

Vacancy Announcement

The Board HR Committee, Druk Green Power Corporation Limited (DGPC) is pleased to re-announce the vacancy for the post of Director, Finance and Investments as detailed below:

Position	Director (Finance and Investments)
Education Qualification	<ol style="list-style-type: none"> 1. Minimum of B.com obtained from a recognized institute with regular (full time) program. 2. Candidates with CA/CPA/MBA (Finance/Accounts)/ACCA or equivalent from reputed university/Institute may be preferred. Candidates without Bachelor's Degree in Commerce but with master's degree in finance through regular (full time) program shall be considered.
DGPC Grade	E ₂
Total Monthly Consolidated Pay (TMCP)	Nu. 90,300 (However, the salary shall be negotiable to the extent of protecting the current basic pay and then arrive at TMCP.
Contract and Other allowance	<ol style="list-style-type: none"> 1. Base pay: 60% of TMCP 2. Contract Allowance: 40% of TMCP 3. Performance Based Variable Allowance (PBVA): 17.5% of TMCP on annual basis subject to achievement of targets as detailed below: <ol style="list-style-type: none"> 3.1 Team Appraisal System (TAS) – 7.5% on achievement of TAS targets. 3.2 PBVA – 10% on achievement of annual compact signed with DHI.
Appointment Status and Tenure	On contract for an initial period of three (3) years

Work Experience	<ol style="list-style-type: none"> 1. Should have at least 15 years (including a maximum of 24 months for higher studies/sabbatical) in the field of Finance and Accounts in a medium to large organization. 2. Should have headed at a division in an organization for a period of 3 years at senior level (in Accounts and Finance), P₂ and above in the civil Service or equivalent to DGPC Grade M₁ in Corporate and Private Sector.
Knowledge, Skills and Abilities	<p>The candidate should:</p> <ol style="list-style-type: none"> 1. Be able to create a team of professionals, keep them motivated and manage the organization efficiently and effectively. 2. Have very good understanding and experience in the finalization of company accounts, project financing, MIS costing, BAS and Commercial Operations. 3. Be able to lead the process of specifying and selecting an IT based business control system, and the installations of this system in DGPC. 4. Be able to champion management of risk with very good knowledge and understanding of company's Act of Bhutan and other regulations as relevant for DGPC Business. 5. Be able to make great presentation and possess negotiation and conflict resolutions skills. 6. Possess good written communication skills.
Service Record	Should possess clean service record without any office memos and cautionary notice and not be convicted by the court of law on any criminal charges.
Performance Appraisal	Should have minimum of "very Good" (81% and above) in Employee Appraisal System for the recent 3 years.
BIT/CIT/PIT Certificate	Candidates should submit the valid BIT/CIT/PIT certificate issued by the relevant agencies, only if applicable.
Age	Candidate should not be older than 57 years of age on the last date of receiving the application deadlines.

Interested Bhutanese national candidates fulfilling the prescribed eligibility criteria may submit your application along with the following mandatory documents in a sealed and signed envelope addressed to the Director (HR), Druk Green Power Corporation Limited, Post Box No. 1351, Thori Lam, Lower Motithang, Thimphu, Bhutan on or before **July 15, 2019** at 17:00 hours from Monday to Friday.

1. Duly filled DGPC Job Application Form (to be downloaded from the DGPC website www.drukgreen.bt)
2. Curriculum Vitae
3. A copy of Academic Transcripts of Bachelor's degree and Master's degree (Attested)
4. A copy of Valid Medical Fitness Certificate, if selected only
5. A copy of valid Citizenship Identity Card
6. A copy of valid Security Clearance Certificate (approved online)
7. Work Experience Certificate/Letter
8. A copy of Office Order Appointment for division head as may be applicable
9. A copy of Promotion Order to P₂ level equivalent to DGPC grade M₁, as may be applicable
10. A Copy of Performance Appraisal for recent three years, as may be applicable
11. A Copy of Audit Clearance Certificate from Royal Audit Authority, as may be applicable
12. Valid CIT/BIT/PIT certificate as may be applicable
13. Upon selection, "No Objection Letter" from the employer, if currently employed
14. The applicant should submit at least name of three referees with email address, and contact number.

"An application that is not accompanied by any of the documents as specified above, whether in part or whole, shall be rejected without citing any reasons".

For detailed information the Terms of References for Director (Finance) may be downloaded from the DGPC website www.drukgreem.bt under Career. Kinga Dema, Head, Recruitment and Selection Division may be contacted at 02-334483 for any clarification during office hours from Monday to Friday.

DGPC Board HR Committee