



IRIS-Corp
"Empowering People, Enhancing Performance"



ENGINEERING GRADUATES

POWER TRADING COMPANY

Contact Person - Head HR

India Head Quarters - New Delhi

Location of Posting - PAN India

Assignment Title - Engineers/Senior specialists

Age - 23 to 26 years

Qualification and exposure:

- Engineering Graduates (Electrical) with minimum 2 - 3 years experience in the field of Power Distribution .
- Exceptionally strong interpersonal communications, leadership, and organizational skills with the ability to interact wrt high-level business affairs.
- Excellent communication, negotiation, and presentation skills.

OUR SUCCESS STORIES

Job Role

Junior Engineers for Power Distribution would be responsible for managing power distribution system installation, operation, and maintenance; testing; and inspection of substation to last mile consumer supply including distribution transformer, Metering, Billing, Collection etc.

- 10 Candidates were urgently required to be inducted within a span of one month.
- The incumbent was to be responsible for managing the operation and maintenance activities for the power distribution systems including the substations, underground or overhead transmission / distribution lines, distribution transformers, etc. Supervise and carry out installation, testing and inspection of Substations to last mile consumer supply including distribution transformer.
- Identification of faults and restoration of supply within stipulated time.
- Managing repair of high tension / low tension underground cable faults.
- Managing Day to Day maintenance activities at the Substation and related power distribution network.
- Managing Operations and Maintenance of all major equipment.
- Handling preventive and predictive maintenance of all major equipment.
- Carry out failure analysis and troubleshooting.
- Maintaining MIS and log sheets as per standard practices.
- Supervising the team of electricians and other resources for day to day activities.

Approach

Short listing candidates direct from Campus would have been a time consuming and expensive exercise, therefore, the mandate was awarded to us. Time commitment for closure and joining was the essence of the exercise.

Selection Process

- List of similar organizations and engineering colleges was collated.
- Placement Counselors were contacted to increase the reach rather than depending on job portals.
- Our team members visited 8 private engineering colleges in Delhi and around where group discussion and panel interviews were conducted on site. In the end, 60 candidates were selected for preliminary interviews.
- Experience in Handling of Power substations and Power transmission of (132 KV or above) was taken into consideration whilst short listing candidates.
- 50 candidates were met at our office and put through a process of Cognitive and Psychometric assessment and then interviewed by a panel.
- Feedback and results were shared with the client.
- Shortlisted 20 candidates were sent to the client location for final interviews.

Challenges Faced

- Whilst dealing with freshers or candidates with 2 -3 years of experience, fickleness of mind and influences on decision making are tremendous. Therefore, there is limited guarantee that after accepting the offer the person would join.
- They may have the qualifications but their presentation skills may not be uniform.

Result

- 12 Candidates were made the offer and 10 accepted the same, 3 with 2-3 years experience and the balance were fresh graduates.
- Selected candidates joined within a span of 4 weeks and the process was successfully closed.



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To know more about us, visit www.iris-corp.com For corporate enquiries, please write to bd@iris-corp.com