



SJVN Limited

(A Joint Venture of Govt. of India & Govt. of Himachal Pradesh)

(An ISO-9001-2015, Nav Ratna & Schedule-A PSU)

Corporate Head Quarters, Shanan

SHIMLA – 171006 (H.P.), INDIA

CIN: L40101HP1988GOI008409

(Our Shared Vision: 25000 MW by 2030 & 50000 MW by 2040)

EOI No.: SJVN-CCD-EOI-2026-812

EXPRESSION OF INTEREST(EOI)

FOR

**EMPANELMENT OF CONSULTANTS FOR
FINALIZATION OF BALANCED SCORECARD
(BSC) TARGETS OF SJVNL**

SHIMLA

JAN, 2026

SECTION – I

**DETAILED NOTICE FOR INVITING OF
EXPRESSION OF INTEREST(EOI)**

EMPANELMENT OF CONSULTANTS FOR FINALIZATION OF BALANCED SCORECARD (BSC) TARGETS OF SJVNL

1.0 INTRODUCTION AND INVITATION

- 1.1 **SJVN Limited**, a Nav Ratna, Category-I and Schedule – ‘A’ CPSE under administrative control of Ministry of Power, Govt. of India, was incorporated on May 24, 1988 as a joint venture of the Government of India (GOI) and the Government of Himachal Pradesh (GOHP). SJVN is a listed Company having shareholding pattern of 59.92 % with Govt. of India, 26.85% with Govt. of Himachal Pradesh and rest with Public.

Beginning with a single project and single State operation (i.e. India’s largest 1500 MW Nathpa Jhakri Hydro Power Station in Himachal Pradesh), the Company has commissioned fourteen projects which includes Hydro, Thermal, Wind & Solar projects totalling 4126.5 MW of installed capacity and 86 km 400 KV Transmission Line. SJVN is presently implementing/operating power projects in Himachal Pradesh, Uttarakhand, Bihar, Maharashtra, Uttar Pradesh, Punjab, Gujarat, Arunachal Pradesh, Rajasthan, Assam, Odisha, Mizoram and Madhya Pradesh in India besides neighbouring countries of Nepal.

SJVN has a plethora of Hydro power projects under its kitty like Run-of-river plants, storage plants, pumped storage plants etc. out of which five Hydro Power Projects viz. LHEP-I, DSHEP, Arun-3 HEP and Sunni Dam HEP are presently under construction.

1.2 INTENT OF EOI:

In order to measure team performance, SJVN has adopted the Balanced Scorecard (BSC) framework. Each year strategic objectives and corresponding BSC targets are formulated to address evolving business priorities, sectoral challenges and long-term organizational goals. For this purpose, a BSC Taskforce is constituted to deliberate, finalize and evaluate the targets. Given the increasing scale, technical complexity and diversification of SJVN’s project portfolio, the formulation of realistic, outcome-oriented and measurable BSC targets necessitates specialized domain knowledge, cross-functional understanding and extensive experience in project planning, execution and performance evaluation. The member/Consultant shall provide strategic direction to the Committee, guide inter-departmental deliberations, ensure alignment of BSC targets with corporate objectives and bring an independent, experienced perspective to the target-setting and evaluation process.

- 1.3 SJVN Limited hereby invites Expression of interest (EOI) from Individual retired as CMDs/Directors of SJVN or retired as EDs/CGMs of SJVN having experience as HoP/HoD/CEO/CFO for empanelment as a consultant for finalization of BSC taskforce of SJVNL.

1.4 The consultants will be empanelled at the following Levels based on the Qualification/eligibility criteria specified clause 6.0:

- Chief Principal Consultant
- Senior Principal Consultant
- Principal Consultant

The level at which a consultant will be empanelled will depend on the Qualification/eligibility. The decision of SJVN in this regard shall be final and binding.

1.5 It will be from such approved panel of consultants that individual experts shall be appointed for short term individual assignments for pre-defined period as per terms and conditions detailed herein and SJVN's Policy for Engagement of Consultants & Advisors.

1.6 This empanelment shall be valid for a period of one year from the date of notification of approved panel of consultants. The same may be extendable as per the requirement & approval in line with SJVN's Policy for Engagement of Consultants & Advisors.

1.7 The empanelment is totally based on the requirement. Hence the decision of SJVN Limited shall be final and binding and no claim whatsoever in this context shall be entertained.

2.0 KEY DATES/OTHER RELATED PARTICULARS:

The key particulars/details and dates of this "empanelment of consultant" are as under:

(i) Name of the Work	:	Invitation of EOI for empanelment of consultants for finalization of balanced scorecard(BSC) targets of SJVNL
(ii) Date and time for availability of document on web sites	:	Any time between 23.01.2026 to 02.02.2026 (1800 Hrs).
(iii) Last date for receiving request for clarifications from Consultants.		29.01.2026 (upto 1800 Hrs)
(iv) Last date & time for submission of documents in physical form	:	02.02.2026 up to 1800 Hrs
(v) Date & time for opening of Proposals.	:	03.02.2026 at 1100 Hrs

(vi) Venue for opening of proposal	:	Corporate Civil Contract Department, SJVN Corporate Head Quarters, Shanan, Shimla - 171006
(vii) Authority/Officer inviting Tender		HoD (Civil Contracts) Corporate Civil Contracts Department, SJVN Corporate Head Quarters, Shanan, Shimla-171006, (H.P.), India. Telephone No. +91-177-2660161 Email: civilcontract@sjvn.nic.in

3.0 METHOD OF APPLYING

3.1 Applicants will be empanelled at different Levels based on the Qualification/eligibility as defined in this EOI. The EOI document includes the following sections/parts:

Section 1 - Detailed Notice Inviting for EOI.

Section 2 - Standard Formats

3.2 This EOI document will neither be issued manually nor be sent by post or courier; the same can be viewed and downloaded by the applicant on SJVN portal i.e. www.sjvn.nic.in and www.eprocure.gov.in between the dates and time mentioned in para-2.0 here-in-above.

3.3 Interested consultants may download the EOI document between the date and time mentioned in para-2.0 here-in-above. Downloading of EOI document by any Consultant shall, however, not construe that such Consultant is considered as qualified. The Consultant, after downloading the Document from website, may inform the undersigned immediately through email.

3.4 An applicant is required to submit the following documents in physical form through post/courier or by hand on the address of HOD (Contracts):

(i)	Form – I	General Information
(ii)	Form- II	Detailed CV
(iii)	Form-III	Undertaking regarding blacklisting

These documents must reach on or before closing date & time.

3.5 Late Proposals/delayed Proposals and conditional Proposals shall not be accepted.

4.0 BREIF SCOPE OF SERVICES/ WORK

In order to measure team performance SJVN has adopted the Balanced Scorecard (BSC) framework. Each year strategic objectives and corresponding BSC targets are formulated to address evolving business priorities, sectoral challenges and long-term organizational goals. For this purpose, a BSC Taskforce is constituted to deliberate, finalize and evaluate the targets. Given the increasing scale, technical complexity and diversification of SJVN's project portfolio, the formulation of realistic, outcome-oriented and measurable BSC targets necessitates specialized domain knowledge, cross-functional understanding and extensive experience in project planning, execution and performance evaluation. The member/Consultant shall provide strategic direction to the Committee, guide inter-departmental deliberations, ensure alignment of BSC targets with corporate objectives and bring an independent, experienced perspective to the target-setting and evaluation process.

The Consultant shall, inter alia:

- Provide strategic guidance for formulation and finalization of BSC objectives and targets of all Projects, Departments, Subsidiaries and JVs of SJVN.
- Chair meetings of the BSC Taskforce and facilitate inter-departmental deliberations.
- Ensure alignment of BSC targets with SJVN's corporate strategy, PRP framework and long-term business goals.
- Assist in defining measurable, outcome-oriented and achievable performance indicators.
- Incorporate best industry practices and sectoral benchmarks.
- Provide independent professional inputs during evaluation and review of BSC performance, as required.

5.0 FEES AND TENURE

5.1 FEES

Professional Fee to be paid to Consultant on per day basis will be

S.N.	Level	Pay per Day (in Rs.)*	Maximum Ceiling (Maximum 22 days in a month) (in Rs.)
(i)	Chief Principal Consultant	15,000/-	3,30,000/-
(ii)	Senior Principal Consultant	12,000/-	2,64,000/-
(iii)	Principal Consultant	10,000/-	2,20,000/-

*** The remuneration shall be governed by SJVN's Policy 'Policy for Engagement of Consultants and Advisors' and the revision thereof" and the Levels shall commensurate with the Qualification/Eligibility Criteria as specified in Clause 6.1 of this document.**

5.2 In case the consultants are required to undertake outstation tours in connection with the assignment, they would be entitled to travel reimbursement and hotel accommodation as per policy in place in SJVN. Journey period shall also be reckoned as working period.

5.3 SJVN Limited shall bear all taxes & duties including GST (except TDS and GST TDS), as per applicable laws enforced in India. Further, TDS and GST TDS shall be deducted by SJVN Limited from each payment due to the Consultant as per act.

5.4 TENURE

This empanelment shall be valid for a period of one year from the date of notification of approved panel of consultants. The same may be extendable as per the requirement & approval in line with SJVN's Policy for Engagement of Consultants & Advisors.

5.5 LOCATION

The Consultant shall normally be required to work from Corporate Head Quarters, Shimla unless otherwise required. The Consultants may also be required to connect through Video conferencing frequently during the assignment.

5.6 REPORTING AND CONTROL

The Consultant shall report to Head of Corporate Monitoring & Coordination Department, who shall act as the Reporting Officer.

6.0 ELIGIBILITY

6.1 Following is the Qualification/eligibility criteria for the respective levels based on consultants will be empanelled.

S. N.	Level	Qualification/eligibility /Experience of Consultant*
1.	Chief Consultant Principal	Individuals retired as CMD of SJVN.
2.	Senior Principal Consultant	Individuals retired as Director of SJVN.
3.	Principal consultant	Individuals retired as EDs/CGMs of SJVN having experience as HoP/HoD/CEO/CFO

* **The maximum age limit for all categories of consultants shall be 70 years.**

7.0 CONFIDENTIALITY

There shall be privileged communication between SJVN and Consultants/Advisors, thus the communication should be kept confidential throughout the tenure and should not be parted/or shared with any other agency affecting interest of SJVN.

8.0 ETHICS

SJVN as well as consultants, should observe the highest standard of ethics during the selection and execution of such consultancy assignments. In pursuance of the above objective, the terms set forth below as follows:

- i. "Corrupt Practice" means the offering, giving, receiving, or soliciting of anything of value to influence the action of a public official in the selection process or in contract execution;
- ii. "Fraudulent Practice" means a misrepresentation or omission of facts in order to influence a selection process or the execution of a contract;
- iii. "Coercive Practice" means harming or threatening to harm, directly or indirectly, persons or their property to influence their participation in a procurement process, or affect the execution of a contract. It is further provided that:
 - a) SJVN will declare a consultant ineligible, either indefinitely or for a stated period of time, to be awarded a consultancy assignment if it at any time determines that the consultant has engaged in corrupt or fraudulent practices in executing a contract; and

- b) SJVN will have the right to require that, in contracts, a provision be included requiring consultants to permit the SJVN to inspect their accounts and records relating to the performance of the contract and to have them audited by auditors appointed by the SJVN.

9.0 LIABILITY

9.1 Professional Liability: The Consultant/Advisor is expected to carry out its assignment with due diligence and in accordance with prevailing standards of the profession.

9.2 Personal Liability The terms of engagement of Consultants/Advisors shall also clearly envisage that SJVN shall not be in any way liable to make good any loss, damage and injury during the period of consultancy.

10.0 APPLICABLE LAW AND SETTLEMENT OF DISPUTES

The contract shall include provisions dealing with the applicable law, which should be the law applicable in India and the jurisdiction for the settlement of disputes shall be Shimla, Himachal Pradesh.

11.0 GENERAL

11.1 Consultants may request a clarification of any part of the EOI document. The last date & time for receipt of clarifications from consultants shall be as mentioned in para 2.0 above. Any request for clarification must be sent in writing, or by standard electronic means to the address mentioned herein below. SJVN will respond in writing, or by standard electronic means and will send written copies of the response (including an explanation of the query but without identifying the source of inquiry) to all consultants. Should SJVN Limited deem it necessary to amend the Document as a result of a clarification or any other reasons it shall do so at its own discretion.

However, SJVN Limited reserves the right to respond to the queries received after cut-off date as mentioned above.

11.2 At any time before the submission of proposals, SJVN may modify/ amend the EOI document and extend the last date of submission/opening of the proposal and any other key dates by issuing a corrigendum/addendum and such corrigendum/addendum to the EOI document shall be available only on websites mentioned above in

para 3.2. As such the Consultants are advised to visit the above websites regularly before deadline for submission of Proposal.

- 11.3 Any Corrigendum/Addendum thus issued shall form part of EOI document and shall be communicated in writing on website as well to the Consultants, who has intimated to the undersigned that the EOI document has been downloaded by them.

To give the Consultant reasonable time to take an amendment into account in their proposals and on account of any other reasonable circumstances, SJVN may at its discretion, extend the deadline for the submission/opening of the proposals.

- 11.4 The Consultant currently under debarment by SJVN Limited (including its subsidiaries/JVs), the Ministry of Power, Government of India, or the Department of Expenditure (DoE), Ministry of Finance, Government of India, is not eligible to participate in the EOI. For this a self-certified undertaking is required to be submitted by the applicant along with EOI as per the given Format.

- 11.5 Submission of proposals by the Consultant implies that they have read this notice and all other documents and have made themselves aware of the scope of the work to be done and local conditions and other factors.

- 11.6 The proposals will be opened on the specified date and time mentioned at para 2.0 here-in-above or extended otherwise, in the presence of consultants or their authorized representatives who may choose to attend. In case the day becomes holiday, the proposals will be received upto and opened at the same specified time on next working day. Proposals received after due date and time will not be entertained.

- 11.7 If required, SJVN Limited may seek clarifications on aspects of historical nature on the proposal of the Applicants. If the clarifications are not received in stipulated period, then evaluation will be done based on available data in the proposal.

- 11.8 Late Proposals/delayed Proposals/telegraphic and conditional Proposals shall not be accepted against this EOI.

- 11.9 SJVN Limited reserves the right to cancel/withdraw at any stage without assigning any reason and shall bear no liability whatsoever consequent upon such a decision.

11.10 SJVN Limited reserves the right to extend the last date and time for submission/opening of Proposal or any other key dates of this Document.

11.12 After the date of submission of the proposals, SJVN Limited shall evaluate the applications. The process of evaluation shall be based on the above criterion.

11.13 After the process of evaluation is completed, SJVN Limited shall notify those Consultant(s) who have been selected for empanelment in SJVN's Panel of Consultants.

11.14 The individual Consultant/experts shall be appointed based on need for short term assignments as per terms and conditions detailed in SJVN's Policy for Engagement of Consultants & Advisors. Further, the consultants shall be required to submit Vigilance Clearance/ Vigilance inputs from the previous employer(s) to SJVN Ltd. as prescribed in SJVN's policy before engagement on any assignment.

11.15 For any enquiry/clarification for registration, submission of proposal and any other information, the Consultant may contact to the following person:

Sl. No.	Designation	Address	Phone/Mobile No.
1	GM (Civil Contracts)	Corporate Civil Contract Department, SJVN Corporate Head Quarters, Shanana, Shimla.	Phone No.: 0177 2660161 Email: civilcontract@sjvn.nic.in

11.16 All correspondence with regard to the above shall be made at the following address:

HOD (Civil Contract)
Corporate Civil Contract Department,
SJVN Corporate Head Quarters,
Shanana, Shimla - 171006
Phone No.: 0177 2660161
E-mail: civilcontract@sjvn.nic.in

SECTION – II

STANDARD FORMATS

FORM – I

General Information

Name	
Father's name	
Date of birth	Copy of supporting document i.r.o DOB may please be enclosed with application
Nationality	
Mailing address (with mob no. And e-mail address)	
Permanent address	
Educational qualification:	
Total Years of experience	

(To be signed by the applicant)

FORM – II
Curriculum Vitae

Name		
Personnel information	Name	Date of birth
Professional qualifications		
Details of last employment i.e level/post of retirement in SJVNL Further, in case of ED/CGM the detail of holding of post as HoP/HoD/CEO/CFO has also to be mentioned please.		

(To be signed by the applicant)

FORM – III
Undertaking regarding blacklisting

I, _____, do hereby certify that I am currently not under debarment by SJVN Limited (including its subsidiaries/JVs), the Ministry of Power, Government of India, or the Department of Expenditure (DoE), Ministry of Finance, Government of India.

I fully understand that if this declaration/undertaking is found to be false or misleading, our Bid/Application shall be liable for rejection and, if the Contract has been awarded, the same shall be liable for termination, in addition to any other action as may be taken under law.

(Seal & signature of the Applicant)