

South Asia Forum for Infrastructure Regulation (SAFIR)
Sectt: C/o CENTRAL ELECTRICITY REGULATORY COMMISSION (CERC)
8th Floor, Tower-B, World Trade Centre, Nauroji Nagar, New Delhi - 110 029.
Tel.: 011 - 26189709

No. SAFIR-11017(11)/1/2023-CERC/e-8560

Dated: 10th June, 2025

"Engagement of Staff Consultant at the level of Research Associate in SAFIR"

1. About SAFIR

1.1 Background

The South Asia Forum for Infrastructure Regulation (SAFIR) established in May 1999 is an association of Infrastructure Regulators from India, Bhutan, Sri Lanka and Bangladesh. The Forum plays a key role in disseminating knowledge and best practices among infrastructure regulatory institutions in South Asia. The secretarial service to SAFIR is provided by the Central Electricity Regulatory Commission (CERC).

1.2 Aims & Objectives

SAFIR aims to provide high quality capacity building and training on infrastructure regulation, and related topics, in South Asia. Specific objectives of SAFIR are:

- Provide a platform for experience sharing amongst the regulators of the region;
- Facilitating effective and efficient regulation of utility and infrastructure industries;
- Initiate beneficial exchange of knowledge and expertise;
- Evolve best practices;
- Build regulatory decision-making and response capacity in South Asia;
- Conduct training programs to serve regulatory agencies and other stakeholders;
- Spur research on regulatory issues;
- Interact, coordinate, facilitate and engage with various International Developments, regulation, financial bodies and government or private entities of various countries.

1.3 Activities of SAFIR

To promote information exchange and experience sharing among member regulators, SAFIR conducts different activities. Some of the SAFIR activities are mentioned below: -

• Core Training Programs

SAFIR's most visible activity is the Core Course on Infrastructure Regulation. The Core Course is aimed at utility regulators and their staff, senior government officials working on the reform of the infrastructure sectors, and executives from public and private regulated infrastructure service providers. The core course delivers practical lessons on the regulation and restructuring of infrastructure from within and outside the region. It also

provides an ideal opportunity for participants to exchange their own experiences and to build networks within the region.

- **Annual General Meetings**

The activities of the SAFIR are guided by a Steering Committee comprising all the members and an Executive Committee consisting of a representative each from India, Bhutan, Bangladesh and Sri Lanka. The SCM (Steering Committee Meeting) and the ECM (Executive Committee Meeting) of the SAFIR are also held at regular intervals.

- **Conference on issues relating to regulation**

SAFIR organizes an Infrastructure Conference every year to present the vibrant and evolving policy and regulatory framework in South Asia, which has, over the period, played an important role in building, enhancing and channelizing private investments into Infrastructure sector. The Conference is addressed by key Policy Makers, Regulators and Investors from across the region. It aims to facilitate a constructive dialogue among all stakeholders to further strengthen regulatory framework and promote investments in the infrastructure sector. The Conference provides a unique opportunity to investors & business community to understand the emerging investment opportunities / projects on offer in member countries of South Asia, which includes Sri Lanka, Bangladesh, Bhutan and India.

1.4 In order to work on the above activities of SAFIR, it is proposed to engage one Staff consultant in its Secretariat on contract basis for a limited period.

2. Scope of work proposed for the Staff Consultant: -

2.1 Report writing

2.2 Compiling/analyzing regulatory data.

2.3 Follow up with the Member Organizations of SAFIR

2.4 Coordinating various meetings including that of Working Groups of SAFIR and related activities thereof

2.5 Coordinating for Core Training Programs and Infrastructure Conference

2.6 Any other tasks related to studies conducted like draft Terms of Reference (TOR's)

2.7 Any other work assigned from time to time

3. Qualification and experience required for Staff Consultant: -

Category of consultant	No. of Posts	Qualifications and Experience	Consolidated salary
Research Associate	01	<p><u>Essential Qualifications:</u> Post Graduate in (Financial management / Power Management/Regulatory Governance / Infrastructure/Sustainability Management/Commerce from recognized Institutes/Universities)</p> <p><u>Experience and Competencies:</u> - (i) Zero to three years' experience in Power and infrastructure sector (ii) Candidates with Regulatory Experience will be preferred (iii) Expertise in MS-Excel, MS-Word, PowerPoint/other presentation Apps is mandatory. The candidate should be proficient in report writing and presentation preparation . (iv) Dynamism to work in a fast-paced, high-change environment, Analytical approach to problem-solving, Good communication skills, Team player having demonstrated initiative and leadership skills</p>	Rs. 45,000 - 80,000 per month (depending on the qualification and experience) excluding Service Tax, if applicable.

4. General terms and conditions: -

4.1 Normal working hours would be 9.30 A.M to 6.00 P.M (05 days week) including half-hour lunch break. The personnel may be called on a Saturday, Sunday and other gazetted holidays, and asked to sit beyond normal working hours in case of exigencies.

4.2 The Staff consultant shall be eligible for 15 days leave in a calendar year which will be credited in advance on quarterly basis as per details given below-

- (i) 1st Quarter (Jan to Mar) - 04 leaves credit in the month of January
- (ii) 2nd Quarter (Apr to Jun) - 04 leaves credit in the month of April
- (iii) 3rd Quarter (Jul to Sept) - 04 leaves credit in the month of July
- (iv) 4th Quarter (Oct to Dec) - 03 leaves credit in the month of October.

4.3 The intervening Saturday/ Sunday/ holiday shall not be counted as leave only upto the credit limit of leave. Benefit of intervening Saturday/ Sunday/ holiday shall not be allowed for the period of absence which is not due. No fee shall be paid to the Staff Consultant for the period of his/ her absence beyond the credit limit.

4.4 Leave shall be availed with prior approval of the competent authority, except in case of emergency, where approval of the competent authority should be obtained immediately after joining.

4.5 In case the Staff Consultant remains absent for more than 15 days beyond the entitled leave in a calendar year, without any prior intimation/prior sanction, except in case of emergency, SAFIR would be free to terminate the services of the said Staff Consultant.

4.6 In the event of absence on the ground of sickness, the Staff Consultant shall be required to submit a proper medical and fitness certificate. However, any leave including the leave on medical grounds beyond the cumulative period of 15 days shall be without any professional fees.

4.7 Un-utilized leave during any quarter will be carried forward to next quarters within same calendar year only. However, un-utilized leave shall not be carried forward to the next calendar year and is not encashable. Leave of any other nature is not admissible.

4.8 Station leave permission shall be mandatory before leaving the station, even on a holiday.

4.9 The Staff Consultant shall not be entitled to any of the allowances/facilities which are admissible to employees/officials working on regular basis.

4.10 During the contract period, in case of tour within India undertaken for official works, the consultant will be reimbursed the expenses for such journey as per the following entitlement: -

Name of the Post	Entitlement
Research Associate	i. By air - Economy class
	ii. By train - AC-II
	iii. For Local travel - non-A/C taxi.

4.11 The consultant will also be reimbursed conveyance charges as per admissible rules/practice in CERC for attending meetings/conferences etc. within Delhi as per directions of this office only.

5. **Age limit:** -The age of the applicant as on 01st January of the year of advertisement would be in accordance to CERC (Appointment of Consultants) (Third Amendment) Regulations, 2017 and amendments thereafter.

6. **Duration of contract:** -

The contract will be initially for a period of two years which can be extended for upto one year on each occasion, limited to a total period of four years. In deserving cases an annual escalation upto 10% on the fee maybe given with the approval of the Competent Authority based on the performance during the preceding year.

7. Payment Terms: -

The Staff Consultant shall be paid lump sum monthly professional fee (the agreed amount) within seven days after completion of the month on submission of invoice. TDS shall be deducted as per Income Tax rules.

8. TERMINATION OF AGREEMENT

With Notice

8.1. This agreement is liable to be terminated by either party, by mutual consent, by giving one month notice in writing to the other or one month consolidated professional fees in lieu of such notice.

8.2 In case the Staff Consultant is unable to perform the assigned work or the work undertaken by them is not to the satisfaction of the Controlling Officer/Competent authority in SAFIR, the tenure of the Staff Consultant shall be liable to be terminated after one month notice in writing.

Without Notice

8.3 In case the Staff Consultant, despite notice as in para 8.2 above, is unable to perform the given assignment to the satisfaction of the Controlling officer/Competent authority in SAFIR, he/she shall be liable to be terminated in public interest, without any notice and without assigning any reason.

8.4 In case the Staff Consultant is absent from duty, for a period of more than 30 days, without prior intimation/prior sanction and is not covered under medical emergency, his/her tenure shall be liable to be terminated, in public interest, without any notice and without assigning any reason.

8.5 On pre-mature termination of the assignment, SAFIR shall pay the Staff Consultant, the professional fees for the work performed by him/her till the date of such termination, after deductions, if any.

9. Appointment under this assignment shall be purely on contract basis for a limited period only. Such appointment shall not vest any right to claim for regular appointment or continued contractual appointment in SAFIR Sectt.

10. Relaxation in essential qualifications/experience can be considered in deserving cases.

11. SAFIR reserves the right not to fill up above position, without assigning any reasons, what so ever.

12. SAFIR reserves the right to either increase or decrease the number of posts at any given time, without assigning any reasons, what so ever.

13. Selection Process:

(a) Candidates who will meet the eligibility criteria will be shortlisted and invited for the presentation and oral interaction.

(b) The selection process will consist of paper / report preparation on a given topic and preparation of presentation on the said report and/or an oral interaction.

Candidates who will appear for the selection process will be given a topic on the spot on which they will be required to prepare a report. The candidate will also be required to present the report in the form of a ppt during the interview / interaction.

(c) The final merit list of the candidates will be prepared on the basis of the weighted score obtained by them with respect to qualifications, experience, report writing, presentation and interaction scores.

(d) Candidates will be required to present original documents related to their qualifications, experience, and salary slips of the past six months along with Bank Statement showing credit of Salary. These documents will be verified prior to the interaction with the selection committee.

(e) Failure to submit the salary slip along with the bank statement for the past six months will result in the candidate being considered for selection at the minimum level of the salary scale.

(f) No travel or daily allowance (TA/DA) will be reimbursed for attending the selection process of the post.

(g) The decision of SAFIR will be final.

14. Interested and eligible candidates may send their applications in the prescribed format **along with a sample report prepared by him/her and soft copy of presentation** and all relevant documents relating to qualification, salary and experience to the Assistant Secretary, South Asia Forum for Infrastructure Regulation (SAFIR), Sectt.: Central Electricity Regulatory Commission, 8th Floor, Tower-B, World Trade Centre, Nauroji Nagar, New Delhi - 110 029 **within 21 days from the date of advertisement i.e. latest by 30th June, 2025.**

Sd/-

Assistant Secretary, SAFIR

ANNEXURE – I

POST APPLIED FOR: RESEARCH ASSOCIATE (SAFIR)

Paste Recent
passport size
photograph here.

I Personal Details

1. Name :
2. Gender :
3. Date of Birth :
4. Father's Name :
5. Marital Status :
6. Permanent Address :
7. Contact Address :
8. Tel No :
- Mobile No :
- E Mail Id :
9. Last Pay drawn :

II Academic / Professional Qualification (Tenth standard onwards):

- a. Tenth standard onwards. (Attach self-attested copy of certificates).
- b. If no document is submitted to support the qualifications, the said qualification will not be considered for valuation.

Course / Degree and no. of years	Institute/ University / College	Year of passing	Regular / Distance education	% of marks	Subjects specialized	Achievements, if any

III Experience

Organisation / Institute / Office	Post held	Period		No. of years and months	Description of duties	Remarks
		From	To			

Note: Attach self-attested copies of experience certificates in chronological order. Enclose a separate sheet, duly authenticated by your signature, if space is insufficient. If no document is submitted to support the experience, the said experience will not be considered for valuation. Submission of supporting document for last pay drawn and Regulatory experience (if any) is mandatory.

IV Other Details: Additional information/ specific professional achievement/ contribution

V Please state why you want to take up this role and are suitable for the post in 100 words.

Date:

(Signature of the candidate)