

Job Descriptions

1) Manager - Operations (Regular)

1. Capable of handling and managing a portfolio of solar projects (majorly decentralised) across Maharashtra.
2. Ensure maintenance of 33/11 KV grid substation, protective relays & associated equipment and inverters.
3. To extend technical support & Skill development of the solar plant based on best practices being followed in the Solar PV industry with an emphasis on planning/scheduling preventive and predictive maintenance.
4. Periodic /Preventive maintenance and Performance analysis of each plant.
5. Fault identification & rectification of Breakdown of equipment like transformer, invertor and root cause analysis of it.
6. Monitoring equipment performance & implementation of improvement plans for power generation.
7. Sound knowledge in AC & DC areas like modules, inverters, transformers, CT/PT, earthing lines, transmission lines.
8. Ensure optimum efficiency and maximum generation availability of the company's current and future solar projects
9. Ensure that contracts with service providers (e.g., Solar O&M, balance-of-plant) are effectively managed on a day-to-day basis
10. Ensure solar projects that are operated by internal staff are effectively managed on a day to day basis
11. Develop SOPs that cover Solar Operations
12. Responsible for operational excellence programs, supplier management programs, the best practices manual, and the SOP manual.
13. Manage site-level transitions from contracted to self-perform service.
14. Ensure that operating expenses stay within the approved budget
15. Define Key Performance Indicators (KPIs) across Safety, Performance, Financial, Process and People areas for Operations personnel and ensure the solar team is held accountable to the defined KPIs
16. Manage the routine inspection from Electrical inspector and Electricity Board.
17. Maintain the plant with 100% efficiency.
18. Any other roles and responsibilities assigned by management from time to time.

Managerial & co-ordination activities -

1. Responsible for daily, weekly, monthly, half yearly & yearly maintenance activities & its documentation & MIS.
2. Provide effective leadership to all team members to facilitate employee growth and development; coaching, mentoring, training, supervision.
3. Expertise in resources planning, budgeting and service activities.

Job Descriptions

4. Coordination with State Electricity Board & Nodal agencies throughout the entire installation and/or service process.
5. Billing coordination with clients and EPC developers for projects.
6. Handling of contractor and labour with cleaning of modules and maintenance works.
7. Monthly reading coordination with State Electricity Board
8. Regular discussion and update meetings with senior leadership team
9. Local travel within Maharashtra for co-ordination at sites, government departments and any other sites.

Job Descriptions

2) Manager - Books & Compliances (Regular)

1. Implement and maintain internal systems and financial controls consistent with CESL's policies and regulatory guidelines, ensuring compliance with all corporate and tax requirements and filings.
2. Ensure book closure on time and also lead the discussions & engage with Internal Auditor, Statutory Auditor, Government Auditor and ensure closure of Audit on time.
3. Review and take ownership of the underlying Financial Statements of the company, lead the statutory audit finalization and handling routine monthly, quarterly, and annual compliances.
4. Document business processes and accounting policies to maintain and strengthen internal controls.
5. Manage all accounting operations including Billing, AR, AP, GL and Counsel, Cost Accounting, Inventory Accounting and Revenue Recognition.
6. Coordinate and direct the preparation of the budget and financial forecasts and report variances.
7. The incumbent will have a deep understanding of technical skill sets on Ind AS based financial reporting, and the ability to translate commercial business transactions to the correct accounting treatment followed up by adequate and appropriate substantiation of the balances.
8. Have good problem solving capabilities, strong planning and organising skills that helps balance between often competing priorities.
9. Ensure compliances related to Direct taxes, Indirect taxes, payroll, etc
10. Any other roles and responsibilities assigned by management from time to time.

Job Descriptions

3) Manager (Accounting & Concurrence) (Regular)

1. Ensure internal systems and financial controls consistent with CESL's policies and regulatory guidelines are followed.
2. Work on financial and commercial concurrence of the proposals.
 - To ensure the compliance to systems, procedures envisaged in the contract/ procurement policy
 - To strictly adhere to delegation of power of the company
 - To see financial correctness, and
 - To see any impropriety in the proposal
3. Verify commercial viability of the proposal; review procurement from the point of simplicity, effectiveness of execution and its competitiveness; optimise cost of ownership; ensure compliance with budget provisions, bid-formulation; bid opening and bid evaluation processes; and to ensure adherence to principles of governance.
4. To critically evaluate the financials of vendors through P&L and Balance sheets (Vendor assessment)
5. To validate all new Capex proposals in SAP, and IRR & ROE for all Capex proposals
6. Ensure proper accounting for book closure on time and also interact with Internal Auditor, Statutory Auditor, Government Auditor and help closure of Audit on time.
7. Develop and document business accounting processes and accounting policies to maintain and strengthen internal controls.
8. Manage all accounting operations including Billing, AR, AP, GL and Counsel, Cost Accounting, Inventory Accounting and Revenue Recognition.
9. Coordinate and direct the preparation of the budget and financial forecasts and report variances.
10. The incumbent will have a deep understanding of technical skill sets on Ind AS based financial reporting, and the ability to translate commercial business transactions to the correct accounting treatment followed up by adequate and appropriate substantiation of the balances.
11. Have good problem solving capabilities, strong planning and organising skills that helps balance between often competing priorities.
12. Any other roles and responsibilities assigned by management from time to time.

Job Descriptions

4) Sr. Manager – Land Cell (Regular)

1. Engage with state level land department agencies (district collector, Tehsildar, revenue department, lease deed) including director of land records to identify land availability.
2. Develop database for land policies (urban/forest/non-agricultural and wasteland) of different states and prioritize for initial uptake for solar and EVCI (preferred experience in Solar Power plants).
3. Identifying regulatory and legal bottlenecks related to land acquisition.
4. Liaison with local level field survey teams for completion of field inspection of acquired and decision making.
5. Undertaking detailed activities to ensure suitable identified land parcels can be taken up on lease/ other modes as suitable, for setting up the projects (solar and EV related infrastructure).
6. Awareness to ground level regional issues in land acquisition processes for different categories of land.
7. Conducting due diligence on the approval, clearance and other activities involved in the land acquisition process.
8. Conducting socio-economic impact assessment studies.
9. Any other roles and responsibilities assigned by management from time to time.

Job Descriptions

5) Sr. Manager (Treasury / Banking) (Regular)

1. Working capital management including supervising banking operations and monitor cash flow, debtor's collection and vendor payments on an ongoing basis. Identify key elements of working capital and their functioning.
2. To manage, control and regulate effectively as also efficiently the funds and ensure that the liquidity position of the organization is sound and optimally cost effective as also requirements of funds are readily met for ongoing operational and capital investment requirements.
3. To forecast cash flow positions, related borrowing needs, and available funds for investment, and prudently use hedging to mitigate financial risks related to the interest rates on the borrowings.
4. To closely monitor the statutory requirements and also adhere to statutory guidelines issued from time to time. Also liaising with Auditors for accounts closing activities related to treasury.
5. To create and put in place a system of policies and procedures that impose an adequate level of control over treasury activities, and function in conjunction to various guidelines/policies on Market Risk, Corporate Credit, Corporate Investment.
6. To maintain an excellent working relationship with the investment community, Banks, credit rating agencies & counter parties.
7. Timely preparation of Treasury & Banking related reports such as BRS, Cash flow statement, Planned Vs Actuals, and other management reports.
8. Forex Risk Management
9. End to end fundraising - Term Sheet negotiation, Loan documentation, Security creation, Title due diligence, Technical due diligence, Disbursement.
10. Any other roles and responsibilities assigned by management from time to time.

Job Descriptions

6) Sr. Manager – IT & ERP (Regular)

1. Manages and coordinates all IT-related matters including application development, Enterprise Resource Planning, cloud, data, telephony, security, and computer hardware and software.
2. Implementation and enhancement of ERP solution.
3. Coordinate and manage the organization's use of master files, roles, user views, data control, reporting, and data integrity.
4. Oversee and execute on-going maintenance and improvement projects.
5. Design and run quarterly reports to test that data integrity and accuracy within the system.
6. Coordinate with the various functional heads for improvement in the system and get it deliver in time bound manner.
7. Brief departments heads and data "owners" on data and system corrections.
8. Maintain an inventory of reports to assure that codes, trees and other critical fields maintain accuracy as changes are made to attributes and relations.
9. Create new versions of reports and alerts as needed, specifically reports that need periods changed annually.
10. Coordinate across Business Administration and system users the creation of new reports, dashboards, analytical tools.
11. Design and manage Change Management requests, approval, and tracking process.
12. Guide the team to trouble-shoots and solves problems related to hardware, software, and network problems.
13. Researches and recommends acquisition of network, hardware and software.
14. Identify problematic areas and implement strategic solutions in time.
15. Build long term relationships with outside vendors for IT related products and services.
16. Monitor performance of information technology systems to determine cost and productivity levels, and to make recommendations for improving the IT infrastructure.
17. Help define IT infrastructure strategy, architecture, and processes.
18. Analyze business requirements by partnering with key stakeholders across the organization to develop solutions for IT needs.
19. Assess vendors and develop test strategies for new hardware and software.
20. Audit and IT compliances.
21. Any other work assigned by the management from time to time.

Job Descriptions

7) Head (Commercial / Recovery) (Regular)

1. Develop and implement commercial strategies according to company goals and objectives aiming to accelerate growth.
2. Conduct market research and analysis to create detailed business plans on commercial opportunities (expansion, business development etc.).
3. Understand the requirements of existing customers to ensure their needs are being met.
4. Act to acquire new customers and manage client relationships (new and existing).
5. Collaborate with and coordinate diverse teams (marketing, sales, customer service etc.).
6. Build and maintain profitable partnerships with key stakeholders.
7. Monitor performance of commercial activities using key metrics and prepare reports for senior management.
8. Assist in setting financial targets and budget development and monitoring.
9. Achieve assigned recovery targets to contribute to organisation's financial performance.
10. Developing policies, procedures and guidelines governing collection activity.
11. Overseeing bottom-line metrics, including detailed strategic analysis, forecasting, and account placement.
12. Implementing new strategies and tactics to improve collections and recovery performance, training and coaching staff to improve performance.
13. Liaising with collection agencies regarding collection and claim pay activities and further developing strong, sustainable relationships.
14. Any other roles and responsibilities assigned by management from time to time.

Job Descriptions

8) Commercial Controller (Regular)

1. Prepare Revenue Recognition process for CESL
2. Accounting knowledge of Revenue recognition in accordance with Ind AS 115
3. Knowledge of Deferred revenue accounting, AR, Bad debt accounting
4. Perform month-end revenue close process including agreement review, preparing journal entries, and review monthly account reconciliations
5. Preparation of Accrual schedule and Accrual entries on each closing
6. Preparing Balance sheet reconciliations for various accounts
7. Review customer contracts and apply revenue recognition guidelines.
8. Pricing and review of financial model
9. Produce timely and accurate financial information for management & reporting purposes.
10. Liaison with external auditors and assist with Internal audits requests.
11. Work with FP&A team for accurate forecasting and reporting of various revenue streams
12. Experience in dealing with Urban Local Bodies/DisCoMS shall be given preference.
13. Any other roles and responsibilities assigned by management from time to time.

Job Descriptions

9) Additional General Manager (BD-Solar) (Regular)

1. Carrying Business Development in solar covering all sorts of solar business/verticals of company (Decentralised, Rooftop, BESS solutions, etc)
2. Execute and continuously update Company's business plan in line with organisation's strategy for Solar.
3. Carrying out project development which include, land, licensing and permits and having full understanding of regulatory constraints and opportunity space.
4. Drive a customer centric approach through continuous interactions with internal and external stakeholders and manage different channels for customer acquisition, marketing and retention.
5. Understand the industry, peers, competitors and suppliers and able to negotiate the requirements.
6. Monitor industry in terms of market development, new projects, competitive activity, new customers, technological changes and new offerings etc.
7. Ensure compliance to internal policies and business framework across business development cycle.
8. The successful candidate should have hands on experience in Business and Project Development, PPA negotiation with DisComs and Institutional clients.
9. Experience in competitive bidding for Solar projects across India.
10. Strong networking of stakeholders and customers, especially in Pan India, and should possess fair knowledge of: Solar Power Industry/ Indian Renewable Power Sector.
11. Understanding of local laws and regulatory framework related to licensing, permits and power sales at state and central level, commercial and financial assessment, billing and settlement process of Discoms.
12. To assist MD and senior leadership on strategic role involving solar portfolio development, key strategic initiatives and future ventures & expansion, new business opportunities and growth plans including investments and major capex decisions among key business areas.
13. Work directly in the development of business intelligence in state and central level political and regulatory information as well as in-market competition, through monitoring processes, shared tools, data bases, and periodic reports, aiming to provide accurate information to business strategy
14. Strategically utilize knowledge on government's incentive policies to benefit Company business and long-term planning.
15. Any other roles and responsibilities assigned by management from time to time.