



# BANGLADESH-CHINA POWER COMPANY LTD.

ISO 9001:2015, ISO 14001:2015 & ISO 45001:2018 Certified

(A Joint Venture of NWPGL and CMC)

UTC Building (Level - 5), 8 Panthapath, Kawran Bazar, Dhaka-1215, Bangladesh

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Memo No: 972/BCPCL/HR/Recruitment/Career Opportunity (CHRO)/2025

Date: 18.12.2025

## **CAREER OPPORTUNITY (Re-advertisement)**

Bangladesh-China Power Company Ltd. (BCPCL), a joint venture of NWPGL and CMC, is looking for an energetic and promising person and inviting applications from Bangladeshi Nationals for immediate appointment on contractual basis to the following post:

SL. No.	Name of the Post	Basic Salary & Pay Grade	No. of Post	Age
01	Chief Human Resource Officer (CHRO)	Tk. 1,49,000/- (Pay Grade-2)	01	Age maximum 60 (sixty) years as on 18.12.2025

### **Duties and Responsibilities:**

Chief Human Resource Officer shall act as a member of the management team of the company to assist the Managing Director for overall human resource management; ensuring compliance of laws, rules and regulations for good governance. He is responsible for developing Human Resource Planning, Compensation, Rewards & Benefits Policies. He will take proper initiative for ensuring office discipline and management; dealing with the enquiry & disciplinary related matters as well as ensuring Welfare Management, Corporate Social Responsibility (CSR) management. He will also ensure the proper Human Resource Accounting System in the company.

### **Educational Qualification and Requirement:**

1. At least Honors with Master degree in HR/ Management/ Public Administration or any other discipline with MBA (HR) or equivalent degree from any recognized university.
2. Minimum 2<sup>nd</sup> class/division in the academic career shall be required. Candidates passed in the grading system must possess at least a GPA 3.0 on a scale of 5.0 and a CGPA 2.5 on a scale of 4.0 or equivalent.
3. At least 5 (five) years of working experience in senior managerial position (DGM (HR)/ equivalent & above) in the relevant field.
4. **At least 20 years of working experience as Asst. Manager & above position in large organizations in the relevant field of which 05 years in power sector.**
5. Must have strong participatory leadership ability and have strategic vision for organizational innovation and improvement.
6. Must have knowledge in TQM and Corporate Governance.
7. Must have strong communication skill in English (written & oral).

### **Allowances & Benefits:**

1. House Rent Allowance, Medical Benefits, Festival Bonus, Boishakhi Allowance, Fringe Benefits, Gratuity, Transport, Telephone etc. will be given as per the pay structure and the rules of Bangladesh-China Power Company Ltd. (BCPCL).
2. Income Tax: To be paid by the employee.

### **General Conditions:**

1. Persons employed in Government/ Semi-Government/ Autonomous organization(s)/ Govt. owned company(s) should apply through proper channel.
2. Candidates passed from foreign university(s)/institute(s) should have equivalent result and certificate from the University Grant Commission (UGC).
3. The candidate shall be capable of working in challenging and stressful situations.
4. Only short-listed candidates will be called for interview.
5. The Authority of Bangladesh-China Power Company Ltd. reserves the right to cancel any or all applications without assigning any reasons whatsoever.
6. **Applications received against the earlier advertisement will be remained valid; therefore, candidates who have applied earlier need not to apply again.**

### **Submission of Application:**

Application (Cover letter) with a detailed CV signed by the applicant and attested copies of all educational and experience certificates including training and other activities, National ID card and 03 copies recent PP size photo must be reached by 08.01.2026 (within office hour) to "The Managing Director", Bangladesh-China Power Company Ltd., Unique Trade Centre (Level-5), 8 Panthapath, Kawranbazar, Dhaka-1215.

(Qi Yue)

**Managing Director (Addl. Charge)**  
Bangladesh-China Power Company Ltd.