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Bhutan Power Corporation Limited
(An ISO 9001:2015, ISO 14001:2015 & ISO 45001:2018 Certified Company)
Registered Office, Thimphu
Corporate Services Department
Support Services Division
Human Resources & Management Section
Thimphu: Bhutan



BPC/SSD/HRMS/22/2025/09

April 14, 2025

Internal Vacancy Announcement for 2 Chief/Superintending Engineer (1 Civil & 1 Electrical)

In line with the Management Meeting decision on March 19, 2025 and as stated in the approved Minutes of Meeting with respective departments and division heads, dated March 27, 2025, the Support Services Division is pleased to announce the internal vacancies for 1-Chief/Superintending (Civil) & 1-(Chief/Superintending(Electrical) positions in Engineering & Research Division, BPC, Thimphu.

The details of the positions and their responsibilities are as follows:

A. Job Responsibilities: (Chief/Superintending Engineer, Design (Civil/Structural Engineer)

1. Position Title:

Chief /Superintending Engineer-Design (Power infrastructure)

2. Department/Division: Engineering & Research Division

3. Reporting To: General Manager, Engineering & Research Division

4. Job Summary:

The Chief Engineer (Civil) will lead the civil and structural design of power infrastructure, ensuring safe, cost-effective, and compliant construction of substations, transmission towers, foundations, cable trenches, control buildings, and renewable energy support structures. The role bridges civil engineering and power systems, coordinating with electrical teams.

5. Key Responsibilities

Civil/Structural Design Leadership

- Design foundations for transformers, switchyards, transmission towers (lattice, monopole), and solar farm structures.
- Oversee soil investigation, geotechnical reports, and seismic analysis for site suitability.
- Approve reinforced concrete (RCC), steel structures, and drainage systems for power facilities.
- Ensure compliance with standards.
- Plan cable routing, trenching, and underground duct banks for distribution networks.
- Design substation buildings, control rooms, and equipment plinths (GIS/AIS layouts).
- Optimize land use, grading, and erosion control for large-scale power projects.
- Liaise with electrical engineers, architects, and EPC contractors to align civil designs with electrical requirements.
- Review models (Revit, Civil 3D) for clash detection and constructability.
- Conduct site inspections to verify construction adherence to design specs.
- Ensure designs meet standards, OSHA, and local building codes.



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- Integrate climate resilient construction practices.
- Address environmental impact assessments (EIA) for sensitive sites.
- Propose prefabricated/modular substation designs to reduce construction time.

6. Qualifications & Experience:

Education: Bachelor's/Master's in Civil/Structural Engineering (experience in projects preferred).

Experience: 12+ years in civil design for power infrastructure (transmission, substations, renewables).

Technical Skills:

- Software: STAAD.Pro, ETABS, AutoCAD Civil 3D, Revit, PLS-CADD (for tower loading).
- Expertise in seismic design, foundation engineering, and construction methodologies.
- Soft Skills: Cross-disciplinary collaboration, contract management.

8. Authority & Deliverables:

- Approve civil drawings.
- Geotechnical reports and foundation calculations.
- Technical Specifications, drawings and Material BOQs (bills of quantities) for tendering.
- As-built drawings post-construction.

B. Job Summary (Chief/ SE Electrical Engineer (Design)

The Chief/Superintending Electrical Engineer (Design) provides strategic technical leadership, managing the electrical design team to ensure high-quality, compliant designs for substations, transmission systems, and renewable energy facilities. The role involves driving research, sustainable energy solutions, consultancy services, and efficiency improvements while ensuring compliance with IEC/IEEE standards. The position enhances system reliability, safety, and performance for clients and communities.

1. Duties and Responsibilities

- Lead the electrical design team, ensuring quality, efficiency, and adherence to project timelines and budgets.
- Spearhead EHV/HV substation design (up to 400 kV+), including primary/secondary systems, protection schemes, earthing, lighting, lightning protection, and cable systems.
- Conduct power system studies (load flow, short circuit, arc flash, transient stability) using ETAP, PSS@E, and DIgSILENT.
- Design protection relay settings/coordination for transmission networks and renewable integration.
- Develop balance-of-plant (BoP) electrical systems for solar/wind farms, ensuring grid code compliance.
- Perform feasibility studies for renewable energy integration and emerging technologies in Transmission & Distribution (T&D) networks.
- Review and approve technical drawings, SLDs, price schedules, test reports, and tender documents.



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- Evaluate and recommend equipment selection (transformers, switchgear, SCADA, protection relays).
- Conduct site and factory inspections, troubleshoot operational issues, and recommend performance optimizations.
- Liaise with clients, contractors, and regulators to ensure project compliance.
- Lead multidisciplinary coordination (civil and SCADA teams) for seamless execution.
- Any other task as assigned by the General Manager.

2. Qualifications & Experience

- **Education:** Master's/Bachelor's in Electrical Engineering (preference for HV substation experience).
- **Experience:** 12+ years in electrical design for power infrastructure (transmission, substations, renewable energy).

3. Technical Skills

- Software: PSS@E, DIGSILENT, ETAP, CDEGS (earthing), PSCAD (transients), AutoCAD.
- Soft Skills: Strategic planning, contract management, cross-functional collaboration.

4. Authority & Deliverables

- Review and approve electrical designs, test reports, and as-built documentation.
- Develop Technical Specifications, Single Line Diagrams (SLDs), and Price Schedules for tendering.

Interested candidates should submit the following documents to **Ms. Sonam Zangmo** at sonamzangmo@bpc.bt by **5:00 PM, April 22 (Tuesday), 2025**. For further information or clarification, please call at **+975 17120310 during office hours** (9:00 AM to 5:00 PM, with a lunch break from 1:00 PM to 2:00 PM). **Kindly note that text messages will not be entertained on the provided contact number.**

1. Internal Job Application Form
2. No Objection Certificate
3. Curriculam Vitae

(Tshering Choden)

Offtg. General Manager