भारत कोकिंग कोल लिमिटेड
(एक मिनी रत्न कंपनी)
(कोल इण्डिया लिमिटेड की अनुषंगी कंपनी)
अधिकारी स्थापना विभाग
महाप्रबंधक का कार्यालय
पी.ओ.- कोयलानगर, पिन - 826005,
जिला. धनबाद, (झारखंड)
ई-मेल - **gmee.bccl@coalindia.in**
वेबसाइट: **www.bcclweb.in**

बीसीसीएल
BCCL
भारत कोकिंग कोल लिमिटेड
Bharat Coking Coal Limited

BHARAT COKING COAL LIMITED
(A Mini Ratna company)
(A Subsidiary of Coal India Limited)
EE DEPARTMENT
Office of the General Manager
P.O.- Koylanagar, PIN - 826005,
Dist. Dhanbad, (Jharkhand)
E-Mail: **gmee.bccl@coalindia.in**
Website: **www.bcclweb.in**

Ref.No. BCCL/EE/Advisor (Excavation) /2026/848(A) Dated: 02/11/2026

Notification for engagement of 01 (One) Full-time Advisor (Excavation) on contractual basis at BCCL.

Bharat Coking Coal Limited (A Mini Ratna Company) invites applications for engagement of one (01) full-time Advisor (Excavation) from retired E-8/E9 grade executive of Excavation discipline from CIL/ Subsidiary Companies or equivalent Public Sector Undertaking/autonomous organisation of Central/State Government on fixed tenure basis for a period of two years which may be extended. VRS optees will not be considered.

The eligibility criteria, terms of engagement, pay and allowances, other benefits are mentioned below:

No. of posts	01(One)
Maximum age limit for eligibility	Not more than 65 years during the contract period.
Educational qualification	Engineering graduate in Mining Machinery/Mechanical Engineering/Electrical Engineering (BE/B.Tech)
Experience	Retired E8/E9 Grade executive of Excavation Discipline from CIL/Subsidiary companies or equivalent Public Sector Undertaking/autonomous organisation of Central/State Government with experience in following works/jobs: o Extensive work experience in HEMM maintenance & management for at least 25 years in Opencast Mining Projects. o Leadership roles in policy-making at corporate level/Head Quarters of CIL/ its subsidiaries/Any PSU in the capacity of Head of the department (Excavation/Mechanical) for a period of minimum 1 Year, with the experience of HEMM procurement and review of HEMM management **Knowledge:** Sound knowledge of DGMS regulations, CIL/BCCL policies, HEMM management and relevant statutory guidelines. **Desirable:** Proven experience in integrating technical mining expertise with excavation planning, HEMM management and productivity improvement.
Nature of work	The broad scope of work shall include: **1.Excavation Planning & HEMM Strategy** • Advise on excavation planning and optimum deployment of HEMM. • Assist in assessment of HEMM fleet requirements, capacity and replacement needs. • Advise on fleet optimization, mechanization and equipment standardization. 2. **HEMM Performance Monitoring:**

- Review availability, utilization and productivity of major HEMM.
- Identify critical issues affecting equipment performance and suggest corrective measures.
- Advise on measures for improving equipment productivity and utilization.

3. **Technical & Procurement Advisory:**

- Provide expert inputs on procurement/replacement of major HEMM.
- Review technical specifications, equipment capacity and suitability wherever required.
- Advise on life-cycle considerations and optimum utilization of capital equipment.

4. Coordination & Project Support:

- Assist in resolving critical excavation and HEMM-related issues in coordination with Areas/Projects, CMPDI, CIL, manufacturers and other stakeholders.
- Provide inputs during review of major excavation projects and equipment deployment.

5.Management Support:

- Provide advisory inputs to CMD/Functional Directors/Project Review Committees on critical excavation and HEMM-related matters.
- Assist Management in policy-level decisions relating to HEMM planning, procurement, deployment and replacement.
- Undertake any other excavation-related advisory work assigned by Management from time to time.

Remuneration and other Benefits

i) Consolidated Monthly Compensation/Honorarium

Grade of Retd. Executive	Compensation/Honorarium(₹/month)
Retired E-9 grade Executives	₹ 1,50,000/-
Retired E- 8 grade Executives	₹ 1,20,000/-

ii) **Conveyance charges**: Company shall provide Conveyance for fulltime Advisor (Excavation) as per availability, However, where conveyance is not provided, he/she shall be eligible for 5% of consolidated pay per month as conveyance charges.

iii) **Accommodation facility**: Suitable Company's accommodation shall be provided on availability. However, if company's accommodation is not available, HRA will be provided as per the applicable CIL HRA rules for X,Y and Z class of cities based on circular of DoE vide OM dated 07.07.2017

iv) **Reimbursement for mobile telephones**- reimbursement for the use of mobile telephones based on the actual bills or ₹ 1000/- per month whichever is less.

v) **Medical** - All executives of CIL covered under the Post Retiral Medical Benefits Scheme will continue to governed by the said Scheme. Those appointed, who are not under the roll of CIL will be given the same coverage of benefit, if they are not covered under any Post Retiral Medical Scheme.

vi) **Leave**- The Advisor (Excavation) shall be entitled for paid leave of 15 days in every six months in addition to the paid holidays in the establishment, The paid leave should be regulated as per the provisions of

	EL (Earned Leave) applicable to executive cadre employee under CIL Executive Leave Rules. However, the paid leave admissible as above is not encashable. The accumulated leave will stand lapsed on the expiry of each period of engagement of Advisor (Excavation) **vii) TA/DA:** • **On official tour** -: As per entitlement on their retirement restricted to air travel by Economy class only. • **On Joining**: On engagement to the post of Advisor, if the Advisor is required to travel from out-station for joining duty, then he/she will be eligible for the cost of One ticket (for self) as per the entitlement mentioned above. On expiry of contract, also he/she will be eligible for one ticket (for self). **Accommodation in Hotel:** The Advisor will be entitled to Hotel Accommodation as per his entitlement at the time of his Retirement/Superannuation limited to Single Room, limited to the maximum of entitlement of E9 grade Executives. In case Boarding and Lodging is not provided by the Company, he/she will be eligible for DA as admissible at the time of his Retirement/Superannuation limited to maximum of entitlement of E9 level executives.
Terms & Conditions	(i) The selected Advisor (Excavation) would be stationed at BCCL, Dhanbad and will be reporting to the Competent Authority as decided by BCCL Management. (ii)The engagement of Advisor (Excavation) shall be subject to Medical fitness to be certified by Company Medical Officer. (iii) Notice Period for termination of contract — one month's notice or consolidated compensation amount from either side. (iv) The Advisor (Excavation) will maintain all information / documents/ materials gathered during the **course** of engagement in strict confidence. He/She will not copy or make notes of such information/ documents except in conjunction with the work for the Company. He/She will not indulge to anyone outside the Company or use any of the information documents/materials gathered during the course of engagement for his/her own or anyone's benefit, either during or after the terms of engagement with the Company. The aforesaid obligation shall also apply to proprietary/ confidential information/ documents of third parties received by his/her or the Company, in the normal course of the engagement with the Company. The Advisor (Excavation) shall, while demitting the Office, handover all information/ documents/ materials (in soft/ hard format) under his/her possession, during the engagement period, to the concerned HOD. (v)Vigilance/Departmental Clearance- The rules of promotion on the matter of vigilance/departmental clearances shall hold good in the appointment/engagement of retired officials of Coal India Ltd. / subsidiaries as Advisor (Excavation) . Further, compliance to circular No. 07/05/21 dated 03.06.2021 of Central Vigilance Commission to be made regarding procedure for obtaining Vigilance clearance before engaging retired officials other than that of Coal India Limited/subsidiaries. (vi) Tax- In case, payment of GST is required, then the same shall be reimbursed on production of proof of such payment. (vii) Marking of biometric attendance is mandatory for Advisor. (viii) Other terms and conditions will be as per the CIL's policy in vogue.

The Application Forms can be downloaded from CIL's/BCCL's websites www.coalindia.in and www.bcclweb.in respectively under the caption "Career with CIL" and "Careers in BCCL" respectively.

Cutoff date for eligibility is as **on 30.09.2026**

Interested candidates fulfilling the above criteria may submit their application along with following (self-attested) documents:

1. Proof of age (Matriculation Certificate)
2. Superannuation notice.
3. Certificates of qualification.
4. Details of Experience & Promotion.
5. Certificate of scale of pay

These documents along with duly filled in application format should reach the office of Dy. General Manager (HR/EE), BCCL, Koyla Bhawan, Dhanbad, PIN – 826005, latest by **16.11.2026 by 5.00 PM** by Registered Post/ Speed Post or through email:gmee.bccl@coalindia.in

The applicant should superscribe "Application for the post of Full time Advisor (Excavation) BCCL" on the envelope. In case of application through email "Application for the post of Full time Advisor (Excavation) BCCL" should be mentioned in the subject.

Following important points may also be noted:

i. Applications received via email/post after **16.11.2026, 5.00 PM** in the office of Dy. General Manager (HR/EE), BCCL, Koyla Bhawan, Dhanbad will not be entertained and the company will not be responsible for any postal delay/loss in transit in submission of application within specified time.

ii. BCCL reserves the right to change the number of vacancies and cancel/ restrict/modify/ alter the engagement process, if required, without issuing any further notice or assigning any reason thereof. Any modifications/ amendments, if any, in this notification will be given in CIL's/BCCL's website only.

iii. All correspondence with the candidates shall be made as per his/her address/email, given in the application. However, important information will also be available at CIL's/BCCL's websites.

iv. BCCL reserves the right to shortlist candidates for personal talk for the selection of the post of Full-time Advisor (Excavation). No T.A. will be paid to any candidate for appearing in personal talk.

2/11/26

Dy. General Manager (HR/EE)
BCCL