



NLC India Limited (NLCIL), a premier “NAVRATNA” Public Sector Enterprise with a present annual turnover of INR.8496.20 crore (approx.) is spreading its wings in the frontiers of Mining (Lignite & Coal), Thermal Power generation and Renewable energy.

The Corporate plan of the company has many ambitious expansion schemes for massive capacity augmentation in the years to come.

To add to its strength and fuel its growth, the company is looking for energetic & result oriented talents for recruitment to the posts under following heads for its various projects at Neyveli, Barsingsar, Bithonok, Talabira, South Pachwara and other locations of solar / wind power projects / sites including its subsidiaries and Joint Ventures at Tuticorin (NTPL) Tamil Nadu, Ghatampur (NUPPL) Uttar Pradesh.

Sl. No.	Post	Grade	Number of vacancies & reservation of posts	Educational Qualification	Length & Area of Work Experience
MINING					
1	General Manager (Mining)	E-8	04 – Posts (OBC-01,SC-01, ST-02)	a) Degree in Mining Engineering (B.E / B.Tech. / AMIE / B.Sc. – 04 Yrs.) from a recognized institute; and b) Possession of First Class Mine Manager Certificate of Competency under Coal Mine Regulations-1957.	22 Years of Post qualification experience of working in Mechanized / Semi-Mechanised Open Cast Coal / Lignite/other Mines. Persons with experience in Mine safety / Blasting Operations / Mine planning for exploitation of coal Blocks shall be preferred.
THERMAL POWER PROJECTS					
1	General Manager / Mech. (TPP)	E-8	03 - Posts (OBC-03)	Degree in Mechanical Engineering (or) AMIE in Mechanical Engineering	Minimum 22 years of post qualification working experience in Thermal Power Station(s), out of which minimum 05 years should be in Power Station Construction & Erection / Maintenance of Thermal Power Station with units of 500 MW capacity and above. Preference will be given to the candidates with Thermal Power Project Construction / Erection/ Commissioning/O&M of super critical units of 660 MW capacities and above.
MEDICAL					
1	Deputy Chief Medical Officer	E-5	02 - Posts General Surgery -1 General Medicine-1	General Surgery: MBBS and MS / DNB in General Surgery, Preferably with skill to perform Laparoscopy Surgeries.	For the post of DCMO (E-5 Grade) Minimum 04 Years of Post qualification experience for the candidates possessing MBBS with PG Degree and 08 Years Post qualification experience for the candidates having MBBS with PG Diploma.
2	Medical Officer	E-4		General Medicine: MBBS and MD / DNB in General Medicine. (All Degree / PG Degree / DNB / Diploma should have been registered with Medical Council of India / State Medical Council.)	For the post of MO (E-4 Grade) No experience required for the candidates possessing MBBS with PG Degree. 04 Years Post qualification experience for the candidates having MBBS with PG Diploma. (Post qualification experience means experience after passing MD / MS / DNB, as the case may be, in Govt. / Pvt. Hospitals, preferably in ICU / NICU / RCU / PICU / Emergency Medical Service unit is preferable).
HUMAN RESOURCE					
1	Deputy General Manager (HR)	E-7	02 - Posts (OBC-01,SC-01)	a) Degree in any discipline; and b) Post Graduate Degree in Social Work / Business Administration / Business Management with specialization in Personnel Management / Industrial Relations / Labour-Welfare (OR) Post Graduate Degree / Diploma of minimum two years duration in Personnel Management / Industrial Relations / HRM / Labour Welfare / Labour Management / Labour Administration / Labour Studies. <i>Additional qualification of Degree in Law is desirable.</i> <i>Note: (1) Candidates not possessing Graduation / Degree need not apply. (2) Post Graduate Degree / Diploma should have been completed after obtaining a degree in any discipline; (3) Candidates whose PG Degree / Diploma Certificate does not indicate relevant specialization are required to produce any proof from the University / Institution in which studied, indicating the specialization in clear terms (or) Marks / Score Card in proof of having studied minimum of two subjects in Human Resource, (i.e.) in Personnel Management / Human Resource Management/ Industrial Relations / Labour Welfare / Labour Management / Labour Administration / Labour Studies in the Final Year in case of non-semester pattern / in last two semesters in case of semester pattern.</i>	Minimum 19 Years of post qualification experience in Human Resource / Personnel Management / Industrial Relations / Labour Welfare.
2	Deputy chief Manager (HR) - (Training and Skill Development)	E-5	02 - Posts (UR-02)	a) Degree in any discipline and a) 2 years full time Post Graduate programme in Management from recognized Institutes Universities (OR) 2 years full time Post Graduate programme in Business Administration from recognized Institutes / Universities.	Minimum 09 years of post qualification experience in Teaching / Training in the areas of Management, in Management Institutes (or) Training Institutes (or) Educational Institutions / Universities (or) Training Institutions run by Government (or) CPSEs.

FINANCE					
1	Deputy General Manager (Finance)	E-7	04 - Posts (OBC-02, SC-01, ST-01)	Pass in final examination of Institute of Chartered Accountants of India (CA) / Institute of Cost Accountants of India (CMA) (or) Degree in any discipline with MBA of minimum 02 years duration with specialization in Finance.	Length of Post qualification experience DGM (E-7 Grade) – 19 Years; ACM (E-6 Grade) – 13 Years; DCM (E-5 Grade) – 9 Years. Area of experience Minimum prescribed length of post qualification experience in Project Accounting / Finalization of Accounts / Audit / Taxation / Fund Management / Costing & Budgeting, etc. Working knowledge in Computerized environment is essential.
2	Additional Chief Manager (Finance)	E-6	03 - Posts (OBC-02, ST-01)		
3	Deputy Chief Manager (Finance)	E-5	01 - Post (ST-01)		
SECURITY					
1	Chief Manager (Security)	E-6	01 - Post (UR - 01)	Any Degree with service in the rank of Major and above from the Indian Army or equivalent position held in Navy or Air Force with Direct exposure to Security management for a minimum period of 05 years. (Or) Any Degree with service in the rank of Commandant or above from CISF/ Police (Substantive) out of which, he shall have experience of minimum 05 years in an Industry. (Or) Any Degree with service in the rank of Commandant or above from other Para-Military Force with Direct exposure to security Management for a minimum period of 05 years. (Or) The Candidates should have held the position of Chief/ In charge of security in an Organization having the workforce of minimum 10,000 with the experience not less than 16 years in the executive position.(Length of experience indicated includes minimum 2 years of experience in the immediate lower scale for PSE/Govt. Employees).	For Ex-servicemen in the rank of Major /Commandant /Other Para-Military Forces- Minimum Period of 05 years (Or) Chief/ In-charge of security in an organization Minimum period of 16 years in the executive position.
2	Assistant Manager (Security)	E-1	03 - Posts (UR -03)	Any Degree from a recognised University with service in the rank of Hon'y lieutenant/Captain before discharge. (Or) The Candidates should have held the position of Executive / In charge of security in an Organization having the workforce of minimum 5,000.	Service in the rank of Hon'ry lieutenant / Captain before discharge. (Or) Experience as Executive / In Charge Security in an Organisation having the workforce of minimum 5000

1.0 PAY SCALES, CTC, UPPER AGE LIMIT & REQUIRED LENGTH OF POSTS QUALIFICATION EXPERIENCE:

Sl. No.	Grade	Pay Scale	CTC per annum (in INR. Approx.) \$	Upper Age Limit, in years (As on 01/10/2019)				Required Post Qualification Experience in Years (as on 01/10/2019) #
				UR	OBC	SC	ST	
MINING								
1	E-8	120000 - 280000	37.33 Lakhs	-	57	58	58	22 Years
THERMAL POWER PROJECTS								
2	E-8	120000 - 280000	37.33 Lakhs	-	57	-	-	22 Years
MEDICAL								
3	E-5	80000 - 220000	24.41 Lakhs**	44	47	49	49	a) 08 Years for the candidates having MBBS with PG Diploma. b) 04 Years for the candidates having MBBS with PG Degree.
4	E-4	70000 - 200000	21.36 Lakhs**	36	39	41	41	a) 04 Years (MBBS with PG Diploma). b) No Experience required for candidates possessing MBBS with PG Degree.
HUMAN RESOURCE								
5	E-7	100000 - 260000	29.67 Lakhs	-	55	57	-	19 Years
6	E-5	80000 - 220000	22.49 Lakhs	44	*	*	*	09 Years
FINANCE								
7	E-7	100000 - 260000	29.67 Lakhs	-	55	57	57	19 Years
8	E-6 (ACM)	90000 - 240000	26.38 Lakhs	-	50	-	52	13 Years
9	E-5	80000 - 220000	22.49 Lakhs	-	-	-	49	09 Years
SECURITY								
10	E-6 (CM)	90000 - 240000	26.38 Lakhs	50	*	*	*	16 Years
11	E-1	40000 - 140000	10.76 Lakhs	30	*	*	*	Nil

(#) - The length of experience indicated includes minimum 2 years experience in the immediate lower scale of pay in respect of applicants working in Central Public Sector Enterprises / State Public Sector Enterprises / Central Government / State Governments.

(\$) - In Addition to the CTC mentioned above, Company provides free Medical treatment for self and dependents; House Building Advance; Group Insurance; etc., as per rules. Eligible type of residential accommodation (unfurnished) will be provided at nominal rent in Company Townships.

* - Candidates belonging to EWS/OBC/ SC/ST category can apply against UR vacancies. However age relaxation does not apply to them as these are unreserved posts.

** - CTC includes Non - Practicing allowance @ 20% of Basic pay. For Medical Discipline only.

2.0 INDUCTION:-

Depending upon qualification, area / length of experience (including 2 years experience in immediate lower scale for PSE /Govt. Employees) as well as Upper age limit and performance in the Interview, as the case may be, the selected candidates will be considered for suitable placement. Higher start may be considered in case of deserving candidates in the same scale.

3.0 PLACE OF POSTING:-

Incumbent joining the above posts are required to work in any Unit / Area / Place situated in India / abroad under the control of NLC India Limited or in any Joint Venture / Associate / Subsidiary company of NLC India Limited.

4.0 RESERVATION & RELAXATIONS:-

- 4.1 Reservation and relaxations for SC/ST/ EWS/OBC (non-creamy layer) / PwBD (degree of disability 40% & above) & Ex-serviceman candidates will be as per Government of India guidelines.
- 4.2 No Application fee will be charged from SC/ST candidates, PwBD, Ex-Servicemen and Internal Candidates.
- 4.3 The Upper age limit is relaxable by 10Years for Persons with Disabilities (15yearsforSC/ST PwBD s &13 years for OBC PwBD s) and for Ex-Servicemen as per Govt. of India rules. However, in all the cases of relaxation, maximum age limit is 58 years as on 01-10-2019. However, relaxation in upper age limit is unavailable for OBC/SC/ST/EWS candidates competing for the unreserved vacancies.
- 4.4 No relaxation, including age relaxation, shall be extended for considering against Unreserved (UR) vacancies. In other words, the candidates aspiring against UR vacancies should meet all the eligibility norms applicable to General (UR) candidates.
- 4.5 The OBC Candidates who belongs to "Creamy Layer" are not entitled for concession admissible to OBC category and such candidates have to indicate their category as General/UR. The OBC (Non-Creamy Layer) candidates are required to submit requisite certificate in the format prescribed by Government of India (Specimen attached) and issued by the Competent Authority issued on or after 01/04/2019. Further, OBC (Non-Creamy Layer) candidates will have to give a self-undertaking indicating that they belong to OBC (Non Creamy Layer) category also at the time of Interview.
- 4.6 Persons with Disabilities are required to furnish Medical Certificate in relation to their disability from Medical Board of an approved Government Hospital.
- 4.7 Category (SC/ST/OBC/EWS/ PwBD /Ex-servicemen) once filled in the online application form will not be changed and no benefit of other category will be admissible later on. The reserved category candidates are required to submit requisite certificate in the format prescribed by Government of India and issued by the Competent Authority.

5.0 METHOD OF SELECTION:-

Selection will be based on Personal Interview for all the posts. However, the management reserves the right to conduct Screening Test for short listing the candidates for Personal Interview. The exact date & venue of the selection will be hosted in NLCIL website apart from sending SMS to shortlisted candidates to their registered mobile number to download the Call Letter in the NLCIL website using their registered e-mail id and password.

6.0 GENERAL CONDITIONS:-

- 6.1 Only Indian Nationals are eligible to apply.
- 6.2 All qualifications should have been acquired from Indian Universities/Institutes, duly recognized by UGC/AICTE (wherever required) or any other authority / forum.
- 6.3 Candidates from PSE/Govt./Quasi Govt. should get their Registration-Cum-Application Form (obtained ONLINE) forwarded through Proper Channel or should produce No Objection Certificate (NOC) at the time of Interview. Pay will be protected for PSE candidates as per rules.
- 6.4 Depending on response and requirement, the management reserves the right to raise / relax the eligibility conditions.
- 6.5 Candidates are informed that mere submission of applications shall not give them any right to be called for Interview / Selection and NLC India Limited reserves the right not to fill up any or all the posts notified at its discretion and vacancies may also be increased/ decreased purely depending upon organizational requirements.
- 6.6 Candidates called for attending the Personal Interview are eligible for reimbursement of To & Fro Travelling expenses for their travel from the Communication address to the Selection / Interview venue by the shortest route, subject to production of proof and NOC (in case of working in PSE/ Govt./ Quasi Govt. Organizations) as per the entitlement indicated below:-
 - 6.6.1 A/C 2 Tier sleeper / I Class Non A/C in any train / Bus fare for all the candidates (For E-1 to E-6 Grades).
 - 6.6.2 Economy class by Air (or) A/C I Class in any train / Bus fare for all the candidates (For E-7 & E-8 Grades).
- 6.7 The appointment of selected candidates will be subject to being found Medically Fit, as per the prescribed health standards of NLCIL and they will be required to undergo medical examination by the Industrial Medical Officer of the Company, prior to being appointed after due selection.
- 6.8 The candidates will be called for selection based on Self certified information along with copies of testimonials uploaded by them. They should produce the original documents, in support of their meeting eligibility conditions, at the time of Interview failing which such candidates will not be permitted to appear for the interview and Travelling Allowance will not be reimbursed to them.
- 6.9 If the SC/ST/OBC/EWS/Disability certificate has been issued in a language other than English / Hindi, the candidates should submit a self-certified translated copy of the same either in English or Hindi.
- 6.10 Candidature of a registered candidate is liable to be rejected at any stage of recruitment process or after recruitment or on joining, if any information provided by the candidate is false or if not found to be in conformity with eligibility criteria mentioned in the advertisement, the Candidate's employment will be terminated.
- 6.11 Candidates already removed / terminated / deserted their employment from NLC India Limited will not be considered.
- 6.12 Persons already resigned their appointment from NLC India Limited may also apply, subject to fulfilling the notified eligibility criteria.
- 6.13 A candidate who has availed Voluntary Retirement (VR) from CPSE/PSU/State PSU/Central Govt./State Govt. and having received ex-gratia payment as VR compensation can also apply provided that he/she is prepared to repay/return the VRS compensation to the PSU from where he has received such compensation to the extent required as laid down in the VR scheme/relieving letter and other Govt. rules as applicable at the time of VR. If such candidate who has got VR is selected by NLCIL the appointment order would be sent to such person only after getting clearance from the PSU concerned about the repayment of ex-gratia compensation. Further, all instructions/guidelines of Government of India issued in respect of VRS will also apply apart from the above.
- 6.14 Candidates can contact the Helpline No. 04142 255135 between 10:00 Hours and 17.30 Hours on all working days. Candidates are hereby advised not to contact telephone numbers of any other officials / divisions and avoid disturbing others.

7.0 HOW TO APPLY?

- 7.1 Candidates should apply only through online mode in NLCIL website www.nlcindia.com. No manual / paper applications will be entertained and candidates are advised not to send any hard copy to this office.
- 7.2 Scrutiny of applications for short listing of candidates for written test / interview will be solely based on documents / certificates uploaded by the candidates at the time of registration / submission of application through ONLINE.
- 7.3 Before registering / applying online, the candidates should ensure that they have valid e-mail ID, which should remain valid at least for one year.
- 7.4 The Online application portal will be active **from 10:00 hours on 24-10-2019 to 17:00 hours on 18-11-2019.**
- 7.5 Candidates (except SC/ST/ PwBD /Ex-serviceman categories) are required to pay a **non-refundable amount of INR.300/- as Application Fee** through ONLINE, using State Bank Collect facility available at www.onlinesbi.com. Detailed process regarding payment of Application Fee is available in our website.
- 7.6 Candidates applying for more than one post should submit separate Registration-cum-Application Form and receipt for fee along with the requisite enclosures for each post (s).
- 7.7 Candidates should submit single application only. In case of multiple applications / registrations, the last registered applications shall only be considered for scrutiny.
- 7.8 After submitting the application through ONLINE, a Registration-Cum-Application Form will be generated. Candidates are required to take print out of the same and should submit along with copies of other uploaded documents at the time of personal interview for verification.

8.0 IMPORTANT GUIDELINES FOR UPLOADING DOCUMENTS

- 8.1 Candidates are requested to ensure that only legible self attested documents are uploaded. Also they are requested to ensure through "view document" option that the documents that they have uploaded are legible for e-verification.
- 8.2 In support of educational qualification(s) and experience(s) all documents are to be arranged in chronological order in a single pdf file and to be uploaded. Any attempt to upload multiple pdf files for educational qualification(s) and experience(s) will result in over writing and only the last uploaded file will get saved.

8.3 Candidates are requested to scan and upload the self-attested copies of following documents / certificates.

Sl. No.	Documents & File type	File type	File size not exceeding
1	Proof for Date of Birth (Birth Certificate (or) SSLC / Matriculation / HSC Mark Sheet)	PDF or JPG	250 KB
2	Copy of AADHAR	PDF or JPG	250 KB
3	Proof for possessing notified Qualifications [either Provisional or Diploma /Degree / Post Graduate Degree Certificate(s) and Consolidated or Semester wise Mark Sheet(s) in chronological order]	PDF (kindly refer para 8.2 before uploading)	2.5 MB
4	Copy of Experience Certificate(s), from the present / previous employer(s) in support of notified experience. (in Chronological order)	PDF (kindly refer para 8.2 before uploading)	2.5 MB
5	Copy of latest Pay Slip or Pay Certificate	PDF or JPG	250 KB
6	Proof for minimum two years experience in the immediate lower scale (wherever applicable)	PDF or JPG	250 KB
7	Copy of Community Certificate (applicable to SC/ST/EWS/OBC –NCL Categories only)	PDF or JPG	250 KB
8	Copy of Disability Certificate (applicable for persons with disabilities)	PDF or JPG	250 KB
9	Proof for Ex-servicemen viz. Discharge Certificate for Ex-Servicemen, etc (applicable for Ex-Serviceman only)	PDF or JPG	250 KB
10	Copy of Registration Certificate with Medical Council of India or State Medical Council. (applicable for Doctors only).	PDF or JPG	250 KB
11	Copy of First Class Mine Manager Certificate of Competency under Coal Mine Regulations - 1957. (Applicable for GM/Mining candidates only).	PDF or JPG	250 KB

9.0 Information regarding Selection Schedule will be communicated to the shortlisted candidates through NLC India Limited's website and message shall be send through SMS to their Registered Mobile Number. The Call Letter for Interview will be uploaded in NLC India Limited's website and the same need to be downloaded and printed by the candidate concerned.

10.0 Any legal proceedings in respect of any matter of claim or dispute arising out of this advertisement and / or an application in response thereto can be instituted only in Chennai and the Courts/Tribunals/Forums (Jurisdiction Courts) at Chennai shall have sole and exclusive jurisdiction.

11.0 IMPORTANT DATES:

10.1 ONLINE Registration Starting Time & Date :- 10:00 hours on 24-10-2019

10.2 ONLINE Registration Closing Time & Date :- 17:00 hours on 18-11-2019

REGD. OFFICE: First Floor, No.8, Mayor Sathyamurthy Road, FSD, Egmore Complex of FCI, Chetpet, Chennai – 600 031
CORPORATE OFFICE : Block-1, Neyveli-607 801, Cuddalore District, Tamil Nadu
Website: www.nlcindia.com / e mail: online.recruitment@nclindia.in / Phone: 04142-255135.

FORMAT OF OTHER BACKWARD CLASS (NCL) CERTIFICATE

FORM OF CERTIFICATE TO BE PRODUCED BY OTHER BACKWARD CLASSES (NCL) APPLYING FOR APPOINTMENT TO POSTS UNDER THE GOVERNMENT OF INDIA.

This is to certify that Shri/Smt./Kum* _____ Son/Daughter* of Shri/Smt.* _____ of Village/Town* _____ District/Division* _____ in the State/Union Territory _____ belongs to the _____ community that is recognized as a backward class under Government of India**, Ministry of Social Justice and Empowerment's Resolution No. _____ dated *** _____

Shri / Smt. / Kum. _____ and / or _____ his / her family ordinarily reside(s) in the District/Division of the _____ State/Union Territory. This is also to certify that he/she does NOT belong to the persons/sections (Creamy Layer) mentioned in Column 3 of the Schedule to the Government of India, Department of Personnel & Training O.M. No. 36012/22/93- Estt. (SCT) dated 08/09/93 which is modified vide OM No. 36033/3/2004 Estt.(Res.) dated 09/03/2004, further modified vide OM No. 36033/3/2004- Estt. (Res.) dated 14/10/2008, again further modified vide OM No. 36036/2/2013- Estt (Res) Dt. 30/05/2014.

Dated:

Seal

District Magistrate /
Deputy Commissioner /
Any other Competent Authority

* Please delete the word(s) which are not applicable.

** As listed in the Annexure (for FORM- OBC- NCL)

*** The authority issuing the certificate needs to mention the details of Resolution of Government of India, in which the caste of the candidate is mentioned as OBC.

NOTE:

- a) The term 'Ordinarily resides' used here will have the same meaning as in Section 20 of the Representation of the People Act, 1950.
- b) The authorities competent to issue Caste Certificates are indicated below:
 - (i) District Magistrate/ Additional Magistrate/ Collector/ Deputy Commissioner/ Additional Deputy Commissioner/ Deputy Collector/ Ist Class Stipendiary Magistrate/ Sub- Divisional magistrate/ Taluka Magistrate/ Executive Magistrate/ Extra Assistant Commissioner (not below the rank of Ist Class Stipendiary Magistrate).
 - (ii) Chief Presidency Magistrate / Additional Chief Presidency Magistrate / Presidency Magistrate.
 - (iii) Revenue Officer not below the rank of Tehsildar' and
 - (iv) Sub- Divisional Officer of the area where the candidate and/or his family resides

ANNEXURE for FORM OBC NCL

Sl. No. Resolution No. Date of Notification

1	No.12011/68/93 BCC(C)	13.09.1993
2	No.12011/9/94 BCC	19.10.1994
3	No.12011/7/95 BCC	24.05.1995
4	No.12011/96/94 BCC	09.03.1996
5	No.12011/44/96 BCC	11.12.1996
6	No.12011/13/97 BCC	03.12.1997
7	No.12011/99/94 BCC	11.12.1997
8	No.12011/68/98 BCC	27.10.1999
9	No.12011/88/98 BCC	06.12.1999
10	No.12011/36/99 BCC	04.04.2000
11	No.12011/44/99 BCC	21.09.2000
12	No.12015/9/2000 BCC	06.09.2001
13	No.12011/1/2001 BCC	19.06.2003
14	No.12011/4/2002 BCC	13.01.2004
15	No.12011/9/2004 BCC	16.01.2006
16	No.12011/14/2004 BCC	12.03.2007
17	No.12011/16/2007 BCC	12.10.2007
18	No.12018/6/2005 BCC	30.07.2010
19	No. 12015/2/2007 BCC	18.08.2010
20	No.12015/15/2008 BCC	16.06.2011
21	No.12015/13/2010 BC II	08.12.2011
22	No.12015/5/2011 BC II	17.02.2014