বমোট=	১১১ জন

ঙ) পদায়ন ও বদলি

‘সঠিক ইমপ্লয়িকে সঠিক স্থানে রাখা’ এই স্লোগান নিয়ে নেসকো লিমিটেডে কোম্পানির কাজের স্বার্থে কর্মীদের পদায়ন ও বদলি করা হয়ে থাকে।

চ) অটোমেশন সম্পর্কিত উন্নয়ন পরিকল্পনা

- কোম্পানিকে একটি পেপারলেস ও অত্যাধুনিক প্রতিষ্ঠানে রূপান্তরকরণ
- কোম্পানির সার্বিক কার্যক্রমে শতভাগ ই-নথির ব্যবহার নিশ্চিতকরণ
- নিজস্ব ডিজিটাল ম্যান-পাওয়ার গঠন
- ইআরপি বাস্তবায়নের মাধ্যমে কোম্পানির কার্যক্রম সর্বোচ্চ ডিজিটালাইজকরণ।
- কাস্টমার সার্ভিসের ক্ষেত্রে ডিজিটাল প্ল্যাটফর্ম ব্যবহার ও অধিক দ্রুত গতিতে ও সর্বোত্তম গ্রাহক সেবা প্রদান নিশ্চিতকরণ।
- সয়ংক্রিয় মাস্টার ডাটাবেজ প্রস্তুতকরণ
- কোম্পানির উন্নয়নের লক্ষ্যে ডিজিটালাইজেশনকে হাতিয়ার হিসেবে ব্যবহার

ছ) চাকরির অবসরজনিত সুবিধাদি সম্পর্কিত উন্নয়ন পরিকল্পনা

- অবসর গ্রহণের সাথে সাথে দ্রুততম সময়ে নানাবিধ আর্থিক পাওনাদি যেমন সিপিএফ, গ্রাচুইটি, ছুটি নগদায়ন ইত্যাদি পরিশোধ করা
- কোন প্রকার ঝামেলা ছাড়াই উপরলিখিত সুবিধাদি কর্মীকে প্রদান

জ) অন্যান্য বিশেষ পরিকল্পনা

- কর্মকর্তা-কর্মচারীদের জন্য ক্যান্টিন সুবিধা চালুকরণ
- বার্ষিক বনভোজন/রিফ্রেশমেন্ট ট্যুর এর ব্যবস্থাকরণ
- ইমপ্লয়ীদের জন্য ‘Recreation leave with pay’ এর ব্যবস্থাকরণ
- কর্মমূল্যায়ন এর উপর ভিত্তি করে এক্সট্রা ইন্সেনটিভস প্রদান
- লিঙ্গ সমতা যথাযথভাবে নিশ্চিতকরণ ও নারী কর্মীদের প্রতি সহানুভূতিশীল আচরণ
- TQM ব্যবস্থা চালুকরণ
- প্রত্যেক কর্মকর্তা/কর্মচারীর বার্ষিক কর্মমূল্যায়ন করা হবে এবং কর্মমূল্যায়নের আলোকে সরকারি বিধি বিধান মোতাবেক বিভিন্ন ধরনের বোনাস, প্রমোশন এর জন্য সুপারিশকরণ
- মাতৃত্ব সুরক্ষাকল্পে এবং শিশুর শৈশব রঙিন ও সম্ভাবনাময় করার জন্য ডে-কেয়ার সেন্টার স্থাপনকরণ

[Handwritten marks and scribbles on the left margin]

APPENDICES

Schedule of Recruitment and Promotion Guideline (Officer)

Sl	Name of the post	Age Limit for Direct Recruitment	Recruitment Procedure	Qualifications for Direct Recruitment	Qualification/ Experience for Promotion
1.	Managing Director Pay Scale Grade-1	Maximum 60 years	Direct Recruitment	<p>a) At least graduate in Electrical/Mechanical Engineering or Masters in Finance/ Business Administration/ Management/ Economics from any recognized university.</p> <p>b) Candidates passed in the grading system must possess a least a CGPA 3.00 on a scale of 5.0 and a CGPA 2.5 on a scale of 4.0 and passed in the conventional system (class/division) must possess at least 2nd class/division. No third Division/Class or equivalent at any stage of the academic career shall not be acceptable.</p> <p>c) At least 25 years work experience of which at least 5 years in senior managerial position.</p> <p>d) At least 5 Years work experience in the relevant field like Electricity generation / transmission/distribution utilities.</p> <p>e) Must be able to demonstrate knowledge about relevant govt. rules & regulations.</p> <p>f) Must be able to demonstrate knowledge in company laws, labor laws, TQM, TPM, Preventive maintenance and corporate Governance etc.</p> <p>g) Must demonstrate strong participatory leadership ability.</p> <p>h) Must have strong communication skills in both Bengali & English including working experience using computer.</p> <p>i) The board may relax any qualifications for an extraordinary candidate.</p>	N/A

Sl	Name of the post	Age Limit for Direct Recruitment	Recruitment Procedure	Qualifications for Direct Recruitment	Qualification/ Experience for Promotion
2.	<p align="center">Executive Director (Engineering /Operation) Pay Scale Grade-2</p>	<p align="center">Maximum 60 years</p>	<p align="center">Direct Recruitment</p>	<p>a) At least graduate in Electrical/Mechanical Engineering from any recognized university.</p> <p>b) Candidates passed in the grading system must possess a least a CGPA 3.00 on a scale of 5.0 and a CGPA 2.5 on a scale of 4.0 and passed in the conventional system (class/division) must possess at least 2nd class/division. No third Division/Class or equivalent at any stage of the academic career shall not be acceptable.</p> <p>c) At least 05 years' experience in senior managerial position in the relevant field.</p> <p>d) At least 20 years work experience in the relevant field of which 5 years in Power generation / transmission/distribution utilities.</p> <p>e) Must demonstrate experience in operation & maintenance of power system and experience in public procurement, etc.</p> <p>f) Must demonstrate strong participatory leadership ability.</p> <p>g) Must be able to demonstrate knowledge in company laws, labor laws, TQM, TPM, Preventive maintenance and corporate Governance.</p> <p>h) Must have strong communication skill in both Bengali & English (written & verbal) including working experience using computer.</p> <p>i) The board may relax any qualifications for an extraordinary candidate.</p>	<p align="center">N/A</p>

Sl	Name of the post	Age Limit for Direct Recruitment	Recruitment Procedure	Qualifications for Direct Recruitment	Qualification/ Experience for Promotion
3.	Executive Director (Finance) Pay Scale Grade-2	Maximum 60 years	Direct Recruitment /Deputation	<p>a) At least Master Degree in Finance /Accounting or MBA (Finance / Accounting) from any recognized university. Candidates having FCA/FCMA will be given preference.</p> <p>b) Candidates passed in the grading system must possess a least a CGPA 3.00 on a scale of 5.0 and a CGPA 2.5 on a scale of 4.0 and passed in the conventional system (class/division) must possess at least 2nd class/division. No third Division/Class or equivalent at any stage of the academic career shall not be acceptable</p> <p>c) At least 05 years' experience in DGM or equivalent and above in relevant field.</p> <p>d) At least 20 years work experience in the relevant field of which 5 years in Power generation / transmission/ distribution / utilities.</p> <p>e) Must demonstrate knowledge in govt. financial rules & regulations, PPA, PPR, etc.</p> <p>f) Must demonstrate strong participatory leadership ability.</p> <p>g) Must be able to demonstrate knowledge in TQM and corporate Governance.</p> <p>h) Must have strong communication skill in Bengali & English (written & verbal) including working experience using computer.</p> <p>i) The board may relax any qualifications for an extraordinary candidate.</p>	N/A

Sl	Name of the post	Age Limit for Direct Recruitment	Recruitment Procedure	Qualifications for Direct Recruitment	Qualification/ Experience for Promotion
4.	Executive Director (HR & Administration) Pay Scale Grade-2	Maximum 60 years	Direct Recruitment/ Deputation	<p>a) At least Master Degree in Management/ Public Administration or MBA in HR any other relevant subject from any recognized university.</p> <p>b) Candidates passed in the grading system must possess a least a CGPA 3.00 on a scale of 5.0 and a CGPA 2.5 on a scale of 4.0 and passed in the conventional system (class/division) must possess at least 2nd class/division. No third Division/Class or equivalent at any stage of the academic career shall not be acceptable</p> <p>c) At least 05 years' experience in senior managerial position in the relevant field.</p> <p>d) At least 20 years work experience of which 5 years' experience in the relevant field of generation / transmission/distribution utilities.</p> <p>e) Must demonstrate strong participatory leadership ability.</p> <p>f) Must be able to demonstrate knowledge in TQM, TPM, Preventive maintenance and corporate Governance.</p> <p>g) Must have strong communication skill in Bengali & English (written & verbal) including working experience using computer.</p> <p>h) The board may relax any qualifications for an extraordinary candidate.</p>	N/A
5.	Chief Engineer (Operation/ Engineering/ Planning, Development & Project) Pay Scale Grade-3	Maximum 57 years	By Promotion (merit cum seniority) Or By Direct	<p>a) At least graduate in Electrical/ Electrical and Electronics/ Mechanical/ Computer Science & Engineering as decided by appointing authority from any recognized university.</p> <p>b) Candidates passed in the grading system must possess a least a CGPA 3.00 on a scale of 5.0 and a CGPA 2.5 on a scale of 4.0 and passed in the conventional system</p>	<p>i) At least 5 years as Superintending Engineer.</p> <p>ii) Satisfactory service records and Sound health</p>

Sl	Name of the post	Age Limit for Direct Recruitment	Recruitment Procedure	Qualifications for Direct Recruitment	Qualification/ Experience for Promotion
			Recruitment	<p>(class/division) must possess at least 2nd class/division. No third Division/Class or equivalent at any stage of the academic career shall not be acceptable</p> <p>c) At least 05 years' experience in senior managerial position (SE) in the relevant field.</p> <p>d) At least 15 years work experience of which 5 years' experience in the relevant field of power generation / transmission/distribution utilities.</p> <p>e) Must demonstrate experience in operations & maintenance of power system.</p> <p>f) Must demonstrate strong participatory leadership ability.</p> <p>g) Must be able to demonstrate knowledge in TQM, TPM, Preventive maintenance and corporate Governance.</p> <p>h) Must have strong communication skill in Bengali & English (written & verbal) including computer literacy.</p>	
6.	<p>Superintending Engineer (Operation/ Engineering/ Planning, Development & Project) Pay Scale Grade-4</p>	Maximum 50 years	<p>By Promotion (merit cum seniority) or By Direct Recruitment</p>	<p>a) At least graduate in Electrical/EEE/Mechanical/Civil/ Computer Science & Engineering or as decided by appointing authority from any recognized university.</p> <p>b) Candidates passed in the grading system must possess a least a CGPA 3.00 on a scale of 5.0 and a CGPA 2.5 on a scale of 4.0 and passed in the conventional system (class/division) must possess at least 2nd class/division. No third Division/Class or equivalent at any stage of the academic career shall not be acceptable</p> <p>c) At least 04 years' experience in senior position (XEN) in the relevant field.</p> <p>d) At least 12 years work experience of which 3 years' experience in the relevant field of Power generation / transmission/distribution utilities.</p>	<p>i) At least 4 years as Executive Engineer ii) Satisfactory service records iii) Sound health.</p>

Sl	Name of the post	Age Limit for Direct Recruitment	Recruitment Procedure	Qualifications for Direct Recruitment	Qualification/ Experience for Promotion
				<p>e) Must demonstrate experience in operations & maintenance of power system.</p> <p>f) Must demonstrate strong participatory leadership ability.</p> <p>g) Must be able to demonstrate knowledge in TQM, TPM, Preventive maintenance and corporate Governance.</p> <p>h) Must have strong communication skill in Bengali & English (written & verbal) including computer literacy.</p>	
7.	Executive Engineer (Operation/ Engineering/ Planning, Development & Project) Pay Scale Grade-5	Maximum 40 years	By Promotion (merit cum seniority) or By Direct Recruitment	<p>a) At least graduate in Electrical/Mechanical/EEE/Civil/ Computer Science & Engineering as decided by appointing authority from any recognized university.</p> <p>b) Candidates passed in the grading system must possess a least a CGPA 3.00 on a scale of 5.0 and a CGPA 2.5 on a scale of 4.0 and passed in the conventional system (class/division) must possess at least 2nd class/division. No third Division/Class or equivalent at any stage of the academic career shall not be acceptable</p> <p>c) At least 07 years work experience of which 4 years' experience as SDE in power generation / transmission/distribution utilities.</p> <p>d) Must demonstrate experience in operations & maintenance of power system and experience in public procurement, etc.</p> <p>e) Must demonstrate strong participatory leadership ability.</p> <p>f) Must be able to demonstrate knowledge in TQM, TPM, Preventive maintenance and corporate Governance.</p>	<p>i) At least 7 years' experience with 4 years as Sub-Divisional Engineer</p> <p>ii) Satisfactory service records</p> <p>iii) Sound health.</p>

Sl	Name of the post	Age Limit for Direct Recruitment	Recruitment Procedure	Qualifications for Direct Recruitment	Qualification/ Experience for Promotion
				g) Must have strong communication skill in Bengali & English (written & verbal) including computer literacy.	
8.	Sub-Divisional Engineer (Operation/ Engineering/ Planning, Development & Project) Pay Scale Grade-6		By Promotion (merit cum seniority) only	(a) At least graduate in Electrical/Mechanical/EEE/Civil/ Computer Science & Engineering or any graduate in engineering as decided by appointing authority from any recognized university. b) Candidates passed in the grading system must possess a least a CGPA 3.00 on a scale of 5.0 and a CGPA 2.5 on a scale of 4.0 and passed in the conventional system (class/division) must possess at least 2nd class/division. No third Division/Class or equivalent at any stage of the academic career shall not be acceptable c) At least 05 years work experience in the relevant field. d) Must demonstrate experience in operations & maintenance of power system and experience in public procurement, etc. e) Must demonstrate strong participatory leadership ability. f) Must have strong communication skill in Bengali & English (written & verbal) including computer literacy. h) In-case of departmental candidate, having required qualification age may be relaxed up to 40 years.	i) At least 3 years as Assistant Engineer (Operation/ Engineering/ Planning, Development & Project) ii) Must successfully complete a training program on relevant field. iii) Satisfactory service records. iv) Sound health.
9.	Assistant Engineer (Operation/ Engineering/ Planning, Development & Project) Pay Scale Grade-7	Maximum 30 years Age can relaxed as per the Government rule.	i) By Direct Recruitment ii) By Promotion (Merit cum seniority)	(a) At least graduate in Electrical/Mechanical/Civil/EEE/ Computer Science & Engineering or any graduate in engineering as decided by appointing authority from any recognized university. b) Candidates passed in the grading system must possess a least a CGPA 3.00 on a scale of 5.0 and a CGPA 2.5 on a scale of 4.0 and passed in the conventional system (class/division) must possess at least 2nd class/division. No third Division/Class or equivalent at any stage of the academic career shall not be acceptable	i) At least 5 years as Sub Assistant Engineer ii) Must successfully complete a Basic course. iii) Not more than 33% to be filled by promotion. iv) Satisfactory service records.

SI	Name of the post	Age Limit for Direct Recruitment	Recruitment Procedure	Qualifications for Direct Recruitment	Qualification/ Experience for Promotion
				<p>c) Must Demonstrate strong Participatory leadership ability.</p> <p>d) Must have strong communication skill in Bengali & English (written & verbal) including computer literacy.</p> <p>e) In-case of departmental candidate, having required qualification age may be relaxed up to 35 years.</p>	v) Sound health conditions
10.	<p>Sub Assistant Engineer (S&D/ Engineering Services) Pay Scale Grade-8</p>	<p>Maximum 30 years.</p> <p>Age can be relaxed as per the Government rule.</p>	By Direct Recruitment only	<p>(a) At least Diploma in Electrical / Mechanical/Industrial/Civil/Computer/Power Engineering or any diploma in engineering as decided by appointing authority from any recognized educational Institution.</p> <p>b) Candidates passed in the grading system must possess a least a CGPA 3.00 on a scale of 5.0 and a CGPA 2.5 on a scale of 4.0 and passed in the conventional system (class/division) must possess at least 2nd class/division. No third Division/Class or equivalent at any stage of the academic career shall not be acceptable</p> <p>c) Must demonstrate strong participatory leadership ability.</p> <p>d) Must have strong communication skill in Bengali & English (written & verbal) including computer literacy.</p> <p>e) In-case of departmental candidate, having required qualification age may be relaxed up-to 35 years.</p>	
11.	<p>General Manager (HR/Admin) Pay Scale Grade-3</p>	Maximum 57 years	By Promotion (Merit cum seniority) or By Direct Recruitment	<p>a) At least Master Degree in HR/management/MBA or any other relevant subject from any recognized university.</p> <p>b) Candidates passed in the grading system must possess a least a CGPA 3.00 on a scale of 5.0 and a CGPA 2.5 on a scale of 4.0 and passed in the conventional system (class/division) must possess at least 2nd class/division. No third Division/Class or equivalent at any stage of the academic career shall not be acceptable</p>	<p>i) At least 5 years as Deputy General Manager (HR/Admin).</p> <p>ii) Satisfactory service records.</p> <p>iii) Sound health.</p>

Sl	Name of the post	Age Limit for Direct Recruitment	Recruitment Procedure	Qualifications for Direct Recruitment	Qualification/ Experience for Promotion
				<p>c) At least 05 years' experience in Senior managerial position (DGM) in the relevant field.</p> <p>d) At least 15 years work experience of which 05 years' experience in the relevant field of power generation / transmission/distribution utilities.</p> <p>e) Must demonstrate strong participatory leadership ability.</p> <p>f) Must be able to demonstrate knowledge in TQM and corporate Governance.</p> <p>g) Must have strong communication skill in Bengali & English (written & verbal) including working experience.</p>	
12	General Manager (Finance/Accounts) Pay Scale Grade-3	Maximum 57 years	By Promotion (merit cum seniority) or By Direct Recruitment	<p>a) At least Masters degree in /Finance/Accounts or MBA in Finance and Accounting from any recognized university. Candidates having FCA/FCMA will be given preference.</p> <p>b) Candidates passed in the grading system must possess a least a CGPA 3.00 on a scale of 5.0 and a CGPA 2.5 on a scale of 4.0 and passed in the conventional system (class/division) must possess at least 2nd class/division. No third Division/Class or equivalent at any stage of the academic career shall not be acceptable</p> <p>c) At least 5 (Five) years' experience in senior position (DGM) in the relevant field.</p> <p>d) At least 15 (Fifteen) years' work experience in the relevant field of which 05 (Five) years in generation / transmission/distribution utilities.</p> <p>e) Must demonstrate strong participatory leadership ability.</p> <p>f) Must be able to demonstrate knowledge in TPM, TQM</p>	<p>i) At least 5 years as Deputy General Manager (Finance/Accounts)</p> <p>ii) Satisfactory service records.</p> <p>iii) Sound health.</p>

Sl	Name of the post	Age Limit for Direct Recruitment	Recruitment Procedure	Qualifications for Direct Recruitment	Qualification/ Experience for Promotion
				Preventive maintenance and corporate Governance. g) Must have strong communication skill in English (written & verbal) including computer literacy.	
13	Chief Engineer (Procurement) Pay Scale Grade-3	Maximum 57 years	By Promotion (merit cum seniority) or By Direct Recruitment	a) At least Master Degree in Commerce /Accounting/MBA/ Supply Chain Management or At least graduate in Engineering from any recognized university. Professional Degree on Procurement will give preference. b) Candidates passed in the grading system must possess a least a CGPA 3.00 on a scale of 5.0 and a CGPA 2.5 on a scale of 4.0 and passed in the conventional system (class/division) must possess at least 2nd class/division. No third Division/Class or equivalent at any stage of the academic career shall not be acceptable c) At least 5 (Five) years' experience in senior position (SE) in the relevant field. d) At least 15 years work experience in the relevant field of which 5 years in generation/transmission/distribution utilities. d) Must demonstrate strong participatory leadership ability. f) Must have strong communication skill in English (written & verbal) including working experience using computer.	i) At least 5 years as SE. iii) Satisfactory service records ii) Sound health.
14	CE/GM Commercial Operation Pay Scale Grade-3	Maximum 57 years	By Promotion (Merit cum seniority) or By Direct Recruitment	a) At least graduate in Engineering from any recognized university. Professional Degree on Procurement will give preference or At least Master Degree in Commerce /Accounting/MBA from any recognized university. Candidates having ACA/ACMA will be given preference. b) Candidates passed in the grading system must possess a least a CGPA 3.00 on a scale of 5.0 and a CGPA 2.5 on a	i) At least 5 years as SE/DGM ii) Satisfactory service records ii) Sound health.

Sl	Name of the post	Age Limit for Direct Recruitment	Recruitment Procedure	Qualifications for Direct Recruitment	Qualification/ Experience for Promotion
				<p>scale of 4.0 and passed in the conventional system (class/division) must possess at least 2nd class/division. No third Division/Class or equivalent at any stage of the academic career shall not be acceptable</p> <p>c) At least 5 (Five) years' experience in senior position (SE) in the relevant field.</p> <p>(d) At least 15 years work experience in the relevant field of which 5 years in generation/transmission/distribution utilities.</p> <p>e) Must demonstrate strong participatory leadership ability.</p> <p>f) Must be able to demonstrate knowledge in TPM, TQM, Preventive maintenance and corporate Governance.</p> <p>g) Must have strong communication skill in English (written & verbal) including computer literacy.</p>	
15	<p>Company Secretary (equivalent to DGM) Pay Scale Grade-4 After five years he will be eligible for the next grade</p>	Maximum 50 years	By Direct Recruitment Promotion Or Deputation.	<p>(a) At least Masters in law/ Management or MBA (Management) from any university recognized by UGC. Professional qualification from Institute of Chartered Secretaries of Bangladesh (ACS/FCS) will get preference.</p> <p>b) Candidates passed in the grading system must possess a least a CGPA 3.00 on a scale of 5.0 and a CGPA 2.5 on a scale of 4.0 and passed in the conventional system (class/division) must possess at least 2nd class/division. No third Division/Class or equivalent at any stage of the academic career shall not be acceptable</p> <p>c) At least 4 (Four) years of experience in senior position in the relevant field.</p> <p>d) At least 12 (Twelve) years' work experience in the</p>	<p>i) At least 4 years as Deputy Company Secretary</p> <p>ii) Satisfactory service records.</p> <p>iii) Sound health.</p>

Sl	Name of the post	Age Limit for Direct Recruitment	Recruitment Procedure	Qualifications for Direct Recruitment	Qualification/ Experience for Promotion
				<p>relevant field of which 4 years in generation / transmission/distribution utilities.</p> <p>e) Must demonstrate strong participatory leadership ability.</p> <p>f) Must be able to demonstrate knowledge in TPM, TQM, Preventive maintenance and corporate Governance.</p> <p>g) Must have strong communication skill in English (written & verbal) including computer literacy.</p> <p>f) For departmental candidate the age limit for direct recruitment will be maximum 55.</p>	
16	<p>Deputy General Manager (HRM/Admin) Pay Scale Grade-4</p>	Maximum 50 years	<p>By Promotion (Merit cum seniority) or By Direct Recruitment</p>	<p>a) At least Master Degree in Management/ Public Administration/ MBA (Management/ HRM) or other relevant subject from any recognized university.</p> <p>b) Candidates passed in the grading system must possess a least a CGPA 3.00 on a scale of 5.0 and a CGPA 2.5 on a scale of 4.0 and passed in the conventional system (class/division) must possess at least 2nd class/division. No third Division/Class or equivalent at any stage of the academic career shall not be acceptable</p> <p>c) At least 4 (Four) years of experience in senior position in the relevant field. (Manager)</p> <p>d) At least 12 years work experience in the relevant field of which 4 years in generation / transmission /distribution utilities.</p> <p>e) Must demonstrate strong participatory leadership ability.</p> <p>f) Must be able to demonstrate knowledge in TPM, TQM, Preventive maintenance and corporate Governance.</p> <p>g) Must have strong communication skill in English (written & verbal) including computer literacy.</p>	<p>i) At least 4 years as Manager (HR/Admin).</p> <p>ii) Satisfactory service records.</p> <p>iii) Sound health.</p>

Sl	Name of the post	Age Limit for Direct Recruitment	Recruitment Procedure	Qualifications for Direct Recruitment	Qualification/ Experience for Promotion
17	Deputy General Manager (Finance/Accounts) Pay Scale Grade-4	Maximum 50 years	By Promotion (Merit cum seniority) or By Direct Recruitment	<p>a) At least Master Degree Accounting/ Accounting & Information System / Finance/ Banking or MBA (Accounting/ Accounting & Information System / Finance/ Banking) from any recognized university. Candidates having ACA/ACMA will be given preference.</p> <p>b) Candidates passed in the grading system must possess at least a CGPA 3.00 on a scale of 5.0 and a CGPA 2.5 on a scale of 4.0 and passed in the conventional system (class/division) must possess at least 2nd class/division. No third Division/Class or equivalent at any stage of the academic career shall not be acceptable</p> <p>c) At least 4 (Four) years of experience in senior position in the relevant field. (Manager)</p> <p>d) At least 12 years work experience in the relevant field of which 4 years in generation / transmission /distribution utilities.</p> <p>e) Must demonstrate strong participatory leadership ability.</p> <p>f) Must be able to demonstrate knowledge in TPM, TQM, Preventive maintenance and corporate Governance.</p> <p>g) Must have strong communication skill in English (written & verbal) including computer literacy.</p>	<p>i) At least 4 years as Manager (Finance/Accounts).</p> <p>ii) Satisfactory service records.</p> <p>iii) Sound health.</p>
18	General Manager Legal & Company Affairs Pay Scale Grade-3	Maximum 57 years	By Promotion (Merit cum seniority) or By Direct Recruitment	<p>(a) At least Master Degree in Public Administration /Management/ Law/ MBA (Finance/ Accounting/ Management) from any university recognized by UGC.</p> <p>(b) Candidates passed in the grading system must possess at least a CGPA 3.00 on a scale of 5.0 and a CGPA 2.5 on a scale of 4.0 and passed in the conventional system (class/division) must possess at least 2nd class/division. No third Division/Class or equivalent at any stage of the academic career shall not be acceptable.</p>	<p>At least 5 years as Deputy General Manager (Legal & Company Affairs) Satisfactory service records Sound health.</p>

Sl	Name of the post	Age Limit for Direct Recruitment	Recruitment Procedure	Qualifications for Direct Recruitment	Qualification/ Experience for Promotion
				<p>c) At least 5 (Five) years' experience in senior position (DGM) in the relevant field.</p> <p>(d) At least 15 years work experience in the relevant field of which 5 years in generation/transmission/distribution utilities.</p> <p>e) Must be able to demonstrate strong participatory leadership ability.</p> <p>(f) Must demonstrate strong participatory leadership ability.</p> <p>(g) Able to demonstrate knowledge in Company Law, TQM, Corporate Governance and Strategic Management will get preference.</p> <p>(h) Must have strong communication skill in English (written & verbal) including computer literacy</p>	
19	<p>Deputy General Manager (Legal & Company Affairs) Pay Scale Grade-4</p>	Maximum 50 years	<p>By Promotion (Merit cum seniority) or By Direct Recruitment</p>	<p>(a) At least Master Degree in Public Administration/ Management/ Law from any university recognized by Govt. & UGC.</p> <p>(b) Candidates passed in the grading system must possess at least a CGPA 3.00 on a scale of 5.0 and a CGPA 2.5 on a scale of 4.0 and passed in the conventional system (class/division) must possess at least 2nd class/division. No third Division/Class or equivalent at any stage of the academic career shall not be acceptable.</p> <p>c) At least 4 (Four) years of experience in senior position in the relevant field. (Manager)</p> <p>(d) At least 12 years work experience in the relevant field of which 4 years in generation/transmission/distribution utilities.</p> <p>e) Must be able to demonstrate strong participatory leadership ability.</p> <p>(f) Must demonstrate strong participatory leadership ability.</p>	<p>i) At least 4 years as Manager (Legal & Company Affairs)</p> <p>ii) Satisfactory service records.</p> <p>iii) Sound health.</p>

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Sl	Name of the post	Age Limit for Direct Recruitment	Recruitment Procedure	Qualifications for Direct Recruitment	Qualification/ Experience for Promotion
				(g) Able to demonstrate knowledge in Company Law, TQM, Corporate Governance and Strategic Management will get preference. (h) Must have strong communication skill in English (written & verbal) including computer literacy	
20	SE (Procurement) Pay Scale Grade-4	Maximum 50 years	By Promotion (Merit cum seniority) or By Direct Recruitment	a) At least Graduate Engineering (EEE/EE/Mach/Civil) from any recognized university. Professional Degree on Procurement will give preference. b) Candidates passed in the grading system must possess a least a CGPA 3.00 on a scale of 5.0 and a CGPA 2.5 on a scale of 4.0 and passed in the conventional system (class/division) must possess at least 2nd class/division. No third Division/Class or equivalent at any stage of the academic career shall not be acceptable c) At least 4 (Four) years of experience in senior position in the relevant field. (Manager) d) At least 12 years work experience in the relevant field of which 4 years in generation / transmission /distribution utilities e) Must demonstrate strong participatory leadership ability. f) Must have strong communication skill in English (written & verbal) including working experience using computer.	i) At least 4 years as Manager (Procurement) ii) Satisfactory service records. iii) Sound health.
21	SE/DGM (Commercial Operation) Pay Scale Grade-4	Maximum 50 years	By Promotion (Merit cum seniority) or By Direct Recruitment	a) At least Graduate Engineer (EEE/EE/ME/Civil) or Master Degree in Accounting / Accounting & information System or MBA (Accounting) from any recognized university. Candidates having ACA/ACMA will be given preference. Candidates passed in the grading system must possess a least	i) At least 4 years as Manager (Commercial) ii) Satisfactory service records. iii) Sound health.

SI	Name of the post	Age Limit for Direct Recruitment	Recruitment Procedure	Qualifications for Direct Recruitment	Qualification/ Experience for Promotion
				<p>a CGPA 3.00 on a scale of 5.0 and a CGPA 2.5 on a scale of 4.0 and passed in the conventional system (class/division) must possess at least 2nd class/division. No third Division/Class or equivalent at any stage of the academic career shall not be acceptable</p> <p>c) At least 4 (Four) years of experience in senior position in the relevant field. (Manager)</p> <p>d) At least 12 years work experience in the relevant field of which 4 years in generation / transmission /distribution utilities</p> <p>e) Must demonstrate strong participatory leadership ability.</p> <p>f) Must be able to demonstrate knowledge in TPM, TQM, Preventive maintenance and corporate Governance.</p> <p>g) Must have strong communication skill in English (written & verbal) including computer literacy.</p>	
22	General Manager (ICT) Pay Scale Grade-3	Maximum 57 years	By Promotion (Merit cum seniority) or By Direct Recruitment	<p>(a) At least graduate in CSE/IT/ECE/ETE or any other relevant subject from recognized university.</p> <p>(b) Candidates passed in the grading system must possess a least a CGPA 3.00 on a scale of 5.0 and a CGPA 2.5 on a scale of 4.0 and passed in the conventional system (class/division) must possess at least 2nd class/division. No third Division/Class or equivalent at any stage of the academic career shall not be acceptable.</p> <p>(c) At least 4 (Four) years' experience in senior position (Manager) in the relevant field.</p> <p>(d) At least 12 years work experience in the relevant field of which 4 years in generation/transmission/distribution utilities.</p> <p>(e) Must demonstrate strong participatory leadership ability.</p>	At least 5 years as Deputy General Manager Satisfactory service records Sound health.

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Sl	Name of the post	Age Limit for Direct Recruitment	Recruitment Procedure	Qualifications for Direct Recruitment	Qualification/ Experience for Promotion
				(f) Must be able to demonstrate knowledge in TPM, TQM, Preventive Maintenance and Corporate Governance. (g) Must have strong communication skill in English (written & verbal) including computer literacy	
23	Deputy General Manager (ICT & Billing) Pay Scale Grade-4	Maximum 50 Years	By Direct Recruitment or By Promotion (Merit cum seniority).	(a) At least graduate in CSE/IT/ECE/ETE or any other relevant subject from recognized university. (b) Candidates passed in the grading system must possess at least a CGPA 3.00 on a scale of 5.0 and a CGPA 2.5 on a scale of 4.0 and passed in the conventional system (class/division) must possess at least 2nd class/division. No third Division/Class or equivalent at any stage of the academic career shall not be acceptable. (c) At least 4 (Four) years' experience in senior position (Manager) in the relevant field. (d) At least 12 years work experience in the relevant field of which 4 years in generation/transmission/distribution utilities. (e) Must demonstrate strong participatory leadership ability. (f) Must be able to demonstrate knowledge in TPM, TQM, Preventive Maintenance and Corporate Governance. (g) Must have strong communication skill in English (written & verbal) including computer literacy	i) At least 4 years as Manager (ICT/MIS) ii) Satisfactory service records. iii) Sound health. iv) Must have graduate degree in CSE/ IT/ ECE/ ETE or any other relevant subject.
24	Deputy General Manager (Internal Control and Audit) Pay Scale Grade-4	Maximum 50 Years	By Direct Recruitment or By Promotion (Merit cum seniority).	a) At least Master Degree Accounting/ Accounting & Information System or MBA (Accounting/ Accounting & Information System) from any recognized university. Candidates having ACA/ACMA will be given preference. b) Candidates passed in the grading system must possess at least a CGPA 3.00 on a scale of 5.0 and a CGPA 2.5 on a scale of 4.0 and passed in the conventional system (class/division) must possess at least 2nd class/division. No	i) At least 4 years as Manager (internal control and Audit), ii) Satisfactory service records. iii) Sound health.

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Sl	Name of the post	Age Limit for Direct Recruitment	Recruitment Procedure	Qualifications for Direct Recruitment	Qualification/ Experience for Promotion
				<p>third Division/Class or equivalent at any stage of the academic career shall not be acceptable</p> <p>c) At least 4 (Four) years of experience in senior position in the relevant field.(Manager)</p> <p>d) At least 12 years work experience in the relevant field of which 4 years in generation / transmission /distribution utilities.</p> <p>e) Must demonstrate strong participatory leadership ability.</p> <p>f) Must be able to demonstrate knowledge in TPM, TQM, Preventive maintenance and corporate Governance.</p> <p>g) Must have strong communication skill in English (written & verbal) including computer literacy.</p>	
25	<p>Deputy General Manager (Networking & Infrastructure) Pay Scale Grade-4</p>	Maximum 50 Years	<p>By Direct Recruitment or By Promotion (Merit cum seniority)</p>	<p>(a) At least graduate in CSE/IT/ECE/ETE or any other relevant subject from recognized university.</p> <p>(b) Candidates passed in the grading system must possess a least a CGPA 3.00 on a scale of 5.0 and a CGPA 2.5 on a scale of 4.0 and passed in the conventional system (class/division) must possess at least 2nd class/division. No third Division/Class or equivalent at any stage of the academic career shall be acceptable.</p> <p>(c) At least 4 (Four) years' experience in senior position in the relevant field. (Manager)</p> <p>(d) At least 12 years work experience in the relevant field of which 4 years in generation transmission/distribution utilities.</p>	<p>i) At least 4 years as Manager (ICT/MIS)</p> <p>ii) Satisfactory service records.</p> <p>iii) Sound health.</p> <p>iv) Must have graduate degree in CSE/ IT/ ECE/ ETE or any other relevant subject.</p>

Sl	Name of the post	Age Limit for Direct Recruitment	Recruitment Procedure	Qualifications for Direct Recruitment	Qualification/ Experience for Promotion
				<p>(e) Must demonstrate strong participatory leadership ability.</p> <p>(f) Must be able to demonstrate knowledge in TPM, TQM, Preventive Maintenance and Corporate Governance.</p> <p>(g) Must have strong communication skill in English (written & verbal) including computer literacy</p>	
26	<p>Deputy General Manager (Budgeting & Planning) Pay Scale Grade-4</p>	Maximum 50 Years	<p>By Direct Recruitment or By Promotion (Merit cum seniority)</p>	<p>a) At least Master Degree in Accounting/ Finance/ Economics / Statistics/ Management or MBA (Finance or accounting) from any recognized university. ACA / ACMA will give preference.</p> <p>b) Candidates passed in the grading system must possess a least a CGPA 3.00 on a scale of 5.0 and a CGPA 2.5 on a scale of 4.0 and passed in the conventional system (class/division) must possess at least 2nd class/division. No third Division/Class or equivalent at any stage of the academic career shall not be acceptable</p> <p>c) At least 4 (Four) years of experience in senior position in the relevant field. (Manager)</p> <p>d) At least 12 years work experience in the relevant field of which 4 years in generation / transmission /distribution utilities.</p> <p>e) Must demonstrate strong participatory leadership ability.</p> <p>f) Must be able to demonstrate knowledge in TPM, TQM, Preventive maintenance and corporate Governance.</p> <p>g) Must have strong communication skill in English (written & verbal) including computer literacy.</p>	<p>i) At least 4 years as Manager (Budgeting & Planning)</p> <p>ii) Satisfactory service records.</p> <p>iii) Sound health.</p>

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Sl	Name of the post	Age Limit for Direct Recruitment	Recruitment Procedure	Qualifications for Direct Recruitment	Qualification/ Experience for Promotion
27	Deputy Company Secretary (equivalent to Manager) Pay Scale Grade-5	Maximum 40 years	By Direct Recruitment Or By Promotion. (Merit cum seniority)	<p>a) At least Masters in law/ Management or MBA (Management) from any university recognized by UGC Professional qualification from Institute of Chartered Secretaries of Bangladesh (ACS/FCS) will get preference.</p> <p>b) Candidates passed in the grading system must possess a least a CGPA 3.00 on a scale of 5.0 and a CGPA 2.5 on a scale of 4.0 and passed in the conventional system (class/division) must possess at least 2nd class/division. No third Division/Class or equivalent at any stage of the academic career shall not be acceptable</p> <p>c) At least 4 (Four) years of experience in senior position in the relevant field. (Deputy Manager)</p> <p>d) At least 7 (Seven) years work experience in the relevant field.</p> <p>e) Must demonstrate strong participatory leadership ability.</p> <p>f) For departmental candidate the age limit for direct recruitment will be maximum 45.</p> <p>f) Must be able to demonstrate knowledge in TPM, TQM, Preventive maintenance and corporate Governance.</p> <p>g) Must have strong communication skill in English (written & verbal) including computer literacy.</p>	<p>i) At least 4 years as Deputy Manager</p> <p>ii) Satisfactory service records.</p> <p>iii) Sound health.</p>
28	Manager (HR/Admin/ personnel/Training/Transport & estate/Public Relationship/ Store) Pay Scale Grade-5	Maximum 40 years	By Promotion (Merit cum seniority) or By Direct Recruitment	<p>a) At least Master Degree in Management/ Public Administration or MBA (Management/ HRM) from any recognized university.</p> <p>b) Candidates passed in the grading system must possess a least a CGPA 3.00 on a scale of 5.0 and a CGPA 2.5 on a scale of 4.0 and passed in the conventional system (class/division) must possess at least 2nd class/division. No third Division/Class or equivalent at any stage of the academic career shall not be acceptable</p>	<p>i) Total 7 years' experience with 4 years as Deputy Manager (HR/Admin/ personnel/Training/ Transport & estate/ Public Relationship/ store/Labour welfare) respectively.</p>

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Sl	Name of the post	Age Limit for Direct Recruitment	Recruitment Procedure	Qualifications for Direct Recruitment	Qualification/ Experience for Promotion
				<p>c) At least 4 (Four) years of experience in Deputy Manager / Similar position in the relevant field.</p> <p>d) At least 7 years work experience in the relevant field of which 4 years in generation / transmission /distribution utilities.</p> <p>e) Must demonstrate strong participatory leadership ability.</p> <p>f) Must be able to demonstrate knowledge in TPM, TQM, Preventive maintenance and corporate Governance.</p> <p>g) Must have strong communication skill in English (written & verbal) including computer literacy.</p>	<p>ii) Satisfactory service records.</p> <p>iii) Sound health.</p>
29	<p>Manager (Finance/Accounts) Pay Scale Grade-5</p>	Maximum 40 years	<p>By Promotion (Merit cum seniority) or By Direct Recruitment</p>	<p>a) At least Master Degree in Accounting/ Accounting & Information System / Finance/ Banking or MBA (Accounting/ Accounting & Information System / Finance/ Banking) from any recognized university. Candidates having ACA/ACMA will be given preference.</p> <p>b) Candidates passed in the grading system must possess at least a CGPA 3.00 on a scale of 5.0 and a CGPA 2.5 on a scale of 4.0 and passed in the conventional system (class/division) must possess at least 2nd class/division. No third Division/Class or equivalent at any stage of the academic career shall not be acceptable</p> <p>c) At least 4 (Four) years of experience in Deputy Manager / Similar position in the relevant field.</p> <p>c) At least 7 years work experience in the relevant field of which 4 years in generation / transmission /distribution utilities</p> <p>d) Must demonstrate strong participatory leadership ability.</p> <p>e) Must be able to demonstrate knowledge in TPM, TQM, Preventive maintenance and corporate Governance.</p> <p>f) Must have strong communication skill in English (written</p>	<p>i) Total 7 years' experience with 4 years as Deputy Manager (Finance/ Accounts).</p> <p>ii) Satisfactory service records.</p> <p>iii) Sound health.</p>

SI	Name of the post	Age Limit for Direct Recruitment	Recruitment Procedure	Qualifications for Direct Recruitment	Qualification/ Experience for Promotion
				& verbal) including computer literacy.	
30	Manager (Budget & Planning) Pay Scale Grade-5	Maximum 40 Years	By Direct Recruitment or By Promotion (Merit cum seniority)	<p>a) At least Master Degree in Accounting/ Accounting & IS/ Finance/ Banking/ Economics/ Statistics or MBA (Accounting/ Accounting & IS/ Finance/ Banking) from any recognized university. Candidates having ACA/ACMA will be given preference.</p> <p>b) Candidates passed in the grading system must possess a least a CGPA 3.00 on a scale of 5.0 and a CGPA 2.5 on a scale of 4.0 and passed in the conventional system (class/division) must possess at least 2nd class/division. No third Division/Class or equivalent at any stage of the academic career shall not be acceptable</p> <p>c) At least 4 (Four) years of experience in Deputy Manager / Similar position in the relevant field.</p> <p>d) At least 7 years work experience in the relevant field of which 4 years in generation / transmission /distribution utilities</p> <p>e) Must demonstrate strong participatory leadership ability.</p> <p>f) Must be able to demonstrate knowledge in TPM, TQM, Preventive maintenance and corporate Governance.</p> <p>g) Must have strong communication skill in English (written & verbal) including computer literacy.</p>	<p>i) Total 7 years' experience with 4 years as Deputy Manager (Finance/ Accounts).</p> <p>ii) Satisfactory service records.</p> <p>iii) Sound health.</p>
31	Manager Commercial/ XEN (Technical Operation) Pay Scale Grade-5	Maximum 40 Years	By Direct Recruitment or By Promotion (Merit cum seniority)	<p>a) At least Graduate Engineer (EEE/ME/EE) from any recognized university.</p> <p>b) Candidates passed in the grading system must possess a least a CGPA 3.00 on a scale of 5.0 and a CGPA 2.5 on a scale of 4.0 and passed in the conventional system (class/division) must possess at least 2nd class/division. No third Division/Class or equivalent at any stage of the academic career shall not be acceptable</p>	<p>i) Total 7 years' experience with 4 years as Deputy Manager (Commercial).</p> <p>ii) Satisfactory service records.</p> <p>iii) Sound health.</p>

Sl	Name of the post	Age Limit for Direct Recruitment	Recruitment Procedure	Qualifications for Direct Recruitment	Qualification/ Experience for Promotion
				<p>c) At least 4 (Four) years of experience in Deputy Manager / Similar position in the relevant field.</p> <p>d) At least 7 years work experience in the relevant field of which 4 years in generation / transmission /distribution utilities</p> <p>e) Must demonstrate strong participatory leadership ability.</p> <p>f) Must be able to demonstrate knowledge in TPM, TQM, Preventive maintenance and corporate Governance.</p> <p>g) Must have strong communication skill in English (written & Verbal) including computer literacy.</p>	
32	Manager Commercial (Financial Operation) Pay Scale Grade-5	Maximum 40 Years	By Direct Recruitment or By Promotion (Merit cum seniority)	<p>a) At least Master Degree in Accounting/ Accounting & IS /Banking/Management/Finance/ or MBA (Accounting/ Accounting & IS /Banking/Management/Finance) from any recognized university. Candidates having ACA/ACMA will be given preference.</p> <p>b) Candidates passed in the grading system must possess a least a CGPA 3.00 on a scale of 5.0 and a CGPA 2.5 on a scale of 4.0 and passed in the conventional system (class/division) must possess at least 2nd class/division. No third Division/Class or equivalent at any stage of the academic career shall not be acceptable</p> <p>c) At least 4 (Four) years of experience in Deputy Manager / Similar position in the relevant field.</p> <p>d) At least 7 years work experience in the relevant field of which 4 years in generation / transmission /distribution utilities</p> <p>e) Must demonstrate strong participatory leadership ability.</p> <p>f) Must be able to demonstrate knowledge in TPM, TQM,</p>	<p>i) Total 7 years' experience with 4 years as Deputy Manager (Commercial).</p> <p>ii) Satisfactory service records.</p> <p>iii) Sound health.</p>

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SI	Name of the post	Age Limit for Direct Recruitment	Recruitment Procedure	Qualifications for Direct Recruitment	Qualification/ Experience for Promotion
				Preventive maintenance and corporate Governance. g) Must have strong communication skill in English (written & verbal) including computer literacy.	
33	Manager (XEN) (Procurement) Pay Scale Grade-5	Maximum 40 Years	By Direct Recruitment or By Promotion (Merit cum seniority)	a) At least Graduate Engineer (EEE/EE/ME/Civil) MBA (Finance/ Accounting/ Accounting & IS/ Banking) or Professional degree in SCM from any recognized university will get preference b) Candidates passed in the grading system must possess a least a CGPA 3.00 on a scale of 5.0 and a CGPA 2.5 on a scale of 4.0 and passed in the conventional system (class/division) must possess at least 2nd class/division. No third Division/Class or equivalent at any stage of the academic career shall not be acceptable c) At least 4 (Four) years of experience in Deputy Manager / Similar position in the relevant field. d) At least 7 years work experience in the relevant field. e) Must demonstrate strong participatory leadership ability. f) Must have strong communication skill in English (written & verbal) including working experience using computer.	i) Total 7 years' experience with 4 years as Deputy Manager (Procurement). ii) Satisfactory service records. iii) Sound health.
34	Manager (Data Centre) Pay Scale Grade-5	Maximum 40 Years	By Direct Recruitment or By Promotion (Merit cum seniority)	(a) At least graduate in CSE/IT/ECE/ETE or any other relevant subject from recognized university. (b) Candidates passed in the grading system must possess a least a CGPA 3.00 on a scale of 5.0 and a CGPA 2.5 on a scale of 4.0 and passed in the conventional system (class/division) must possess at least 2nd class/division. No third Division/Class or equivalent at any stage of the	i) Total 7 years' experience with 4 years as Deputy Manager (DC) ii) Satisfactory service records. iii) Sound health. iv) Must have graduate

Sl	Name of the post	Age Limit for Direct Recruitment	Recruitment Procedure	Qualifications for Direct Recruitment	Qualification/ Experience for Promotion
				<p>academic career shall not be acceptable.</p> <p>c) At least 4 (Four) years of experience in Deputy Manager / Similar position in the relevant field.</p> <p>d) At least 7 years work experience in the relevant field of which 4 years in generation transmission/distribution utilities.</p> <p>e) Must demonstrate strong participatory leadership ability.</p> <p>(f) Must be able to demonstrate knowledge in TPM, TQM, Preventive Maintenance and Corporate Governance.</p> <p>(g) Must have strong communication skill in English (written & Verbal) including computer literacy</p>	<p>degree in CSE/ IT/ ECE/ ETE or any other relevant subject.</p>
35	<p>Manager (Database & Cloud) Pay Scale Grade-5</p>	<p>Maximum 40 Years</p>	<p>By Direct Recruitment or by Promotion (Merit cum seniority)</p>	<p>(a) At least graduate in CSE/IT/ECE/ETE or any other relevant subject from recognized university.</p> <p>(b) Candidates passed in the grading system must possess a least a CGPA 3.00 on a scale of 5.0 and a CGPA 2.5 on a scale of 4.0 and passed in the conventional system (class/division) must possess at least 2nd class/division. No third Division/Class or equivalent at any stage of the academic career shall not be acceptable.</p> <p>c) At least 4 (Four) years of experience in Deputy Manager / Similar position in the relevant field.</p> <p>d) At least 7 years work experience in the relevant field of which 4 years in generation transmission/distribution utilities.</p> <p>(e) Must demonstrate strong participatory leadership ability.</p> <p>(f) Must be able to demonstrate knowledge in TPM, TQM,</p>	<p>i) Total 7 years' experience with 4 years as Deputy Manager (DBA)</p> <p>ii) Satisfactory service records.</p> <p>iii) Sound health.</p> <p>iv) Must have graduate degree in CSE/ IT/ ECE/ ETE or any other relevant subject.</p>

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Sl	Name of the post	Age Limit for Direct Recruitment	Recruitment Procedure	Qualifications for Direct Recruitment	Qualification/ Experience for Promotion
				<p>Preventive Maintenance and Corporate Governance.</p> <p>(g) Must have strong communication skill in English (written & verbal) including computer literacy</p> <p>(h) For departmental candidate the age limit for direct recruitment will be maximum 45.</p>	
36	<p>Manager (GIS and SCADA) Pay Scale Grade-5</p>	<p>Maximum 40 Years</p>	<p>By Direct Recruitment or By Promotion (Merit cum seniority)</p>	<p>(a) At least graduate in CSE/IT/ECE/ETE or any other relevant subject from recognized university.</p> <p>(b) Candidates passed in the grading system must possess a least a CGPA 3.00 on a scale of 5.0 and a CGPA 2.5 on a scale of 4.0 and passed in the conventional system (class/division) must possess at least 2nd class/division. No third Division/Class or equivalent at any stage of the academic career shall not be acceptable.</p> <p>(c) At least 4 (Four) years of experience in Deputy Manager / Similar position in the relevant field.</p> <p>(d) At least 7 years work experience in the relevant field of which 4 years in generation transmission/distribution utilities.</p> <p>(e) Must demonstrate strong participatory leadership ability.</p> <p>(f) Must be able to demonstrate knowledge in TPM, TQM, Preventive Maintenance and Corporate Governance.</p> <p>(g) Must have strong communication skill in English (written & Verbal) including computer literacy</p>	<p>i) Total 7 years' experience with 4 years as Deputy Manager (GIS and SCADA)</p> <p>ii) Satisfactory service records.</p> <p>iii) Sound health.</p> <p>iv) Must have graduate degree in CSE/ IT/ ECE/ ETE or any other relevant subject.</p>

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Sl	Name of the post	Age Limit for Direct Recruitment	Recruitment Procedure	Qualifications for Direct Recruitment	Qualification/ Experience for Promotion
37	Manager (MIS) Pay Scale Grade-5	Maximum 40 Years	By Direct Recruitment or By Promotion (Merit cum seniority)	<p>(a) At least Masters in MIS or graduate in EEE/CSE/IT/ECE/ETE/ or from any other relevant subject from recognized university.</p> <p>(b) Candidates passed in the grading system must possess a least a CGPA 3.00 on a scale of 5.0 and a CGPA 2.5 on a scale of 4.0 and passed in the conventional system (class/division) must possess at least 2nd class/division. No third Division/Class or equivalent at any stage of the academic career shall not be acceptable.</p> <p>(c) At least 4 (Four) years of experience in Deputy Manager / Similar position in the relevant field.</p> <p>(d) At least 7 years work experience in the relevant field of which 4 years in generation transmission/distribution utilities.</p> <p>(e) Must demonstrate strong participatory leadership ability.</p> <p>(f) Must be able to demonstrate knowledge in TPM, TQM, Preventive Maintenance and Corporate Governance.</p> <p>(g) Must have strong communication skill in English (written & verbal) including computer literacy</p>	<p>i) Total 7 years' experience with 4 years as Deputy Manager (MIS)</p> <p>ii) Satisfactory service records.</p> <p>iii) Sound health.</p> <p>iv) Must have graduate degree in CSE/ IT/ ECE/ ETE or any other relevant subject.</p>
38	Manager (Software & Billing) Pay Scale Grade-5	Maximum 40 Years	By Direct Recruitment or By Promotion (Merit cum seniority)	<p>(a) At least graduate in Software engineering/ CSE/IT/ECE/ETE or any other relevant subject from recognized university.</p> <p>(b) Candidates passed in the grading system must possess a least a CGPA 3.00 on a scale of 5.0 and a CGPA 2.5 on a scale of 4.0 and passed in the conventional system (class/division) must possess at least 2nd class/division. No third Division/Class or equivalent at any stage of the academic career shall not be acceptable.</p>	<p>i) Total 7 years' experience with 4 years as Deputy Manager (ICT/MIS)</p> <p>ii) Satisfactory service records.</p> <p>iii) Sound health.</p> <p>iv) Must have graduate degree in CSE/ IT/</p>

Sl	Name of the post	Age Limit for Direct Recruitment	Recruitment Procedure	Qualifications for Direct Recruitment	Qualification/ Experience for Promotion
				<p>c) At least 4 (Four) years of experience in Deputy Manager / Similar position in the relevant field.</p> <p>(d) At least 7 years work experience in the relevant field of which 4 years in generation transmission/distribution utilities.</p> <p>(e) Must demonstrate strong participatory leadership ability.</p> <p>(f) Must be able to demonstrate knowledge in TPM, TQM, Preventive Maintenance and Corporate Governance.</p> <p>(g) Must have strong communication skill in English (written & verbal) including computer literacy</p>	ECE/ ETE or any other relevant subject.
39	<p>Manager (Legal & Company Affairs) Pay Scale Grade-5</p>	Maximum 40 Years	<p>By Direct Recruitment or By Promotion (Merit cum seniority)</p>	<p>(a) At least Masters in law from any university recognized by UGC Professional qualification from Institute of Chartered Secretaries of Bangladesh (ACS/FCS) will get preference.</p> <p>(b) Candidates passed in the grading system must possess a least a CGPA 3.00 on a scale of 5.0 and a CGPA 2.5 on a scale of 4.0 and passed in the conventional system (class/division) must possess at least 2nd class/division. No third Division/Class or equivalent at any stage of the academic career shall not be acceptable.</p> <p>(c) At least 4 (Four) years of experience in Deputy Manager / Similar position in the relevant field.</p> <p>(d) At least 7 years work experience in the relevant field of which 4 years in generation/transmission/distribution utilities.</p> <p>(e) Must be able to demonstrate strong participatory leadership ability.</p> <p>(f) Must demonstrate strong participatory leadership ability.</p>	<p>i) At least 7 years' experience with 4 years as Deputy Manager (Legal & Company Affairs)</p> <p>ii) Satisfactory service records.</p> <p>iii) Sound health.</p>

Sl	Name of the post	Age Limit for Direct Recruitment	Recruitment Procedure	Qualifications for Direct Recruitment	Qualification/ Experience for Promotion
				<p>g) Able to demonstrate knowledge in Company Law, TQM, Corporate Governance and Strategic Management will get preference.</p> <p>h) Must have strong communication skill in English (written & verbal) including computer literacy</p>	
40	<p>Manager (Internal Control and Audit) Pay Scale Grade-5</p>	Maximum 40 Years	<p>By Direct Recruitment or By Promotion (Merit cum seniority)</p>	<p>a) At least Master Degree Accounting/ Accounting & Information System or MBA (Accounting/ Accounting & Information System) from any recognized university. Candidates having ACA/ACMA will be given preference.</p> <p>b) Candidates passed in the grading system must possess at least a CGPA 3.00 on a scale of 5.0 and a CGPA 2.5 on a scale of 4.0 and passed in the conventional system (class/division) must possess at least 2nd class/division. No third Division/Class or equivalent at any stage of the academic career shall not be acceptable</p> <p>c) At least 4 (Four) years of experience in Deputy Manager / Similar position in the relevant field.</p> <p>d) At least 7 years work experience in the relevant field of which 4 years in generation / transmission /distribution utilities</p> <p>e) Must demonstrate strong participatory leadership ability.</p> <p>f) Must be able to demonstrate knowledge in TPM, TQM, Preventive maintenance and corporate Governance.</p> <p>g) Must have strong communication skill in English (written & verbal) including computer literacy.</p>	<p>i) Total 7 years' experience with 4 years as Deputy Manager (Internal Control and Audit).</p> <p>ii) Satisfactory service records.</p> <p>iii) Sound health.</p>

Sl	Name of the post	Age Limit for Direct Recruitment	Recruitment Procedure	Qualifications for Direct Recruitment	Qualification/ Experience for Promotion
41	Manager (Regional Accounts Offices) Pay Scale Grade-5	Maximum 40 Years	By Direct Recruitment Or By Promotion (Merit cum seniority)	<p>a) At least Master Degree in Accounting/ Accounting & IS or MBA (Accounting/ Accounting & IS) from any recognized university. Candidates having ACA/ACMA will be given preference.</p> <p>b) Candidates passed in the grading system must possess a least a CGPA 3.00 on a scale of 5.0 and a CGPA 2.5 on a scale of 4.0 and passed in the conventional system (class/division) must possess at least 2nd class/division. No third Division/Class or equivalent at any stage of the academic career shall not be acceptable</p> <p>c) At least 4 (Four) years of experience in Deputy Manager / Similar position in the relevant field.</p> <p>d) At least 7 years work experience in the relevant field of which 4 years in generation / transmission /distribution utilities</p> <p>e) Must demonstrate strong participatory leadership ability.</p> <p>f) Must be able to demonstrate knowledge in TPM TQM, Preventive maintenance and corporate Governance.</p> <p>g) Must have strong communication skill in English (written & verbal) including computer literacy.</p>	<p>i) Total 7 years' experience with 4 years as Deputy Manager (Accounts).</p> <p>ii) Satisfactory service records.</p> <p>iii) Sound health.</p>
42	Deputy Manager (HR/ Admin/ Personnel/ Training/ Transport & estate/ Public Relationship/ store/ Labour welfare) Pay Scale Grade-6		By Promotion only (Merit cum seniority)	<p>a) At least Master Degree in Management/ Public Administration/MBA (HRM) from any UGC approved university.</p> <p>b) No third Division/Class at any stage of academic career shall be acceptable. Candidates passed in the grading system must possess at least a CGPA 3.5 on a scale of 5.0 and CGPA 2.5 on a scale of 4.0</p>	<p>i) At least 3 years as Assistant Manager. (HR/Admin/personnel/ Training/Transport & estate/Public Relationship/store/ Labour welfare)</p> <p>ii) Must successfully</p>

Sl	Name of the post	Age Limit for Direct Recruitment	Recruitment Procedure	Qualifications for Direct Recruitment	Qualification/ Experience for Promotion
				<p>c) At least 5 years work experience in the relevant field.</p> <p>d) Must demonstrate strong participatory leadership ability.</p> <p>e) Must have strong communication skill in English (written & verbal) including computer literacy.</p>	<p>complete a training program on relevant field.</p> <p>iii) Satisfactory service records.</p> <p>iv) Sound health.</p>
43	Deputy Manager (Internal Control) Pay Scale Grade -6		By Promotion Only (Merit cum seniority)	<p>a) At least Master Degree in Accounting/MBA from any recognized university.</p> <p>b) No third Division/Class at any stage of academic career shall be acceptable. Candidates passed in the grading system must possess at least a CGPA 3.5 on a scale of 5.0 and CGPA 2.5 on a scale of 4.0</p> <p>c) At least 5 years work experience in the relevant field.</p> <p>d) Must demonstrate strong participatory leadership ability.</p> <p>e) Must have strong communication skill in English (written & verbal) including working experience using computer.</p>	<p>i) At least 3 years as Assistant Manager (Finance/Accounts).</p> <p>ii) Must successfully complete a training program on relevant field.</p> <p>iii) Satisfactory service records.</p> <p>iv) Sound health.</p>
44	Deputy Manager (Finance/Accounts) Pay Scale Grade-6		By Promotion Only (Merit cum seniority)	<p>a) At least Master Degree in Commerce /Accounting/MBA from any recognized university.</p> <p>b) No third Division/Class at any stage of academic career shall be acceptable. Candidates passed in the grading system must possess at least a CGPA 3.5 on a scale of 5.0 and CGPA 2.5 on a scale of 4.0</p> <p>c) At least 5 years work experience in the relevant field.</p> <p>d) Must demonstrate strong participatory leadership ability.</p> <p>e) Must have strong communication skill in English (written & verbal) including working experience using computer.</p>	<p>i) At least 3 years as Assistant Manager (Finance/Accounts).</p> <p>ii) Must successfully complete a training program on relevant field.</p> <p>iii) Satisfactory service records.</p> <p>iv) Sound health conditions.</p>

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Sl	Name of the post	Age Limit for Direct Recruitment	Recruitment Procedure	Qualifications for Direct Recruitment	Qualification/ Experience for Promotion
45	Deputy Manager (Commercial Operations) Pay Scale Grade-6		By Promotion Only (Merit cum seniority)	<p>a) At least Master Degree in Commerce /Accounting/MBA or BSC Engineering from any recognized university.</p> <p>b) No third Division/Class at any stage of academic career shall be acceptable. Candidates passed in the grading system must possess at least a CGPA 3.5 on a scale of 5.0 and CGPA 2.5 on a scale of 4.0</p> <p>c) At least 5 years work experience in the relevant field.</p> <p>d) Must demonstrate strong participatory leadership ability.</p> <p>f) Must have strong communication skill in English (written & verbal) including working experience using computer.</p>	<p>i)At least 3 years as Assistant Manager / Asst. Engineer</p> <p>ii) Must successfully complete a training program on relevant field.</p> <p>iii) Satisfactory service records.</p> <p>iv) Sound health.</p>
46	Deputy Manager (Legal and Company Affairs) Pay Scale Grade-6		By Promotion Only (Merit cum seniority)	<p>a) At least Master Degree in Law from any university recognized by Govt. & UGC with Bar Counsel enrolment.</p> <p>b) No third Division/Class or equivalent at any stage of the academic career shall be acceptable. Candidates passed in the grading system must possess a least a CGPA 3.5 on a scale of 5.0 and a CGPA 2.5 on a scale of 4.0 and passed in the conventional system (class/division) must possess at least 2nd class/division.</p> <p>c) At least 5 years work experience in the relevant field.</p> <p>d) Must be able to demonstrate strong participatory leadership ability.</p> <p>e) Must have strong communication skill in English (written & verbal) including computer.</p>	<p>i)At least 3 years as an Assistant Manager (Legal and Company Affairs)</p> <p>ii)Must successfully complete a training program on relevant field</p> <p>iii)Satisfactory service records</p> <p>iv)Sound health</p>
47	Deputy Manager (Budget & Planning) Pay Scale Grade-6		By Promotion Only (Merit cum seniority)	<p>a) At least Master Degree in Commerce /Accounting/MBA from any recognized university.</p> <p>b) No third Division/Class at any stage of academic career shall be acceptable. Candidates passed in the grading system must possess at least a CGPA 3.5 on a scale of 5.0 and</p>	<p>i) At least 3 years as Assistant Manager (Finance/Accounts).</p> <p>ii) Must successfully complete a training program on relevant</p>

SI	Name of the post	Age Limit for Direct Recruitment	Recruitment Procedure	Qualifications for Direct Recruitment	Qualification/ Experience for Promotion
				<p>CGPA 2.5 on a scale of 4.0</p> <p>c) At least 5 years work experience in the relevant field.</p> <p>d) Must demonstrate strong participatory leadership ability.</p> <p>e) Must have strong communication skill in English (written & verbal) including working experience using computer.</p>	<p>field.</p> <p>iii) Satisfactory service records.</p> <p>iv) Sound health.</p>
48	Deputy Manager (ICT) Pay Scale Grade-6		By Promotion Only (Merit cum seniority)	<p>(a) At least graduate in CSE/IT/ECE/ETE or any other relevant subject from recognized university.</p> <p>(b) No third Division/Class at any stage of the academic career shall be acceptable. Candidates passed in the grading system must possess at least a CGPA 4.0 on a scale of 5.0 and a CGPA 3.0 on a scale of 4.0.</p> <p>(c) At least 8 years work experience in the relevant field of which 3 years in generation transmission/distribution utilities.</p> <p>(d) Must demonstrate strong participatory leadership ability.</p> <p>(e) Must be able to demonstrate knowledge in TPM, TQM, Preventive Maintenance and Corporate Governance.</p> <p>(f) Must have strong communication skill in English (written & verbal) including computer literacy</p>	<p>i) At least 3 years as an Assistant Manager (ICT)</p> <p>ii) Must successfully complete training program on relevant field</p> <p>iii) Satisfactory service records</p> <p>iv) Must have graduate degree in CSE/ IT/ ECE/ ETE or any other relevant subject.</p> <p>v) Sound health conditions</p>
49	Deputy Manager (Customer Services) Pay Scale Grade-6		By Promotion Only (Merit cum seniority)	<p>a) At least Master Degree from any recognized university.</p> <p>b) No third Division/Class at any stage of academic career shall be acceptable. Candidates passed in the grading system must possess at least a CGPA 3.5 on a scale of 5.0 and CGPA 2.5 on a scale of 4.0</p> <p>c) At least 5 years work experience in the relevant field.</p>	<p>i) At least 3 years as Assistant Manager.</p> <p>ii) Must successfully complete a training program on relevant field.</p>

Sl	Name of the post	Age Limit for Direct Recruitment	Recruitment Procedure	Qualifications for Direct Recruitment	Qualification/ Experience for Promotion
				d) Must demonstrate strong participatory leadership ability. e) Must have strong communication skill in English (written & verbal) including working experience using computer.	iii) Satisfactory service records. iv) Sound health.
50	Deputy Manager (Procurement) Pay Scale Grade-6		By Promotion Only (Merit cum seniority)	a) At least Master Degree in Commerce /Accounting/MBA or BSC Engineering from any recognized university. b) No third Division/Class at any stage of academic career shall be acceptable. Candidates passed in the grading system must possess at least a CGPA 3.5 on a scale of 5.0 and CGPA 2.5 on a scale of 4.0 c) At least 5 years work experience in the relevant field. d) Must demonstrate strong participatory leadership ability. e) Must have strong communication skill in English (written & verbal) including working experience using computer.	i) At least 3 years as Assistant Manager (Procurement). ii) Must successfully complete a training program on relevant field. iii) Satisfactory service records. iv) Sound health conditions.
51	Assistant Manager (HR/Admin/personnel/Appraisal/Training/Transport/ estate/Public Relationship/store/Labour welfare/security) Pay Scale Grade-7	Maximum 30 years Age can relaxed as per the Government rule.	i) By Direct Recruitment ii) By Promotion (Merit cum seniority)	a) At least Master Degree in Management/ Public Administration or MBA (HRM/ Management) from any recognized university. b) Candidates passed in the grading system must possess a least a CGPA 3.00 on a scale of 5.0 and a CGPA 2.5 on a scale of 4.0 and passed in the conventional system (class/division) must possess at least 2nd class/division. No third Division/Class or equivalent at any stage of the academic career shall be acceptable c) Must demonstrate strong participatory leadership ability. d) Must have strong communication skill in English (written & verbal) including computer literacy. e) For eligible departmental candidate the age limit may relaxed up to 35 years.	i) At least 5 years as Junior Assistant Manager(HR/Admin/personnel/Appraisal/Training/Transport/estate/Public Relationship/store/Labour welfare/security) ii) Must successfully complete a residential course on "Basic Management". iii) Not more than 33% to be filled by promotion.

Sl	Name of the post	Age Limit for Direct Recruitment	Recruitment Procedure	Qualifications for Direct Recruitment	Qualification/ Experience for Promotion
					iv) Satisfactory service records. v) Sound health.
52	Assistant Manager (Finance/Accounts) Pay Scale Grade-7	Maximum 30 years Age can relaxed as per the Government rule.	i) By Direct Recruitment ii) By Promotion (Merit cum seniority)	a) At least Master Degree Accounting/ Accounting & Information System / Finance/ Banking or MBA (Accounting/ Accounting & Information System / Finance/ Banking) from any recognized university. Candidates having ACA/ACMA will be given preference. b) Candidates passed in the grading system must possess a least a CGPA 3.00 on a scale of 5.0 and a CGPA 2.5 on a scale of 4.0 and passed in the conventional system (class/division) must possess at least 2nd class/division. No third Division/Class or equivalent at any stage of the academic career shall be acceptable c) Must demonstrate strong participatory leadership ability. d) Must have strong communication skill in English (written & verbal) including working experience using computer.	i) At least 5 years as Junior Assistant Manager (Finance/Accounts). ii) Satisfactory service records. iii) Sound health.
53	Assistant Manager (Internal Control & Audit) Pay Scale Grade-7	Maximum 30 years Age can relaxed as per the Government rule.	By Direct Recruitment Or By Promotion (Merit cum seniority)	a) At least Master Degree Accounting/ Accounting & Information System or MBA (Accounting/ Accounting & Information System) from any recognized university. Candidates having ACA/ACMA will be given preference. b) Candidates passed in the grading system must possess a least a CGPA 3.00 on a scale of 5.0 and a CGPA 2.5 on a scale of 4.0 and passed in the conventional system (class/division) must possess at least 2nd class/division. No third Division/Class or equivalent at any stage of the academic career shall not be acceptable	i) At least 5 years as Junior Assistant Manager (Finance/Accounts). ii) Satisfactory service records. iii) Sound health.

Sl	Name of the post	Age Limit for Direct Recruitment	Recruitment Procedure	Qualifications for Direct Recruitment	Qualification/ Experience for Promotion
				<p>c) Must demonstrate strong participatory leadership ability.</p> <p>d) Must have strong communication skill in English (written & verbal) including working experience using computer.</p>	
54	<p>Assistant Manager (Legal and Company Affairs) Pay Scale Grade-7</p>	<p>Maximum 30 years</p> <p>Age can relaxed as per the Government rule.</p>	<p>By Direct Recruitment (Merit cum seniority)</p>	<p>a) At least Master Degree in Law from any university recognized by UGC/ Bar Counsel enrolment.</p> <p>b) Candidates passed in the grading system must possess a least a CGPA 3.00 on a scale of 5.0 and a CGPA 2.5 on a scale of 4.0 and passed in the conventional system (class/division) must possess at least 2nd class/division. No third Division/Class or equivalent at any stage of the academic career shall not be acceptable</p> <p>c) Must be able to demonstrate strong participatory leadership ability.</p> <p>d) Must have strong communication skill in English (written & verbal) including computer.</p> <p>e) For eligible departmental candidate the age limit may relaxed up to 35 years.</p>	<p>i) At least 5 years as Junior Assistant Manager. (Legal and Company Affairs)</p> <p>ii) Satisfactory service records.</p> <p>iii) Sound health.</p>
55	<p>Assistant Manager/ Assistant Engineer (Procurement) Pay Scale Grade-7</p>	<p>Maximum 30 years</p> <p>Age can relaxed as per the Government rule.</p>	<p>i) By Direct Recruitment</p> <p>ii) By Promotion (Merit cum seniority)</p>	<p>a) Graduate Engineer (EEE/EE/ME/Civil) or MBA (Finance/ Accounting/ Accounting & IS/ Banking) from any recognized university or Professional degree in SCM from any recognized university will get prevalence.</p> <p>b) Candidates passed in the grading system must possess a least a CGPA 3.00 on a scale of 5.0 and a CGPA 2.5 on a scale of 4.0 and passed in the conventional system (class/division) must possess at least 2nd class/division. No</p>	<p>i) At least 5 years as SAE</p> <p>ii) Must successfully complete a Basic Management course".</p> <p>iii) Not more than 33% to be filled by promotion.</p> <p>iv) Satisfactory service</p>

Sl	Name of the post	Age Limit for Direct Recruitment	Recruitment Procedure	Qualifications for Direct Recruitment	Qualification/ Experience for Promotion
				<p>third Division/Class or equivalent at any stage of the academic career shall be acceptable</p> <p>c) Must demonstrate strong participatory leadership ability.</p> <p>d) Must have strong communication skill in English (written & verbal) including working experience using computer.</p> <p>e) For eligible departmental candidate the age limit may relaxed up to 35 years.</p>	<p>records.</p> <p>v) Sound health conditions.</p>
56	Assistant Manager (ICT) Pay Scale Grade-7	<p>Maximum 30 years</p> <p>Age can relaxed as per the Government rule.</p>	<p>By Direct Recruitment</p> <p>By Promotion (Merit cum seniority)</p>	<p>(a) At least graduate in CSE/IT/ECE/ETE or any other relevant subject from recognized university.</p> <p>b) Candidates passed in the grading system must possess a least a CGPA 3.00 on a scale of 5.0 and a CGPA 2.5 on a scale of 4.0 and passed in the conventional system (class/division) must possess at least 2nd class/division. No third Division/Class or equivalent at any stage of the academic career shall be acceptable</p> <p>(c) Must demonstrate strong participatory leadership ability.</p> <p>(d) Must have strong communication skill in English (written & verbal) including computer literacy.</p> <p>e) For eligible departmental candidate the age limit may relaxed up to 35 years.</p>	<p>i) At least 5 years as a junior Asstt. manager</p> <p>ii) Must be successfully complete a on "Basic Management course"</p> <p>iii) Not more than 33% to be filled by promotion</p> <p>iv) Satisfactory service records</p> <p>Sound health.</p>
57	Medical Officer Pay Scale Grade-7 Grade may extend up to 4	<p>Maximum 30 years</p> <p>Age can relaxed as per the Government</p>	<p>By Direct Recruitment</p>	<p>(a) MBBS or equivalent degree from any recognized university plus 1 year internship along with BMDC registration</p> <p>(b) Candidates passed in the grading system must possess a least a CGPA 3.00 on a scale of 5.0 and a CGPA 2.5 on a scale of 4.0 and passed in the conventional system</p>	

Sl	Name of the post	Age Limit for Direct Recruitment	Recruitment Procedure	Qualifications for Direct Recruitment	Qualification/ Experience for Promotion
		rule.		(class/division) must possess at least 2nd class/division. No third Division/Class or equivalent at any stage of the academic career shall be acceptable. (c) Must demonstrate strong participatory leadership ability. (d) Must have strong communication skill in English (written & verbal) including computer literacy.	
58	Head Master Pay Scale Grade-7	Maximum 30 years Age can relaxed as per the Government rule.	By Direct Recruitment	Second class Master's degree with B. Ed. or its equivalent degree from a recognized University and 5 years' experience in teaching or educational administration. OR Second class Bachelor degree with Second class B. Ed. or its equivalent degree from a recognized University and 7 years' experience in teaching or educational administration. OR Bachelor degree with B. Ed. or its equivalent degree from a recognized University and 9 years' experience in teaching or educational administration.	N/A
59	Junior Assistant Manager (Enforcement Coordination) Pay Scale Grade-8	Maximum 30 years Age can relaxed as per the Government rule.	i) By Direct Recruitment ii) By Promotion (Merit cum seniority)	a) At least Bachelor Degree in Finance /Accounting/MBA from any recognized university b) Candidates passed in the grading system must possess a least a CGPA 3.00 on a scale of 5.0 and a CGPA 2.5 on a scale of 4.0 and passed in the conventional system (class/division) must possess at least 2nd class/division. No third Division/Class or equivalent at any stage of the academic career shall be acceptable	i) At least 5 years in the immediate lower position of respective discipline. ii) Must have graduate degree. iii) Satisfactory service records. iv) Sound health.

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Sl	Name of the post	Age Limit for Direct Recruitment	Recruitment Procedure	Qualifications for Direct Recruitment	Qualification/ Experience for Promotion
				<p>c) Must demonstrate strong participatory leadership ability.</p> <p>d) Must have strong communication skill in English (written & verbal) including computer literacy.</p> <p>e) For eligible departmental candidate the age limit may relaxed up to 35 years.</p>	
60	<p>Junior Assistant Manager (Internal Control & Audit) Pay Scale Grade-8</p>	<p>Maximum 30 years</p> <p>Age can relaxed as per the Government rule.</p>	<p>i) By Direct Recruitment</p> <p>ii) By Promotion (Merit cum seniority)</p>	<p>a) At least Bachelor Degree in Accounting/ Accounting & Information System or MBA (Accounting/ Accounting & Information System) from any recognized university.</p> <p>b) Candidates passed in the grading system must possess a least a CGPA 3.00 on a scale of 5.0 and a CGPA 2.5 on a scale of 4.0 and passed in the conventional system (class/division) must possess at least 2nd class/division. No third Division/Class or equivalent at any stage of the academic career shall not be acceptable</p> <p>c) Must demonstrate strong participatory leadership ability.</p> <p>d) Must have strong communication skill in English (written & verbal) including working experience using computer.</p> <p>e) For eligible departmental candidate the age limit may relaxed up to 35 years.</p>	<p>i) At least 5 years in the immediate lower position of respective discipline.</p> <p>ii) Must have graduate degree in Commerce.</p> <p>iii) Satisfactory service records.</p> <p>iv) Sound health</p>
61	<p>Junior Assistant Manager (Finance & Accounts) Pay Scale Grade-8</p>	<p>Maximum 30 years</p> <p>Age can relaxed as per the Government rule.</p>	<p>i) By Direct Recruitment</p> <p>ii) By Promotion (Merit cum seniority)</p>	<p>a) At least Bachelor Degree in Commerce or MBA from any recognized university.</p> <p>b) Candidates passed in the grading system must possess a least a CGPA 3.00 on a scale of 5.0 and a CGPA 2.5 on a scale of 4.0 and passed in the conventional system (class/division) must possess at least 2nd class/division. No third Division/Class or equivalent at any stage of the</p>	<p>i) At least 5 years in the immediate lower position of respective discipline.</p> <p>ii) Must have graduate degree in Commerce.</p> <p>iii) Satisfactory service records.</p>

SI	Name of the post	Age Limit for Direct Recruitment	Recruitment Procedure	Qualifications for Direct Recruitment	Qualification/ Experience for Promotion
				<p>academic career shall be acceptable</p> <p>c) Must demonstrate strong participatory leadership ability.</p> <p>d) Must have strong communication skill in English (written & verbal) including working experience using computer.</p> <p>e) For eligible departmental candidate the age limit may relaxed up to 35 years.</p>	iv) Sound health.
62	SAE/JAM(ICT) Pay Scale Grade-8	<p>Maximum 30 years</p> <p>Age can relaxed as per the Government rule.</p>	<p>i) By Direct Recruitment</p> <p>ii) By Promotion (Merit cum seniority)</p>	<p>(a) At least Diploma CSE/IT/ECE/ETE in any recognized educational Institution.</p> <p>b) Candidates passed in the grading system must possess a least a CGPA 3.00 on a scale of 5.0 and a CGPA 2.5 on a scale of 4.0 and passed in the conventional system (class/division) must possess at least 2nd class/division. No third Division/Class or equivalent at any stage of the academic career shall not be acceptable</p> <p>c) Must demonstrate strong participatory leadership ability.</p> <p>d) Must have strong communication skill in Bengali & English (written & verbal) including computer literacy.</p>	N/A
63	Medical Attendant Pay Scale Grade-8	<p>Maximum 30 years</p> <p>Age can relaxed as per the Government rule.</p>	By Direct Recruitment only	Must have 3 (Three) years Diploma from Pharmacy Council (govt. approved). Experience Pharmacists will get preference. Computer proficiency required	N/A

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ড. কে. এম. হুমায়ুন কবীর

স্বাক্ষরিত
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Annexure-II

SI	Grade	Salary	Post	Age limit for direct recruitment	Recruitment procedure	Qualification for direct recruitment	Qualification for promotion	Remarks
1	IX	32000/-	Assistant Head Master(Secondary)	As per rule/order/notification of Secondary & Higher Education Division	By direct recruitment	As per rule/order/notification of Secondary & Higher Education Division	As per rule/order/notification of Secondary & Higher Education Division	Those who are in service will continue
2	IX	32000/-	Foreman(C)		By promotion		i) 10 years experience as Foreman-B ii) Satisfactory service record iii) Sound physical and mental health iv) Must have computer literacy	Those who are in service will continue
3	IX	32000/-	Senior Admin Assistant		By promotion		i) 5 years experience as Admin Assistant ii) Satisfactory service record iii) Sound physical and mental health iv) Must have computer literacy in MS Office (Word, Excel, Power Point), e-mail communications v) Promotion subject to vacancy	Those who are in service will continue
4	IX	32000/-	Accountant		By promotion		i) 5 years experience as Senior Assistant Accountant ii) Satisfactory service record iii) Sound physical and mental health iv) Must have computer literacy in MS Office (Word, Excel, Power Point), e-mail communications v) Promotion subject to vacancy	Those who are in service will continue
5	IX	32000/-	Assistant Teacher (Trained), (Secondary)	As per rule/order/notification of Secondary & Higher Education Division	As per rule/order/notification of Secondary & Higher Education Division	As per rule/order/notification of Secondary & Higher Education Division		Those who are in service will continue
6	X	27000/-	SBA(D)/SSA(D)		By promotion		i) 5 years experience as SBA(C)/SSA(C) ii) Satisfactory service record iii) Sound physical and mental health iv) Must have computer literacy in MS Office (Word, Excel, Power Point), e-mail communications	Those who are in service will continue

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Annexure-II

Sl	Grade	Salary	Post	Age limit for direct recruitment	Recruitment procedure	Qualification for direct recruitment	Qualification for promotion	Remarks
7	X	27000/-	Foreman(B)		By promotion		i) 10 years experience as Foreman(A), Lineman(D) ii) Satisfactory service record iii) Sound physical and mental health iv) Must have computer literacy in MS Office (Word, Excel, Power Point), e-mail communications	Those who are in service will continue
8	X	27000/-	Admin Assistant		By promotion		i) 5 years experience as Junior Admin Assistant cum computer operator ii) Satisfactory service record iii) Sound physical and mental health iv) Must have computer literacy in MS Office (Word, Excel, Power Point), e-mail communications v) Promotion subject to vacancy	Those who are in service will continue
9	X	27000/-	Headmaster (Primary)	As per rule/order/notification of Directorate of Primary Education	By direct recruitment or/and by promotion	As per rule/order/notification of Directorate of Primary Education	As per rule/order/notification of Directorate of Primary Education	Those who are in service will continue
10	X	27000/-	Senior Assistant Accountant		By promotion		i) 5 years experience as Assistant Accountant ii) Satisfactory service record iii) Sound physical and mental health iv) Must have computer literacy in MS Office (Word, Excel, Power Point), e-mail communications v) Promotion subject to vacancy	Those who are in service will continue
11	XI	25000/-	Assistant Accountant	Age maximum 30 years.	By promotion		i) 5 years experience as Senior Account Assistant cum computer operator (SAA) ii) Satisfactory service record iii) Sound physical and mental health iv) Must have computer literacy in MS Office (Word, Excel, Power Point), e-mail communications; v) Promotion subject to vacancy.	Those who are in service will continue

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Annexure-II

SI	Grade	Salary	Post	Age limit for direct recruitment	Recruitment procedure	Qualification for direct recruitment	Qualification for promotion	Remarks
12	XI	25000/-	Assistant Teacher(Non Trained)	As per rule/order/notification of Secondary & Higher Education Division	As per rule/order/notification of Secondary & Higher Education Division	As per rule/order/notification of Secondary & Higher Education Division		Those who are in service will continue
13	XI	25000/-	Foreman(A)/ Lineman(D)		By promotion		i) 5 years experience as Line man(C), Electrician(C), Cable Joints(C) ii) Satisfactory service record iii) Sound physical and mental health iv) Computer literacy preferred v) Promotion subject to vacancy for Foreman A	Those who are in service will continue
14	XI	25000/-	SBA(C)/SSA(C)		By promotion		i) 5 years experience as SBA(B)/SSA(B) ii) Satisfactory service record iii) Sound physical and mental health iv) Must have computer literacy in MS Office (Word, Excel, Power Point), e-mail communications	
15	XI	25000/-	Junior Admin Assistant		By promotion		i) 5 years experience as Upper Division Assistant(UDA) ii) Satisfactory service record iii) Sound physical and mental health iv) Must have computer literacy in MS Office (Word, Excel, Power Point), e-mail communications; v) Promotion subject to vacancy	Those who are in service will continue

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Annexure-II

SI	Grade	Salary	Post	Age limit for direct recruitment	Recruitment procedure	Qualification for direct recruitment	Qualification for promotion	Remarks
16	XII	24000/-	Security Inspector	Age limit 40-50 years	By direct recruitment/promotion	i) Bachelor or equivalent Degree from any recognized University ii) No third Division/Class at any stage of academic career shall be acceptable. Candidates passed in the grading system must possess at least CGPA 3.0 on a scale of 5.0 and CGPA 2.5 on a scale of 4.0 iii) 10 years job experience in defence Service/Bangladesh Police iv) Sound physical and mental health v) Computer literacy preferred	i) 5 years experience as Security Supervisor ii) Satisfactory service record iii) Must have Foundation Training from Bangladesh Ansar (3 months) iv) Sound physical and mental health v) Computer literacy must vi) Not more than 50% to be filled by promotion vii) Promotion subject to vacancy	Those who are in service will continue
17	XII	24000/-	Assistant Head Teacher (Primary)	As per rule/order/notification of Secondary & Higher Education Division	By direct recruitment/promotion	As per rule/order/notification of Secondary & Higher Education Division		Those who are in service will continue
18	XII	24000/-	Upper Division Assistant (UDA)	Age maximum 30 years. In case of Department candidate age may be relaxed	By promotion		i) 5 years experience as Lower Division Assistant cum computer operator ii) Satisfactory service record iii) Sound physical and mental health iv) Computer literacy must v) Promotion subject to vacancy	Those who are in service will continue
19	XII	24000/-	Senior Account Assistant (SAA)		By promotion		i) 10 years experience as Junior Account Assistant cum computer operator (SAA) ii) Satisfactory service record iii) Sound physical and mental health iv) Must have computer literacy in MS Office (Word, Excel, Power Point), e-mail communications v) Promotion subject to vacancy	Those who are in service will continue

Annexure-II

Sl	Grade	Salary	Post	Age limit for direct recruitment	Recruitment procedure	Qualification for direct recruitment	Qualification for promotion	Remarks
20	XII	24000/-	Electrician(C)		By promotion		i) 5 years experience as Electrician(B) ii) Satisfactory service record iii) Sound physical and mental health iv) Computer literacy preferred	Those who are in service will continue
21	XII	24000/-	Lineman(C)		By promotion		i) 5 years experience as Lineman(B) ii) Satisfactory service record iii) Sound physical and mental health iv) Computer literacy preferred	Those who are in service will continue
22	XII	24000/-	Cable Joiner(C)		By promotion		i) 5 years experience as Cable Joiner(B) ii) Satisfactory service record iii) Sound physical and mental health iv) Computer literacy preferred	Those who are in service will continue
23	XII	24000/-	SBA(B)/SSA(B)		By promotion		i) 5 years experience as SSA(A)/SBA(A) ii) Satisfactory service record iii) Sound physical and mental health iv) Computer literacy preferred	Those who are in service will continue
24	XII	24000/-	Store Keeper(C) (after each 5 years will eligible for the next grade upto XI)		By promotion		i) 5 years experience as store Keeper(B) ii) Sound physical and mental health iii) Computer literacy preferred	Those who are in service will continue
25	XIII	23000/-	Imam		By direct recruitment	i) Title/Dawra from any recognized university/Board/Befak ii) No third Division/Class at any stage of academic career shall be acceptable. Candidates passed in the grading system must possess at least CGPA 3.0 on a scale of 5.0 and CGPA 2.5 on a scale of 4.0 iii) 10 Years experience as Imam/Khatib iv) Hafez-e-Quran is preferred v) Sound physical and mental health vi) Computer literacy preferred		Those who are in service will continue

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Annexure-II

Sl	Grade	Salary	Post	Age limit for direct recruitment	Recruitment procedure	Qualification for direct recruitment	Qualification for promotion	Remarks
26	XIII	23000/-	Cable Joiner (B)		By promotion		i) 5 years experience as Cable Joiner(A) ii) Satisfactory service record iii) Sound physical and mental health iv) Computer literacy preferred	Those who are in service will continue
27	XIII	23000/-	Driver-Light(B)		By promotion		i) 5 years experience as Driver Light(A) ii) Satisfactory service record iii) Sound physical and mental health	Those who are in service will continue
28	XIII	23000/-	Electrician(B)		By promotion		i) 5 years experience as Electrician(A) ii) Satisfactory service record iii) Sound physical and mental health iv) Computer literacy preferred	Those who are in service will continue
29	XIII	23000/-	Librarian (for Secondary School)	As per rule/order/notification of Secondary & Higher Education Division	As per rule/order/notification of Secondary & Higher Education Division	As per rule/order/notification of Secondary & Higher Education Division	As per rule/order/notification of Secondary & Higher Education Division	Those who are in service will continue
30	XIII	23000/-	Lineman(B)		By promotion		i) 5 years experience as Lineman(A) ii) Satisfactory service record iii) Sound physical and mental health iv) Computer literacy preferred	Those who are in service will continue
31	XIII	23000/-	Driver-Heavy	Age maximum 30 years. Age may be relaxed for experienced/departmental candidate.	By direct recruitment	i) SSC or equivalent from any recognized Education Board ii) Educational qualification may be relaxed for experience candidates iii) Must have valid Driving License iv) Sound physical and mental health with eye sight 6/6		Those who are in service will continue

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Annexure-II

SI	Grade	Salary	Post	Age limit for direct recruitment	Recruitment procedure	Qualification for direct recruitment	Qualification for promotion	Remarks
32	XIII	23000/-	SBA(A)/SSA(A)	Age maximum 30 years.	By direct recruitment	i) HSC in science (with Chemistry, Physics, Mathematics) from any recognized Education Board ii) No third Division/Class at any stage of academic career shall be acceptable. Candidates passed in the grading system must possess at least GPA 3.0 on a scale of 5.0 and GPA 2.5 on a scale of 4.0 iii) Sound physical and mental health iv) Computer literacy preferred		Those who are in service will continue
33	XIII	23000/-	Security Supervisor (after each 5 years will eligible for the next grade upto X)	Age maximum 30 years. Age may be relaxed for experienced candidate.	By direct recruitment	i) HSC from any recognized Education Board ii) No third Division/Class at any stage of academic career shall be acceptable. Candidates passed in the grading system must possess at least GPA 3.0 on a scale of 5.0 or GPA 2.5 on a scale of 4.0 iii) Sound physical and mental health iv) Computer literacy preferred v) Educational qualification may be relaxed for departmental candidate. vi) 5 years experiences in relevant job vii) Computer literacy must		Those who are in service will continue
34	XIII	23000/-	Store Keeper(B)		By promotion		i) 5 years experience as Store Keeper(A) ii) Sound physical and mental health iii) Computer literacy preferred	Those who are in service will continue

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Annexure-II

Sl	Grade	Salary	Post	Age limit for direct recruitment	Recruitment procedure	Qualification for direct recruitment	Qualification for promotion	Remarks
35	XIV	18000/-	Assistant Librarian (for Secondary School)	Age maximum 30 years.	By direct recruitment	As per rule/order/notification of Secondary & Higher Education Division		Those who are in service will continue
36	XIV	18000/-	Assistant Teacher (Secondary)	Age maximum 30 years.	By direct recruitment	As per rule/order/notification of Directorate of Primary Education		Those who are in service will continue
37	XIV	18000/-	Junior/Assistant Teacher (Primary)	Age maximum 30 years.	By direct recruitment	As per rule/order/notification of Directorate of Primary Education		Those who are in service will continue
38	XIV	18000/-	Cable Joiner(A)		By promotion		i) 5 years experience as Line helper ii) Satisfactory service record iii) Must have ABC License iv) Sound physical and mental health v) Computer literacy preferred vi) Promotion subject to vacancy	Those who are in service will continue
39	XIV	18000/-	Caretaker (after each 10years will eligible for the next grade upto XII)		By promotion		i) 10 years experience as Bearer ii) Sound physical and mental health iii) Computer literacy must iv) Promotion subject to vacancy	Those who are in service will continue
40	XIV	18000/-	Driver-light(A)	Age maximum 30 years. Age may be relaxed for experienced candidate.	By direct recruitment/ outsourcing	i) SSC or equivalent from any recognized Education Board ii) Educational qualification may be relaxed for experience candidates iii) Must have valid Driving License iv) Sound physical and mental health with eye sight 6/6		Those who are in service will continue
41	XIV	18000/-	Electrician(A)		By promotion		i) 5 years experience as Line helper ii) Satisfactory service record iii) Must have ABC License iv) Sound physical and mental health	Those who are in service will continue

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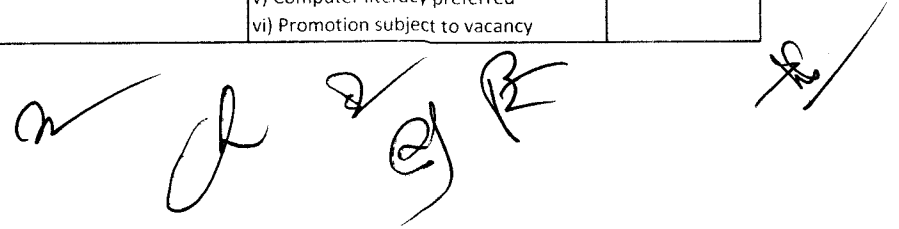
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Annexure-II

Sl	Grade	Salary	Post	Age limit for direct recruitment	Recruitment procedure	Qualification for direct recruitment	Qualification for promotion	Remarks
42	XIV	18000/-	Junior Accounts Assistant (JAA) cum computer operator	Age maximum 30 years.	By direct recruitment	i) Bachelor Degree in Commerce/Business Studies from any recognized University (UGC approved) ii) No third Division/Class at any stage of academic career shall be acceptable. Candidates passed in the grading system must possess at least CGPA 3.0 on a scale of 5.0 and CGPA 2.5 on a scale of 4.0 iii) Sound physical and mental health iv) Must have computer literacy in MS Office (Word, Excel, Power Point), e-mail communications		Those who are in service will continue
43	XIV	18000/-	Laboratory Attendant (School)	As per Secondary & Higher Education Division rule/order/notification	As per Secondary & Higher Education Division rule/order/notification	As per rule/order/notification of Secondary & Higher Education Division		Those who are in service will continue
44	XIV	18000/-	Lineman(A)		By promotion		i) 5 years experience as Line Helper ii) Satisfactory service record iii) Must have ABC License iv) Sound physical and mental health v) Computer literacy preferred vi) Promotion subject to vacancy	Those who are in service will continue

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Annexure-II

Sl	Grade	Salary	Post	Age limit for direct recruitment	Recruitment procedure	Qualification for direct recruitment	Qualification for promotion	Remarks
45	XIV	18000/-	Lower Division Assistant (LDA) cum computer operator	Age maximum 30 years.	By direct recruitment	i) Bachelor degree or equivalent certificate from any recognized University(UGC approved). ii) No third Division/Class at any stage of academic career shall be acceptable. Candidates passed in the grading system must possess at least CGPA 3.0 on a scale of 5.0 and CGPA 2.5 on a scale of 4.0 iii) Sound physical and mental health iv) Must have Computer literacy (MS word, Excel, Power point, email)		Those who are in service will continue
46	XIV	18000/-	Store Keeper(A)	Age maximum 30 years.	By direct recruitment/ promotion	i) Bachelor degree or equivalent certificate from any recognized University(UGC approved). ii) No third Division/Class at any stage of academic career shall be acceptable. Candidates passed in the grading system must possess at least CGPA 3.0 on a scale of 5.0 and CGPA 2.5 on a scale of 4.0 iii) Sound physical and mental health iv) Computer literacy preferred v) Experienced candidate will be given preference	i) 5 years experience as store helper (A) ii) Satisfactory service record iii) Must have ABC License iv) Sound physical and mental health v) Computer literacy preferred vi) Not more than 33% to be filled by promotion	Those who are in service will continue

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Annexure-II

Sl	Grade	Salary	Post	Age limit for direct recruitment	Recruitment procedure	Qualification for direct recruitment	Qualification for promotion	Remarks
47	XV	17000/-	Line Helper	Age maximum 30 years.	By direct recruitment	i) SSC or equivalent certificate from any recognized Education Board ii) Electrician Work Permit License from Office of the Chief Electric Inspector will be given preference. iii) Sound physical and mental health iv) Electrical line work experience preferred		Those who are in service will continue
48	XV	17,000/-	Muazzin (Will be elligible for next pay grade after 05 years and then next after 10 years upto Grade XIII)	Age maximum 30 years. Age may be relaxed incase of suitable candidates	By direct recruitment	i) Dakhil or equivalent Degree from any recognized Education Board ii) No third Division/Class at any stage of academic career shall be acceptable. Candidates passed in the grading system must possess at least CGPA 3.0 on a scale of 5.0 and CGPA 2.5 on a scale of 4.0 iii) Hafez-e-Quran preferred iv) Sound physical and mental health v) 5 years experience in relevant job preferred		Those who are in service will continue
49	XV	17,000/-	Office Attendant (School) (Wiii be elligible for next pay grade after 05 years and then next after 10 years upto Grade XIII)	Age maximum 30 years.	By direct recruitment	i) SSC or equivalent certificate from any recognized Education Board ii) Sound physical and mental health iii) Computer literacy preferred		Those who are in service will continue

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Annexure-II

Sl	Grade	Salary	Post	Age limit for direct recruitment	Recruitment procedure	Qualification for direct recruitment	Qualification for promotion	Remarks
50	XV	17,000/-	Store Helper(A)		By promotion		i) 5 years experience as store helper ii) Satisfactory service record iii) Sound physical and mental health iv) Computer literacy preferred	Those who are in service will continue
51	XVI	15500/-	Security Guard (General)	Age maximum 30 years incase of Direct recruitment but not more than 50 years incase of outsourcing.	By direct recruitment or outsourcing	i) SSC or equivalent certificate from any recognized Education Board ii) Height must be atleast 5'4". iii) Sound physical and mental health. In case of outsourcing must have proven and documented experience in the relavent field.		Those who are in service will continue
52	XVI	15500/-	Attendant/ Bearer	Age maximum 30 years. Age may be relaxed incase of outsourcing.	By direct recruitment or outsourcing	i) SSC or equivalent certificate from any recognized Education Board ii) Sound physical and mental health iii) Computer Literacy preferred. In case of outsourcing must have proven and documented experience in the relavent field.		Those who are in service will continue
53	XVI	15500/-	Store Helper	Age maximum 30 years. Age may be relaxed incase of experienced candidates	By direct recruitment	i) SSC or equivalent certificate from any recognized Education Board ii) Sound physical and mental health iii) Computer Literacy preferred.		Those who are in service will continue

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Annexure-II

Sl	Grade	Salary	Post	Age limit for direct recruitment	Recruitment procedure	Qualification for direct recruitment	Qualification for promotion	Remarks
54	XVI	15500/-	Cleaner		By outsourcing	Must have 5 years proven and documented experience in the relevant field.		Those who are in service will continue
55	XVI	15500/-	Cook		By outsourcing	Must have 5 years proven and documented experience in the relevant field.		Those who are in service will continue
56	XVI	15500/-	Gardener		By outsourcing	Must have 5 year proven and documented experience in the relevant field.		Those who are in service will continue

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প্রশিক্ষণ প্রতিবেদন

প্রশিক্ষণের ধরণঃ অভ্যন্তরীণ

বিবেচ্য মাসঃ জুলাই'২০

ক্র. ন.	প্রশিক্ষণের তারিখ	প্রশিক্ষণের মেয়াদ	আয়োজক	প্রশিক্ষণের বিষয়	প্রশিক্ষণার্থীর সংখ্যা	প্রশিক্ষণ জনঘণ্টা	
১	মঙ্গলবার, ০৭ জুলাই ২০২০ খ্রিঃ	১ দিন	নেসকো লিঃ	নেসকো সার্ভিস রুলস-২০১৯ (মাস্টার ক্লাস)	২৭	২১৬	
২	শনিবার, ১৮ জুলাই ২০২০ খ্রিঃ	১ দিন	নেসকো লিঃ	লিডারশিপ, মোটিভেশন অ্যান্ড টিম বিল্ডিং (মাস্টার ক্লাস)	৩০	২৪০	
৩	২১ জুলাই ২০২০ খ্রিঃ- ২৩ জুলাই ২০২০ খ্রিঃ	৩ দিন	নেসকো লিঃ	নতুন যোগদানকারী সহকারী প্রকৌশলীদের (তড়িৎ) বিভিন্ন মৌলিক বিষয়সমূহের উপর প্রশিক্ষণ	২৫	৬০০	
৪	শুক্রবার, ২৪ জুলাই ২০২০ খ্রিঃ	১ দিন	নেসকো লিঃ	নতুন যোগদানকারী সাব-স্টেশন অ্যাটেন্ডেন্টদের বিভিন্ন মৌলিক বিষয়সমূহের উপর প্রশিক্ষণ- প্রথম ব্যাচ	৫০	৪০০	
৫	শনিবার, ২৬ জুলাই ২০২০ খ্রিঃ	১ দিন	নেসকো লিঃ	নতুন যোগদানকারী সাব-স্টেশন অ্যাটেন্ডেন্টদের বিভিন্ন মৌলিক বিষয়সমূহের উপর প্রশিক্ষণ- দ্বিতীয় ব্যাচ	৫০	৪০০	
৬	রবিবার, ২৫ জুলাই ২০২০ খ্রিঃ	১ দিন	নেসকো লিঃ	এপিএ বিষয়ক প্রশিক্ষণ	৩২	২৫৬	
৭	২৭ জুলাই ২০২০ খ্রিঃ- ২৯ জুলাই ২০২০ খ্রিঃ	৩ দিন	নেসকো লিঃ	নতুন যোগদানকারী উপ-সহকারী প্রকৌশলীদের (তড়িৎ) বিভিন্ন মৌলিক বিষয়সমূহের উপর প্রশিক্ষণ	৪৮	১১৫২	
৮	১৩ জুলাই ২০২০ খ্রিঃ- ২৯ জুলাই ২০২০ খ্রিঃ	১৬ দিন	বিপিএমআই	Design and Implementation of Solar Power plant	২	২৫৬	
৯	১৫ জুলাই ২০২০ খ্রিঃ- ১৯ জুলাই ২০২০ খ্রিঃ	৪ দিন	বিপিএমআই	Company Affairs	৪	১২৮	
১০	জুলাই'২০২০	১ দিন	নেসকো লিঃ	লিডারশিপ, মোটিভেশন অ্যান্ড টিম বিল্ডিং (রাজশাহী ও রংপুর সার্কেলে)	৮০০	৬৪০০	
					মোট	১০৬৮	১০০৪৮

মোঃ মেহেদী হাসান
সহকারী ব্যবস্থাপক (এইচ আর এম এন্ড ওডি)
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নর্দান ইলেকট্রিসিটি সাপ্লাই কোম্পানি লিঃ
Northern Electricity Supply Company Ltd

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উপ-মহাব্যবস্থাপক (মানব সম্পদ ও প্রশাসন এর দপ্তর)

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প্রশিক্ষণ প্রতিবেদন

প্রশিক্ষণের ধরণঃ অভ্যন্তরীণ

বিবেচ্য মাসঃ আগস্ট, ২০২০

ক্র. নং	প্রশিক্ষণের তারিখ	প্রশিক্ষণের মেয়াদ	আয়োজক	প্রশিক্ষণের বিষয়	প্রশিক্ষণার্থীর সংখ্যা	প্রশিক্ষণ জনঘণ্টা
১	১০ আগস্ট ২০২০ হতে ২৩ আগস্ট ২০২০	১০ দিন	Bangladesh Power Management Institute (BPMI)	Operation, Maintenance and Protection of Substation	০৩ জন	২৪০
২	১২ আগস্ট হতে ১৩ আগস্ট ২০২০	২ দিন	নেসকো লিঃ	Tap changer, step tap percentage increase and decrease of taps through mechanical and electrical operations	২৬ জন	৪১৬
৩	১৮ আগস্ট হতে ১৯ আগস্ট	২ দিন	নেসকো লিঃ	Routine and force maintenance of transformer, Preparation of various maintenance Schedules for minimizing failure and interruption thereof.	৪১ জন	৬৫৬
৪	২২ আগস্ট ২০২০	১ দিন	নেসকো লিঃ	ইআরপি সফটওয়্যারের মাধ্যমে নেসকো লিমিটেড এর বেতন প্রদানের পদ্ধতি ও প্রক্রিয়া বিষয়ক প্রশিক্ষণ	৩২ জন	২৫৬
৫	২৬ আগস্ট হতে ২৭ আগস্ট ২০২০	২ দিন	নেসকো লিঃ	Knowledge about Various Prescribed Charts, Checklist for Proper Maintenance of Transformer	৪১ জন	৬৫৬
৬	২৭ আগস্ট হতে ০৯ সেপ্টেম্বর ২০২০	১০ দিন	Bangladesh Power Management Institute (BPMI)	GIS Mapping	৫ জন	৪০০
৭	২৯ আগস্ট ২০২০	১ দিন (৩ ঘণ্টা)	নেসকো লিঃ	অগ্নি নির্বাপন ও প্রাথমিক চিকিৎসা	৫৯ জন	১৭৭
৮	২৯ আগস্ট ২০২০	১ দিন (৪ সেশন)	নেসকো লিঃ	ক. বিদ্যুৎ আইন-২০১৮ খ. স্থাবর সম্পত্তি অধিগ্রহণ ও হুকুম দখল আইন-২০১৭	২৫ জন	১৫০
৯	আগস্ট, ২০২০	০১ দিন	নেসকো লিমিটেডের ৪০ টি দপ্তর	নেসকো সার্ভিস রুলস-২০১৯	১০০০ জন	৮০০০
সর্বমোট					১২৩২ জন	১০৯৫১ জনঘণ্টা

মোঃ মেহেদী হোসান
সহকারী ব্যবস্থাপক (এইচ আর এম এন্ড এডি)
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নর্দান ইলেকট্রিসিটি সাপ্লাই কোম্পানি লিঃ
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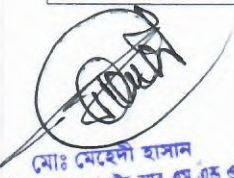


প্রশিক্ষণ প্রতিবেদন

প্রশিক্ষণের ধরণঃ অভ্যন্তরীণ

বিবেচ্য মাসঃ সেপ্টেম্বর'২০২০

ক্র. ন.	প্রশিক্ষণের তারিখ	প্রশিক্ষণের মেয়াদ	আয়োজক সংস্থা	প্রশিক্ষণের বিষয়	প্রশিক্ষণার্থীর সংখ্যা	প্রশিক্ষণ জনঘণ্টা
১	০৭ সেপ্টেম্বর ২০২০	০১ দিন	নেসকো লিমিটেড	কাস্টমার সার্ভিস এক্সিলেন্স	৮১	৬৪৮
২	০২ সেপ্টেম্বর হতে ১৫ সেপ্টেম্বর ২০২০	১২ দিন	বিপিএমআই	Basic Training on Smart Pre-Payment Metering System and Smart Grid	১০	৯৬০
৩	১৬ সেপ্টেম্বর হতে ১ অক্টোবর ২০২০	১৪ দিন	বিপিএমআই	Distribution and Transmission Line	৬	৬৭২
৪	২০ সেপ্টেম্বর হতে ০১ অক্টোবর	১১ দিন	বিপিএমআই	Basic Training on Smart Pre-payment Metering System & Smart Grid	১০	৮৮০
৫	২০ সেপ্টেম্বর হতে ৮ অক্টোবর	১৬ দিন	এনএপিডি	পাবলিক প্রকিউরমেন্ট ম্যানেজমেন্ট	১	১২৮
৬	২৭ সেপ্টেম্বর ২০২০	১ দিন	নেসকো লিমিটেড	1. Relay Co-ordination with equipments operating time, Charging time, CB operating cycle, time gap with other 2. Calculation of PFI & Selective Capacitor Bank	৩৫	২৮০
৭	সেপ্টেম্বর'২০	১ দিন	নেসকো লিমিটেড (বিক্রয় ও বিতরণ বিভাগসমূহ)	জাতীয় শ্রদ্ধাচার কৌশল	১৫৫	১২৪০
৮	সেপ্টেম্বর'২০	১ দিন	নেসকো লিমিটেড (বিক্রয় ও বিতরণ বিভাগসমূহ)	বার্ষিক কর্মসম্পাদন চুক্তি	১৫০	১২০০
৯	সেপ্টেম্বর'২০	১ দিন	নেসকো লিমিটেড (বিক্রয় ও বিতরণ বিভাগসমূহ)	অগ্নি নির্বাপন ও প্রাথমিক চিকিৎসা	১০৩৩	৮২৬৪
১০	৩০ সেপ্টেম্বর ২০২০	১ দিন	নেসকো লিমিটেড (পরিচালন ও সংরক্ষণ সার্কেল, দিনাজপুর)	সুশাসন	১৬১	১২৮৮
সর্বমোট					১৬৪২ জন	১৫৫৬০ জনঘণ্টা


মোঃ মেহেদীন হাসান

সহকারী ব্যবস্থাপক (এইচ আর এম এন্ড ওডি)
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প্রশিক্ষণ প্রতিবেদন

প্রশিক্ষণের ধরণঃ অভ্যন্তরীণ

বিবেচ্য মাসঃ অক্টোবর, ২০২০

ক্র. ন	প্রশিক্ষণের তারিখ	প্রশিক্ষণের মেয়াদ	আয়োজক	প্রশিক্ষণের বিষয়	প্রশিক্ষণার্থীর সংখ্যা	প্রশিক্ষণ জনঘণ্টা
১	২৯ সেপ্টেম্বর ২০২০ খ্রিঃ হতে ১২ অক্টোবর ২০২০ খ্রিঃ	১০ দিন	বিপিএমআই	Operation, Maintenance and Protection of Substation	০৩ জন	২৪০
২	০৪ অক্টোবর ২০২০ খ্রিঃ হতে ১৯ অক্টোবর ২০২০ খ্রিঃ	১২ দিন	বিপিএমআই	Project Formulation, Implementation, Monitoring and Evaluation(PIME)	০২ জন	১৯২
৩	০৫ অক্টোবর ২০২০ হতে ২১ অক্টোবর ২০২০ খ্রিঃ	১৫ দিন	বিপিএমআই	Distribution and Transmission Line	০৬ জন	৭২০
৪	১০ অক্টোবর, ২০২০ খ্রিঃ	০১ দিন	নেসকো লিঃ	ই-জিপি	৬৭ জন	৫৩৬
৫	১৮ অক্টোবর ২০২০ খ্রিঃ	১ দিন	নেসকো লিঃ	এপিএ	৫১ জন	৪০৮
৬	১৯ অক্টোবর ২০২০ খ্রিঃ হতে ০২ নভেম্বর ২০২০ খ্রিঃ	১০ দিন	বিপিএমআই	Power System Protection	০৪ জন	৩২০
৭	২৪ অক্টোবর ২০২০ খ্রিঃ হতে ১০ নভেম্বর ২০২০ খ্রিঃ	১৫ দিন	বিপিএমআই	Distribution and Transmission Line	০৬ জন	৭২০
৮	২৪ অক্টোবর ২০২০ খ্রিঃ হতে ২৫ অক্টোবর ২০২০	২ দিন	নেসকো লিঃ	Circulating current of parallel operation of Transformer, Substation earthing system and Discussion on Over Current	৪০ জন	৬৪০
৯	২৮ অক্টোবর ২০২০ খ্রিঃ হতে ০২ নভেম্বর ২০২০ খ্রিঃ	৫ দিন	বিপিএমআই	ট্রেনিং অব ট্রেনার্স	০৩ জন	১২০
১০	২৮ অক্টোবর ২০২০	১ দিন	নেসকো লিঃ	পাওয়ার সিস্টেম মাস্টার প্লান	৮১ জন	৬৪৮
১১	অক্টোবর মাস	১ দিন	নেসকো লিমিটেড এর ৪৫ টি বিক্রয় ও বিতরণ বিভাগ/বিদ্যুৎ সরবরাহ ইউনিট	কাস্টমার সার্ভিস এক্সিলেন্স	১১১২ জন	৯৬৯৬
সর্বমোট					১৪৭৫ জন	১৪২৪০

মোঃ মেহেদীন হাসান

সহকারী ব্যবস্থাপক (এইচ আর এম এন্ড ওটি)

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নেসকো লিমিটেড, রাজশাহী।



নর্দান ইলেকট্রিসিটি সাপ্লাই কোম্পানি লিঃ
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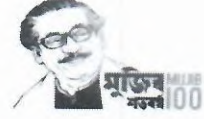
প্রশিক্ষণ প্রতিবেদন

প্রশিক্ষণের ধরণঃ অভ্যন্তরীণ

বিবেচ্য মাসঃ নভেম্বর, ২০২০

ক্র. নং	প্রশিক্ষণের তারিখ	প্রশিক্ষণের মেয়াদ	আয়োজক	প্রশিক্ষণের বিষয়	প্রশিক্ষণার্থীর সংখ্যা	প্রশিক্ষণ জনঘণ্টা
১	০৫ নভেম্বর ২০২০	০১ দিন	নেসকো লি.	Maintenance of Distribution system network and various types of substations	৫৬ জন	৪৪৮
২	২২ নভেম্বর ২০২০	০১ দিন	নেসকো লি.	Technical and non-technical losses, causes of technical losses and remedies	৫৪ জন	৪৩২
৩	২৩ নভেম্বর ২০২০	০১ দিন	নেসকো লি.	Technical and non-technical losses, causes of technical losses and remedies	৫৪ জন	৪৩২
৪	২৪ নভেম্বর ২০২০	০১ দিন	নেসকো লি.	ক) সুশাসন খ) তথ্য অধিকার আইন-২০০৯ গ) নাগরিক সেবায় উদ্ভাবন	৪৪ জন	৩৫২
৫	নভেম্বর	০১ দিন	নেসকো লিমিটেডের ৩২ টি বিক্রয় বিতরণ বিভাগ/বিতরণ ইউনিট	এপিএ	৯১৭ জন	৭৩৩৬
৬	নভেম্বর	০১ দিন	নেসকো লিমিটেডের ৩২ টি বিক্রয় বিতরণ বিভাগ/বিতরণ ইউনিট	এসডিজি	৯৩৫ জন	৭৪৮০
সর্বমোট					১৯৮৪ জন	১৬৪৮০


মোঃ মেহেদী হাসান
সহকারী ব্যবস্থাপক (এইচ আর এম এন্ড ওডি)
উপ-মহাব্যবস্থাপক (মানব সম্পদ ও প্রশাসন) এর দপ্তর
নেসকো লিমিটেড, রাজশাহী।



প্রশিক্ষণ প্রতিবেদন

প্রশিক্ষণের ধরণঃ অভ্যন্তরীণ

বিবেচ্য মাসঃ ডিসেম্বর, ২০২০

ক্র. নং	প্রশিক্ষণের তারিখ	প্রশিক্ষণের মেয়াদ	আয়োজক	প্রশিক্ষণের বিষয়	প্রশিক্ষণার্থীর সংখ্যা	প্রশিক্ষণ জনঘণ্টা
১	৩০ নভেম্বর হতে ০২ ডিসেম্বর	০৩ দিন	পাওয়ার সেল	Independent System Operator (ISO)	০৩ জন	৭২
২	৬ ডিসেম্বর ২০২০ খ্রি. হতে ২৭ ডিসেম্বর ২০২০ খ্রি.	১৮ দিন	আইইবি, ঢাকা	Project Management (PMI Framework) With Primavera & Pert Master	০৩ জন	৪৩২
৩	০৭, ০৯ ও ১৪ ডিসেম্বর, ২০২০ খ্রি.	০৩ দিন	বাংলাদেশ এনার্জি রেগুলেটরী কমিশন	Public Communications and Stakeholder Engagement	০২ জন	১২
৪	১৩ ডিসেম্বর হতে ০৫ জানুয়ারি ২০২০ খ্রি.	১৭ দিন	বিপিএমআই	Basic Training on PPA-2006 & PPR-2008 (Goods, Works & Services Procurement)	০৩ জন	৪০৮
৫	১৫ ডিসেম্বর হতে ২০ জানুয়ারি ২০২০ খ্রি.	৩০ দিন	বিপিএমআই	Leadership Development Programme for Power Sector Organizations	০১ জন	৯০
৬	২০ ডিসেম্বর ২০২০ খ্রি.	০১ দিন	নেসকো লি.	এপিএ	৩৫ জন	২৮০
৭	২২ ডিসেম্বর ২০২০ খ্রি. হতে ২৪ ডিসেম্বর ২০২০ খ্রি.	০৩ দিন	শেনজেন স্টার ইনস্ট্রুমেন্ট অ্যান্ড অকালিন টেক বিডি	HES/Vending introduction, functional operation and related regular token	৪৭ জন	১১২৮
৮	ডিসেম্বর, ২০২০ খ্রি.	০১ দিন	নেসকো লিমিটেডের ২৫ টি বিক্রয় ও বিতরণ বিভাগ/বিতরণ ইউনিট	সুশাসন	৬৫০	৫২০০
৯	ডিসেম্বর, ২০২০ খ্রি.	০১ দিন	নেসকো লিমিটেডের ২৫ টি বিক্রয় ও বিতরণ বিভাগ/বিতরণ ইউনিট	জাতীয় শুদ্ধাচার কৌশল	৬৭৫	৫৪০০
সর্বমোট					১৪১৯ জন	১৩০২২





নর্দান ইলেকট্রিসিটি সাপ্লাই কোম্পানি লিঃ

Northern Electricity Supply Company Ltd

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উপ-মহাব্যবস্থাপকের (মানব সম্পদ ও প্রশাসন) দপ্তর

প্রধান কার্যালয়: বিদ্যুৎ ভবন, হেতেম খাঁ, রাজশাহী-৬০০০

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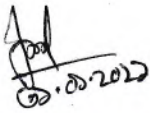
মুজিব
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প্রশিক্ষণ প্রতিবেদন

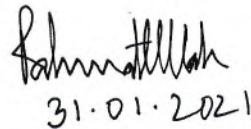
প্রশিক্ষণের ধরণঃ অভ্যন্তরীণ

বিবেচ্য মাসঃ জানুয়ারি, ২০২১

ক্র. নং	প্রশিক্ষণের তারিখ	প্রশিক্ষণের মেয়াদ	আয়োজক	প্রশিক্ষণের বিষয়	প্রশিক্ষণার্থীর সংখ্যা	প্রশিক্ষণ জনঘণ্টা
১	১০ জানুয়ারি হতে ২১ জানুয়ারি, ২০২১ খ্রিঃ	১১ দিন	বিপিএমআই	"Basic Training on Smart Pre-payment Metering System & Smart Grid"	০৩ জন	২৬৪
২	২১ জানুয়ারি ২০২১ খ্রি.	০১ দিন	নেসকো লি.	এপিএ	৩০ জন	২৪০
৩	২৩ জানুয়ারি ২০২১ খ্রি.	০১ দিন	নেসকো লি.	অফিস ম্যানেজমেন্ট	৩০ জন	২৪০
৪	২৬ জানুয়ারি ২০২১ খ্রি. হতে ০২ ফেব্রুয়ারি ২০২১ খ্রি.	০৭ দিন	বিপিএমআই	Training of Trainers (ToT)	০১ জন	৫৬
৫	২৬ জানুয়ারি ২০২১ খ্রি. হতে ৩১ জানুয়ারি ২০২১ খ্রি.	০৫ দিন	নেসকো লি.	নবনিযুক্ত সাব-স্টেশন অ্যাটেনডেন্টগণের বিশেষ বুনিয়াদি প্রশিক্ষণ	৬৬ জন	২৬৪০
৬	২৭ জানুয়ারি, ২০২১ খ্রিঃ	০১ দিন	স্ট্রেডা	নেট মিটারিং রুফটপ সোলার এবং সোলার ইরিগেশন পাম্পের গ্রিড ইন্টিগ্রেশন	১৩ জন	৫২
৭	২৮ জানুয়ারি ২০২১ খ্রি.	০১ দিন	বিদ্যুৎ বিভাগ	"Action Plan for Electricity Utilities of SAARC Countries to Introduce EV Charging Infrastructure"	০১ জন	০৮
৮	জানুয়ারি ২০২১ খ্রি.	০১ দিন	নেসকো লিমিটেডের ৫১ টি বিক্রয় ও বিতরণ বিভাগ/বিতরণ ইউনিট	এপিএ	১১১১ জন	৮৮৮৮
সর্বমোট					১২৪৩ জন	১২৩৮৮


৩১.০১.২০২১

মোঃ ইমরুল কায়েস
সহকারী ব্যবস্থাপক (এইচআরএম এন্ড এডমিন)
উপ-মহাব্যবস্থাপক (মানবসম্পদ ও প্রশাসন) এর দপ্তর
নেসকো লিমিটেড, রাজশাহী।


31.01.2021

মোঃ রহমত উদ্দিন-আল-ফারুক
ব্যবস্থাপক (মানব সম্পদ ও প্রশাসন)
নর্দান ইলেকট্রিসিটি সাপ্লাই কোম্পানি
(নেসকো) লিমিটেড, রাজশাহী।



নর্দান ইলেকট্রিসিটি সাপ্লাই কোম্পানি লিঃ

Northern Electricity Supply Company Ltd

(An Enterprise of Bangladesh Power Development Board)

উপ-মহাব্যবস্থাপকের (মানব সম্পদ ও প্রশাসন) দপ্তর

প্রধান কার্যালয়: বিদ্যুৎ ভবন, হেতেম খাঁ, রাজশাহী-৬০০০

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প্রশিক্ষণ প্রতিবেদন

প্রশিক্ষণের ধরণঃ অভ্যন্তরীণ

বিবেচ্য মাসঃ ফেব্রুয়ারি, ২০২১ খ্রিঃ

ক্র. নং	প্রশিক্ষণের তারিখ	প্রশিক্ষণের মেয়াদ	আয়োজক	প্রশিক্ষণের বিষয়	প্রশিক্ষণার্থীর সংখ্যা	প্রশিক্ষণ জনসংখ্যা
১	০১ ফেব্রুয়ারি হতে ০৮ ফেব্রুয়ারি ২০২১ খ্রি. (প্রশিক্ষণের ২য় সপ্তাহ)	০৭ দিন	নেসকো লি.	নবনিযুক্ত সাব-স্টেশন অ্যাটেনডেন্টগণের বিশেষ বুনিনাতি প্রশিক্ষণ	৬৬ জন	৩৬৯৬
২	০২ ফেব্রুয়ারি ২০২১ খ্রি.	০১ দিন	বিদ্যুৎ বিভাগ	"Action Plan for Electricity Utilities of SAARC Countries to Introduce EV Charging Infrastructure"	০১ জন	৮
৩	০২ ফেব্রুয়ারি, ২০২১ খ্রিঃ	০১ দিন	স্ট্রেডা	নেট মিটারিং বুফটপ সোলার এবং সোলার ইরিগেশন পাম্পের গ্রিড ইন্টিগ্রেশন	১৩ জন	৫২
৪	০৩ ফেব্রুয়ারি হতে ২৫ ফেব্রুয়ারি, ২০২১ খ্রিঃ	১৬ দিন	আইইবি	"Project Management (PMI Framework) With Primavera & Pert Master" শীর্ষক প্রশিক্ষণ	০৩ জন	২৪০
৫	০৪ ফেব্রুয়ারি ২০২১ খ্রি.	০১ দিন	নেসকো লি.	এপিএ	৭০ জন	৫৬০
৬	০৮ ফেব্রুয়ারি ২০২১ খ্রি.	০১ দিন	ইনস্টিটিউট অব পাবলিক ফাইন্যান্স	Integrated Budget and Accounting System (iBAS++)	০৪ জন	৩২
৭	০৮ ফেব্রুয়ারি হতে ১৫ ফেব্রুয়ারি ২০২১ খ্রি.	০৭ দিন	বিপিএমআই	Training of Trainers (ToT)	০১ জন	৫৬
৮	১৪ ফেব্রুয়ারি -০১ মার্চ, ২০২১ খ্রিঃ	১১ দিন	বিপিএমআই	"Basic Training on GIS Mapping & SCADA" শীর্ষক প্রশিক্ষণ	০৪ জন	৩৫২
৯	১৬ ফেব্রুয়ারি ২০২১ খ্রি.	০১ দিন	নেসকো লি.	অফিস ম্যানেজমেন্ট	৩৮ জন	৩০৪
১০	ফেব্রুয়ারি ২০২১ খ্রি.	০১ দিন	নেসকো লিমিটেডের ৪২ টি বিক্রয় ও বিতরণ বিভাগ/বিতরণ ইউনিট	পেশাগত উৎকর্ষ	১০৫৬ জন	৮৪৪৮
সর্বমোট					১২৫৬ জন	১৩৭৪৮

মোঃ ইমরুল কারিম
সহকারী ব্যবস্থাপক (এইচআরএম এন্ড এডমিনিস্ট্রেশন)
উপ-মহাব্যবস্থাপক (মানব সম্পদ ও প্রশাসন) এর দপ্তর

মোঃ রহমত উদ্দিন-আল-কাদের
সহকারী ব্যবস্থাপক (মানব সম্পদ ও প্রশাসন)



প্রশিক্ষণ প্রতিবেদন

প্রশিক্ষণের ধরণঃ অভ্যন্তরীণ

বিবেচ্য মাসঃ মার্চ, ২০২১ খ্রিঃ

ক্র. ন.	প্রশিক্ষণের তারিখ	প্রশিক্ষণের মেয়াদ	আয়োজক	প্রশিক্ষণের বিষয়	প্রশিক্ষণার্থীর সংখ্যা	প্রশিক্ষণ জনঘণ্টা
১	০৫ মার্চ ২০২১ খ্রি.	০১ দিন	বিদ্যুৎ বিভাগ	“Economic Dispatch and Unit Commitment Modelling Using PLEXOS or Similar Software” বিষয়ক Webinar	০১ জন	০৮
২	০৮ মার্চ হতে ২৫ মার্চ ২০২১ খ্রি.	১৫ দিন	নেসকো লি.	নবনিযুক্ত উপ-সহকারী প্রকৌশলীগণের বিশেষ বুনিয়াদি প্রশিক্ষণ	৪১ জন	৪৯২০
৩	২৩ মার্চ হতে ১০ এপ্রিল মার্চ ২০২১ খ্রি.	১৬ দিন	আইইবি	“Project Management (PMI Framework) With Primavera & Pert Master” শীর্ষক প্রশিক্ষণ	০৩ জন	২৪০
৪	১০, ২০ ও ২৭ মার্চ ২০২১ খ্রি.	০৩ দিন	নেসকো লি.	এপিএ	১৫৫ জন	১২৪০
৫	২১ মার্চ ২০২১ খ্রি.	০১ দিন	নেসকো লি.	‘সুশাসন ও জাতীয় শুদ্ধাচার কৌশল)	২৫ জন	২০০
৬	২২ মার্চ হতে ০৮ এপ্রিল ২০২১ খ্রি.	১৩ দিন	বিপিএমআই	“Basic Training on GIS Mapping & SCADA ” শীর্ষক প্রশিক্ষণ	০৫ জন	৫২০
৭	২৭, ২৮, ৩০ মার্চ ২০২১ খ্রি.	০৩ দিন	পরিকল্পনা কমিশন	“Risk Management for Development Projects”	০২ জন	৪৮
৮	মার্চ ২০২১ খ্রি.	০১ দিন	নেসকো লিমিটেডের ৩০ টি বিক্রয় ও বিতরণ বিভাগ/বিতরণ ইউনিট	‘সুশাসন ও জাতীয় শুদ্ধাচার কৌশল	৮৭৮ জন	৭০২৪
সর্বমোট					১১১০ জন	১৪২০০