

No.O-15011/4/2017-PMS
Government of India
Ministry of Information & Broadcasting
Performance Management Section)

Subject: Finalisation of the qualification and experience norms in Job Descriptions (JDs) for various Board level posts of Central Public Sector Enterprises – (CPSEs).

With a view to make the Job Descriptions more comprehensive and uniform, a standard template of “responsibilities”, “educational qualification” and “experience” for the posts of Director (Human Resources/Personnel) and of Director (Finance) in the various Central Public Sector Enterprises have been drafted.

2. Before the Job Descriptions (JDs) are finalised, comments/suggestions thereon are invited over e-mail id rajivrai@nic.in which will be accepted upto 5.00 p.m. on Friday 23.01.2017.

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For the post of Director (Human Resources/Personnel)

JOB DESCRIPTION AND RESPONSIBILITIES:

Director (Human Resources/Personnel) is a member of the Board of Directors and reports to the Chairman and Managing Director. He/she is overall in-charge for evolving/formulating and implementing Human Resource Management /Industrial Relations policies, including manpower planning, talent acquisition, training & development, performance management, succession planning, technology enabled HR process wage policies in the organisation.

QUALIFICATION

The candidate should be a graduate with Post Graduate Degree or Diploma in Personnel Management/ Human Resource Management or Masters in Business Administration (MBA)/ Post Graduate Diploma/Programme in Management (PGDM/PGPM), recognised by UGC/AICTE, with Personnel/Human Resource Management as an elective subject.

EXPERIENCE

The candidate should have at least 5 (five) years of cumulative experience, during the last 10 (ten) years, in various aspects of Personnel/Human Resource Management in an organisation.

For the Post of Director (Finance)

JOB DESCRIPTION AND RESPONSIBILITIES:

Director (Finance) is a member of the Board of Directors and reports to the Chairman and Managing Director. He/she is the overall in-charge of Finance and Accounts functions of the organisation and is responsible for evolving and formulating related policies and their implementation, including Financial Planning, budgeting, costing, Financial control, preparation of financial statements in compliance with corporate norms and statutory requirements.

QUALIFICATION

The candidate should be a Chartered Accountant or Cost Accountant or Masters in Business Administration (MBA)/Post Graduate Diploma/Programme in Management (PGDM/PGPM), recognised by UGC/AICTE, with Finance as an elective subject.

EXPERIENCE

The candidate should have at least 5 (five) years of cumulative experience, during the last 10 (ten) years, in various aspects of Financial Management functions in an organisation.