

**Rastriya Prasaran Grid Company Limited**

**TERMS OF REFERENCE**  
**for**  
**Chief Executive Officer (CEO)**

**JANUARY 2025**

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# 1 Background

## 1.1 Introduction

At the behest of power sector reform, Rastriya Prasaran Grid Co Ltd (RPGCL) was established by the Government of Nepal, on 28 Asad, 2072 under Companies Act (2063); to develop, expand and operate transmission system for the country. Guided by the power unbundling policy of the government, the Company has been mandated to function as an independent Transmission System Operator (TSO), which owns the transmission assets and also provides open access transmission services to all the stakeholders. With its shareholders as the Eight Ministries of Government of Nepal (GoN) and Nepal Electricity Authority (NEA), the company's current authorized capital is NPR. 25 billion, released capital is NPR 10 billion and the paid up capital is about NPR 3 billion. The company has its corporate office at Buddhanagar, Kathmandu, and is chaired by the Secretary of the Ministry of Energy, Water Resources and Irrigation Government of Nepal.

The company is to act as Grid Owner and System Operator. It has the mandate to own the high voltage backbone transmission systems. As a system operator, the company is responsible for the Generation Dispatch, the provision of ancillary services, and operation and control to ensure safety, power quality, stability, reliability and security of grid.

The Company has prepared Transmission System Master Plan up to 2040 AD and a Corporate Plan for 5 years, and got their approval from the GoN and Board. Currently, 11 numbers of transmission line projects which are at different stages of development are as below:

S.N.	Name of Transmission Line Project	Remarks
1	Karnali Corridor, 400kV, 120 km	Under construction
2	Bheri Corridor, 400kV, 93 km	Study completed; financial closure is under process
3	West Seti Corridor, 400kV, 213 km	Study completed; financial closure is under process
4	Haitar-Sitalpati (Arun Corridor), 400kV, 35km	Study completed, construction on Special Purpose Vehicle (SPV) modality is under process
5	Humla-Phukot, 400kV, 80km	Under study

6	Tamor-Dhungesanghu, 220kV, 32km	To be constructed on PPP model by recently formulated SPV
7	Lamabagar-Barabise, 220kV, 43km	Under study, construction on SPV modality is under process
8	Sitalpati-Dhungesaghu, 220kV, 48km	Under study
9	Mewa-Dhungesaghu, 132kV, 20km	Under construction
10	Kerabari-New Marsyandi, 132kV, 32km	Under construction
11	Sanphebagar-Basti-Betan, 132kV, 48km	Under study

## 1.2 Objectives of Company:

With the broad objective of developing electricity transmission system and power evacuation in order to make power wheel effectively and efficiently not only within the border but also across the border of Nepal. The Company's Memorandum of Articles stipulates following major objectives:

- To study and prepare Transmission Line Master Plan considering the demand and supply of electricity for long term;
- To develop transmission infrastructures in order to facilitate electricity generation as per the generation and expansion plan of the country;
- To construct, expand and modernize transmission lines, substations;
- To prepare Transmission System Operation Model;
- To prepare principles for determination of the wheeling charge for transmission services and submit to the concerned authorities;
- To prepare fee structure for providing communications facility installed in its transmission infrastructure;
- To enhance and develop capacity of human resources of the company;
- To internalize the modern technologies and best practices;
- To collect the wheeling charges and other fees, as an applicable.

## 1.3 Functions of the Company

To achieve the objectives of the company, the detailed functions to be carried out shall include, but not limited to, the following:

- To carry out system planning study and prepare transmission expansion plan in line with the generation expansion plan;
- To perform feasibility and detailed engineering study of the transmission projects;
- To acquire lands for the substations and the Right of Way, in coordination with different stakeholders;

- To prepare effective project financing models and manage investment from financial institutions;
- To construct, maintain, operate the transmission lines and system;
- To prepare and recommend to the ministry of MoEWRI for standards of grid planning, construction, operation, maintenance etc.;
- To recruit, retain and motivate the skilled human resources;
- To make insurance against the security of the infrastructures;
- To acquire and lease the land, buildings and other assets in the name of company;
- To make capital investments in commercially and technically feasible transmission projects;
- To borrow loan and receive grant from national, international, bilateral/multilateral donor agencies/institutions/banks;
- To invest jointly with local or foreign institution as promoter in transmission infrastructures projects; and
- To manage investments made in the company in the form of equity, loan, grants from GoN and other national and international institutions.

## **2 Responsibilities of Chief Executive Officer**

CEO will be responsible for delivery of the overall results of the Company to ensure the attainment of its objectives. Within the policy and regulatory frameworks set by Board of Directors (BoD) concerning human resources, finance, institutional management, fund generation and investment and under its general guidance and oversight, CEO will be responsible for executive leadership, strategic and operational management, and performance-based outcomes. In carrying out executive roles, CEO will be accountable to BoD, seeking and getting required approval for strategies, plans and programs and reporting on progress and important issues. CEO shall comply with by-laws approved by BoD and all other applicable laws of Nepal relating to the operations of the company.

As mentioned in Articles of Association (AoA), the functions, duties and powers of CEO are as follows:

- Implement the decisions of the BoD and look after and control the functions, activities and transactions of the Company, subject to the Act, Rules, Memorandum of Association and Articles of Association;
- Prepare annual budget and action plan of the Company and submit the same to the Board for approval;
- Acquire, develop and manage human resources, subject to the bye-laws of the Company;
- Implement the decisions of the BoD and the Annual General Meeting;
- Make timely submission of details, documents, decisions etc. as required to be

submitted to the concerned authorities;

- Perform such other functions as prescribed in relation to the operation of the Company; and
- CEO shall, each year, make a work performance agreement with the BoD.

### **3 Working Relationships**

Effective functioning of CEO requires full cooperation with and of all external and internal stakeholders. To gain and sustain such cooperation, CEO must maintain good working relationships within the Company as well as with all external stakeholders. At the minimum, CEO has to maintain excellent cooperation and relationship with the following actors related to the operation of the Company:

- National Planning Commission (NPC), Ministry of Energy, Water Resources and Irrigation (MoEWRI), Ministry of Finance (MoF), Electricity Regulatory Commission (ERC), Nepal Rastra Bank (NRB), Department of Electricity Development (DoED), Nepal Electricity Authority (NEA), Water and Energy Commission Secretariat (WECS), banks, other relevant government offices, national and international donor agencies and lenders, insurance companies, Independent Power Producers (IPPs) and other stakeholders;
- Staffs, unit heads, and other management personnel of MoEWRI, MOF, NRB and other related institutions/corporations in connection with the performance of the company;
- Other operating units, management centers, and/or affiliates;
- BoD of the Company.

### **4 Salary and Remuneration**

The salary and remuneration to CEO shall be as per the company's rules. The CEO may be entitled to receive additional financial benefits in the form of Performance Based Incentive. The performance-based incentive shall be based on Key Performance Areas (KPA) and Key Performance Indicators (KPI) to be mentioned in the Performance Agreement.

CEO, once employed by the Company under such agreement, will not be allowed to work outside for his personal benefit.

### **5 Eligibility Requirements**

#### **5.1 Academic Qualifications**

Minimum Master's Degree in Electrical Engineering, or Bachelor's Degree in Electrical Engineering with Master's Degree in Management.

## **5.2 General Experience**

At least eight years of experience in the relevant field for the Master's Degree holders in electrical engineering;

Or, at least ten years of experience in the relevant field for Bachelor's Degree holders in electrical engineering and Master's Degree in Management.

## **6 Age Limit and Citizenship**

The Candidate(s) must be a Nepali Citizen whose minimum age should be 35 years and maximum age should not exceed 54 years.

Applicant's age shall be calculated at or on the final date of the application submission.

## **7 Other Requirement(s):**

- Comprehensive knowledge in electricity transmission sector;
- Exposure on the activities carried out by RPGCL and its future plan;
- Having high professional value and integrity;
- A good previous track record of performance or leadership role;
- No objection letter from the organization where the applicant is being associated currently;
- Not having been convicted by the court of any criminal charge (a self-declaration note is needed);
- No conflict of interests with the Company (a self-declaration note is needed); and
- No affiliation with any political parties (a self-declaration note is needed).

## **8 Submission of Documents**

Prospective candidate(s) for the post of CEO of RPGCL who meet the minimum eligibility criteria are required to submit an application along with his/her signed latest curriculum vitae and business plan proposal as given in Annexes-2 and 3 respectively. Furthermore, the candidate(s) are also required to submit substantiating document(s).

All documents to be attached with the application shall be initialed, except the business plan proposal, by the candidates.

## **9 Selection Procedure**

The selection procedures will be as given in Annex -1.

## **10 Other Information**

Other information about the Company may be obtained from its office in the following address:

Rastriya Prasaran Grid Company Limited, Buddhanagar, Kathmandu.

Contact no.: 014610103, Email: [info@rpgcl.com](mailto:info@rpgcl.com)

## **Annex 1: Selection Procedure**

1. Prospective candidate(s) shall submit an application along with his/her signed latest copy of curriculum vitae and business plan proposal as given in Annex-2 and Annex-3 respectively. Furthermore, the candidate(s) are also required to submit substantiating document.
2. Short listed candidate(s) will be invited to make a PowerPoint presentation and In-person interview; date and venue will be communicated via email/telephone.
3. Weightage for evaluation shall be as follows:
  - a. Educational Qualification:10
  - b. Work Experience: 20
  - c. Business Plan Proposal: 25
  - d. PowerPoint Presentation:25
  - e. In-Person Interview:20Total: 100
4. Upon evaluation, top three ranked candidate(s) on the basis of total marks obtained out of one hundred will be recommended for the final selection of CEO to the Board of RPGCL.
5. After the selection of CEO, he/she will be required to sign a Performance Agreement (PA) with RPGCL. In case, the main candidate fails to sign the PA, the alternate candidate shall be called on to do the same.

## Annex-2: Curriculum Vitae Format

Follow the suggested format as given below while preparing Curriculum Vitae (CV). The CV should be in A4 size paper and using Times New Roman, 12 size font.

### I. Full Name

### II. Profession

### III. Date of Birth (both BS and AD)

### IV. Membership in Professional Societies (most relevant to the position you are applying for)

### V. Core Qualifying Factors (about half a page outline of your most relevant experiences, competencies, and personal qualities that you think make you a highly qualified and suitable candidate for the position you are applying for)

### VI. Academic Qualification (start from the most recent one and move backward till your first undergraduate degree, and attach attested academic testimonials)

S.N.	Degree Obtained	Specialization Field	University Awarding Degree	Country	Year Started and Completed	Percentage or CGPA

### VII. Specific Work Experiences and Expertise

S.N	Areas	From- to	Projects	Institute/Company
1				
2				
.				
.				
.				
.				

**VIII. Training** (*only core areas of project financing, power transmission system, project management and leadership related - start with the most recent one and move backward*)

S.No	Title of Training	Training Institute and Location	From -To	Competencies Developed	Competencies Professiona
1					
.					
.					

**IX. Employment Records** (*start with the most recent since graduation*)

**Employment # 1**

- From [Month/Year] To [Month/Year]
- Employer
- Position held
- Duty/work station (*location*)
- Major works undertaken (*list in bullet points major tasks you successfully completed in the position*)
- Competencies/skills required for performing those works (*list in bullet points what abilities, skills and knowledge were required to perform those works and which you were able to use*)
- Major achievements in the position (*list in bullet points what significant results or outputs you were able to produce in your position largely through your efforts in the position*)

Follow the same pattern for all other employments you have held to date.

**X. Others** (*outline any other relevant information which shows your potentiality and suitability to the position you are applying for*)

**XI. Languages** (*list languages you can speak, read, understand and write with reasonable proficiency*)

**XII. Undertaking** (*state the following undertaking*)

I, the undersigned, hereby declare that, all the information and documents, provided/submitted herewith, truly and correctly describe me, my qualifications, and my experience.

*[Signature] Day/Month/Year*

Full name:

Contact address (with telephone number and e-mail ID):

### **Annex-3: Guidelines for Candidates' Business Plan Proposal**

1. Business plan proposal to be submitted should be prepared in English as a word document (font: Times New Roman and size 12) not exceeding 3,000 words.
2. The plan should contain the following components as precisely as possible:
  - I. Brief background of the company with its objectives and role in Nepal's power sector, its major engagement till now and its direction ahead and resource mobilization needs for it.
  - II. Outlines of the business plan proposal shall be:
    - Corporate Development Plan
    - Financing Budget and Revenue Generation
    - Administration, Human Resources and Institution Building
    - Technology Transfer and Internalization
    - Project Management and Execution
    - Transmission System Development and Operation
    - Four-year Action Plan with tentative resource requirement
    - Conclusion and Recommendation
3. The candidate(s) may append necessary tables, charts, graphs and other details to support and substantiate his/her arguments, ideas or plans.
4. The candidate(s) may organize the proposal whichever way he/she thinks is most appropriate for this kind of assignment but it must be written and presented in a highly professional style while ensuring factual, conceptual and grammatical accuracy.
5. The candidate(s), if shortlisted, should prepare PowerPoint slides not exceeding 20 sheets for presentation.