



5 DECADES OF UNEARTHING ENERGY



कोल इण्डिया लिमिटेड
COAL INDIA LIMITED
(A Govt. of India Undertaking)
(A Maharatna Company)

Advertisement No. LR (09)/2026

Date:07/10/2026

**RECRUITMENT OF EXPERIENCED PROFESSIONALS IN E-8 GRADE IN
RENEWABLE ENERGY & THERMAL POWER VERTICALS**

Coal India Limited (CIL), a Schedule 'A' – MAHARATNA Public Sector Undertaking under the Ministry of Coal, Government of India, is the single largest coal producing company in the world and one of the largest corporate employers of the country.

Coal India Limited has embarked upon an ambitious diversification strategy into Renewable Energy, Thermal Power, Solar, Wind, Pumped Storage, Surface Coal Gasification, Critical Minerals and other strategic energy sectors in alignment with the evolving national energy requirements and long-term sustainability goals.

In the Renewable Energy sector, CIL has already commissioned substantial solar power capacities and undertaken multiple large-scale renewable projects across the country. The Company has also initiated strategic collaborations for development of Solar, Wind and Pumped Storage Projects and aims to significantly expand its Renewable Energy portfolio in the coming years.

Simultaneously, CIL is also expanding its presence in the Thermal Power sector through implementation of large-scale coal-based thermal power projects which require highly specialized expertise in engineering integration, EPC coordination, project execution, techno-commercial management, regulatory interface and power evacuation systems.

To strengthen institutional capability and create a robust leadership and execution framework for these strategic diversification initiatives, Coal India Limited invites applications from experienced, dynamic and result-oriented professionals for Lateral recruitment in Renewable and Thermal Verticals.

This recruitment offers a unique opportunity to contribute towards India's evolving energy landscape while being associated with one of the largest energy organizations in the world.

Interested and eligible candidates possessing relevant qualifications, domain expertise and leadership capabilities may apply online through the CIL website.

A. IMPORTANT DATES: -

Activity	Important Dates
Opening Date for Submission of Online Application	12-10-2026 :10.00 AM
Last Date for Submission of Online Application	11-11-2026 :11.59 PM

B. DETAILS OF POST, VACANCIES, QUALIFICATION, ELIGIBILITY, ROLE / RESPONSIBILITY, UPPER AGE LIMIT: -

RENEWABLE & THERMAL ENERGY VERTICALS

Sl. No.	Position / Grade	No. of Posts	Essential Qualification	Professional Experience (Primary Eligibility)	Additional Eligibility Criteria (Level/Equivalence)	Role / Responsibility
1	General Manager (E8) – Renewables (Rs.1,20,000 – Rs. 2,80,000)	01 (UR)	B.Tech / B.E/ B.Sc (Engg.) in Electrical / Mechanical / Civil / Electrical & Electronics / Electronics & Communication Engineering	Minimum 20 years of post-qualification experience in state/central power utilities (including power sector PSUs under Central/State Government)/ private power sector organizations. Out of this, minimum 3 years cumulative experience in Renewable Energy sector in Project/Business Development/Regulatory Affairs/Commercial/Engineering during last 10 years.	For Govt./PSU: Minimum 2 years in immediate lower grade in DPE notified IDA Pay Scale ₹1,00,000 – ₹2,60,000 (2017) / ₹43,200 – ₹66,000 (2007) in E7 grade CDA/Govt.: Rs. 37400-67000 (PB4) GP Rs.8900/- (6th CPC) or Pay level 13A of 7th CPC Pay matrix. For Private Sector: Minimum CTC ₹52 lakh in last financial year	Overall leadership of renewable energy projects, including project planning, policy interface, project execution and strategic planning.
2	General Manager (E8) – Civil (Thermal Power Projects) (Rs.1,20,000 – Rs. 2,80,000)	01 (UR)	B.Tech / B.E / B.Sc (Engg.) in Civil Engineering	Minimum 20 years of post-qualification experience in state/central/private power utilities. Out of this, minimum 10 years' experience in planning, construction and execution of power projects (greenfield/brownfield), including 2 years at senior managerial level. ##	For Govt./PSU: Minimum 2 years in immediate lower grade in DPE notified IDA Pay Scale ₹1,00,000 – ₹2,60,000 (2017) / ₹43,200 – ₹66,000 (2007) in E7 grade CDA/Govt.: Rs. 37400-67000 (PB4) GP Rs.8900/- (6th CPC) or Pay level 13A of 7th CPC Pay matrix. For Private Sector: Minimum CTC ₹52 lakh in last financial year.	Leadership and supervision of civil engineering activities in thermal power project execution.
3	General Manager (E8) – Mechanical (Thermal Power Projects) (Rs.1,20,000 – Rs. 2,80,000)	01 (UR)	B.Tech / B.E / B.Sc (Engg.) in Mechanical Engineering	Minimum 20 years of post-qualification experience in state/central/private power utilities. Out of this, minimum 10 years' experience in execution of coal-based thermal power projects (500 MW unit or above), including 2 years at senior managerial level. ##	For Govt./PSU: Minimum 2 years in immediate lower grade in DPE notified IDA Pay Scale ₹1,00,000 – ₹2,60,000 (2017) / ₹43,200 – ₹66,000 (2007) in E7 grade CDA/Govt. : Rs. 37400-67000 (PB4) GP Rs.8900/- (6th CPC) or Pay level 13A of 7th CPC Pay matrix. For Private Sector: Minimum CTC ₹52 lakh in last financial year.	Leadership and supervision of mechanical execution of thermal power projects.

Upper Age Limit as on the Date of notification- 55 Years

Cut-Off Date: - The Cut-Off date for determining age, minimum qualification, experience etc. will be the date of notification.

I. Applicants from the private sector shall be considered only if they have worked in a regular capacity in a Private Sector company, Joint Venture (JV) [including 50:50 JVs of Central Government/State Governments and JVs of CPSEs with other CPSEs/organizations], or National/State level Cooperative Federations (hereinafter collectively referred to as "JVs/Federations"), having an annual turnover of ₹1000 crore or more. (The average audited annual turnover of three financial years preceding the calendar year in which the post is advertised shall be considered for applying the approved limits.) In the case of private companies, preference shall be given to candidates from listed companies. The person concerned should have a minimum of 52 Lakh (for applying for the notified posts E8 grade) per annum in his/her last place of employment in the last financial year.

II. The role/responsibility is only indicative and not exhaustive.

III. ## Senior Managerial Level: For the purpose of eligibility under the prescribed experience criteria for the thermal vertical, the term "Senior Managerial Level" shall be determined with reference to the functional role performed, position in the organizational hierarchy, level of responsibility, and span of control handled by the candidate.

The assessment shall be based on documented evidence, including but not limited to appointment orders, organizational structure, role descriptions, reporting relationships, and nature of assignments handled, and by drawing reasonable comparison with equivalent positions in Central Public Sector Enterprises (CPSEs), Government organizations, or comparable entities in the private sector. Pay scale, by itself, shall not be treated as a conclusive criterion for determining whether the experience is at a Senior Managerial Level. The assessment shall be carried out by the Company in a consistent, objective, and reasoned manner, and the decision of the Company in this regard shall be treated as final for the purpose of selection.

IV. Provided that mere fulfilment of the prescribed eligibility criteria for a higher grade shall not confer any right or claim for selection or appointment in such higher grade. The decision regarding selection shall be based on the overall merit of the candidate as assessed through the prescribed selection process, and the assessment and recommendation of the Selection Committee, subject to approval of the Competent Authority.

V. Candidates who have master's degree in engineering must possess the minimum qualification prescribed against the post.

VI. In cases where candidates are from Government organizations with pay structures not directly comparable to IDA/CDA scales, the equivalence of the grade for determining eligibility shall be assessed with reference to the organizational hierarchy, level of responsibility, pay structure, total emoluments, and period of service in the relevant grades. Such determination shall be made by the Selection Committee at the time of evaluation, based on the documents submitted by the candidate, and shall be treated as final for the selection process. Candidates are required to submit complete supporting details relating to their grade, pay structure, and position in the organizational hierarchy along with the application.

NOTE: Internal candidates: Employees of CIL possessing the prescribed qualifications and relevant specialized experience are also eligible to apply. There will be no age bar for internal candidates.

C. PLACEMENT, CAREER PROGRESSION AND CADRE RELATED PROVISIONS: -

Selected candidates shall be:

1. Placed in E&M, Civil or E&T cadre, based on the essential qualification of the incumbents.
2. Positioned en bloc below the junior-most incumbent in the concerned grade of the respective cadre.
3. Not assigned any inter-se seniority at the induction stage i.e. No grade seniority on account of previous service will be admissible.

4. Appointees shall be governed by the existing cadre scheme of the cadre in which they will be placed i.e. E&M, Civil and E&T and will be guided by the relevant provisions therein.
5. Upon formation of separate Renewable/Thermal cadre, the inter-se seniority shall be determined as follows:
 - a. Employees shall be arranged grade-wise, based on the grade held at the time of cadre formation.
 - b. Within each grade, seniority shall be determined based on: Date of entry into the grade.
 - c. In case of identical dates, the following tie-breaking criteria shall apply in order:
 - I. Panel position at the time of initial appointment
 - II. Date of initial appointment in the Company
 - III. Date of birth (senior in age shall rank higher)
 - IV. Alphabetical order of name.

D. COMPENSATION, PAY FIXATION AND SERVICE CONDITIONS: -

1. Besides Basic pay, selected candidates will also be entitled to Dearness Allowance, HRA, perquisites and allowances under cafeteria approach including Performance Related Pay (PRP) as applicable for the post. Benefits such as Leave, Medical facilities, CMPF, CMPS, Gratuity, CIL Executive Defined Contribution Pension Scheme etc. will be admissible as per extant rules of the company.
2. Pay fixation shall be governed by DPE guidelines, as amended from time to time.
3. In case a person from a private organization is appointed, his/her pay would be fixed at the minimum of the prescribed pay scale without any pay protection.
4. Candidates from CPSEs/Govt., joining at a higher grade (i.e. for example if the grade of the incumbent is E7 in his present organization & he/she joins in E8 grade against this notification, subject to eligibility) may be granted one additional increment at the time of pay fixation in the event his basic pay is more than minimum of the scale and if the candidate working in the same grade in previous organization is joining in the same grade of CIL, basic pay will be protected at the same level without any additional increment. On the first of the month following the month in which they complete one year of service, they will be granted one increment and confirmed in service in the same grade. Thereafter, they will be eligible to receive an annual increment on the First of April of every year.

E. RECKONING OF EXPERIENCE: -

1. Internships or trainee engagements undertaken during the course of study, including summer/winter training or similar arrangements, shall not be considered as qualifying experience.
2. Any period of ad-hoc, contractual, trainee (other than MT/ET/GET as mentioned below) or officiating service shall not be considered.
3. Experience shall be reckoned from the date of acquisition of the prescribed qualifying degree. However, service rendered as Management Trainee (MT)/ Executive Trainee (ET) / Graduate Engineer Trainee (GET) on a regular basis, which subsequently leads to absorption in the regular cadre of the organization, may be reckoned towards the prescribed experience requirement.
4. In cases where a candidate has worked in more than one organization, the total experience shall be reckoned based on the actual period of service rendered. Any short intervening gap between employments, arising out of normal relieving and joining formalities, may be ignored for eligibility purposes, subject to verification. However, such a gap period shall not be counted as experience.

F. MODE OF SELECTION: -

Candidates fulfilling the prescribed eligibility criteria, including qualification, experience, and minimum grade/service or CTC requirements (wherever applicable), shall be shortlisted for interview. The interview shall be conducted in physical mode.

Selection against the notified posts shall be made solely on the basis of the marks obtained by the candidates based on their performance in the Personal Interview.

G. ZONE OF SELECTION: -

The zone of selection shall normally be restricted to a maximum of 12 candidates per vacancy, subject to the availability of eligible candidates. In case the number of eligible applicants is large, the Company may adopt appropriate shortlisting criteria to restrict the number of candidates within the aforesaid limit. In exceptional cases, the Company may consider a higher number of candidates, if deemed necessary, to ensure adequate competition. In case number of eligible candidates applied is less than 12, then in such case the number of eligible candidates who have applied shall be considered for selection. The decision of the Company in this regard shall be treated as final for the purpose of selection.

H. SHORTLISTING CRITERIA: -

Sl. No.	Parameter	Criteria	Marks
1	Qualification	For the minimum essential qualification	12
		Additional recognized P.G. Degree/Diploma such as M.Tech/M.E. in a relevant branch of Engineering /Post Graduate Degree or Diploma in Management/ etc.	5
		Additional relevant qualification/certification, such as Project Management/Contract Management/ Certified Energy Manager (CEM – BEE), etc.	3
		Subtotal (Maximum Marks)	20
2	Total Post-Qualification Experience	For the minimum prescribed experience	20
		For each additional completed year of experience beyond the minimum level.	5
		Subtotal (Maximum Marks)	40
3	Specific / Domain Experience (Renewable / Thermal)	For the minimum prescribed domain experience	20
		For each additional completed year of experience beyond the minimum level.	5
		Subtotal (Maximum Marks)	40
		Grand Total (All Three Components)	100

Rule for breaking the tie in marks for arriving at the 1:12 ratio:

In case more than the prescribed number of candidates secure equal marks at the cut-off point, inter se ranking shall be determined in the following order:

1. Higher marks in Specific / Domain Experience
2. Higher marks in Total Experience
3. Higher marks in Qualification
4. Older in age
5. Alphabetical order of name

If the tie persists, all such candidates may be considered for the next stage.

I. HOW TO APPLY: -

1. Eligible candidates shall apply through online mode available on CIL website www.coalindia.in only under Career with CIL >>>> Jobs at Coal India section as per the qualification and eligibility criteria indicated above.
2. While applying online, candidate needs to upload the following: Scanned copy of the recent passport size color photograph (not older than 3 weeks in jpg/jpeg format). Scanned copy of signature with Black ink pen (in jpg/jpeg format).

3. Documents to be uploaded with the Application:

Self-attested scanned copies of the following documents (in PDF format) should be uploaded and will be checked from the originals at the time of Personal Interview.

- A. Date of Birth (DoB) proof: Birth Certificate/Xth Std. Passing/Matriculation Certificate from a recognized Board or any other equivalent certificate indicating Date of Birth.
- B. A photo identity proof (Aadhaar Card/PAN Card/Valid Driving License/Voter ID/Indian Passport).
- C. Copy of B.Tech / B. E / B.Sc (Engg.) (Engineering Degree).
- D. Certificates of additional qualifications, if any.
- E. A brief description of the candidate's specific/domain experience, mentioning the designation grade/ years of experience and position held in the organization.
- F. Applicants for the post GM (Renewables) shall upload documents in support of their Experience in Renewable Energy sector in Project/Business Development/Regulatory Affairs/Commercial/Engineering during last 10 years.
- G. Applicants for the post GM (Civil) (TPP) shall upload documents in support of their experience in planning, construction and execution of power projects (greenfield/brownfield), including 2 years at senior managerial level.
- H. Applicants for the post GM (Mech) (TPP) shall upload documents in support of their experience in execution of coal-based thermal power projects (500 MW unit or above), including 2 years at senior managerial level.
- I. All certificates/documents in support of experience issued by the organization, arranged in chronological order, clearly indicating the details of pay scale, grade/designation, position held, and specific/domain experience. All such documents shall be uploaded as a merged PDF.
- J. Additional Eligibility Criteria (Level/Equivalence): certificates of Appointment letters, promotion orders. (In a merged PDF)
- K. Applicants of thermal Verticals in support of their position at Senior Managerial level shall submit copies of Appointment letters, promotion orders, a brief of nature of assignments handled, role assignment, Organization structure, relieving letter of former organizations if any, etc. (In a merged PDF)
- L. For Private Sector candidates: Certificate to establish the turnover of the Company, to be ascertained based on its audited Balance Sheet having a valid UDIN number along with Income Statement.
- M. Candidates who are working in Govt./PSU should submit NOC from the Present Employer along with application, clearly mentioning the present grade, as well as scale of pay.
- N. Certificate to establish the CTC for last financial year and Latest pay slip.

NOTE: (Non-Production of Original certificates at the time of interview, shortlisted candidates are liable to be debarred from appearing for the interview)

J. TRAVELLING ALLOWANCE (TA) FOR APPEARING IN INTERVIEW: -

1. Only those outstation applicants, who are shortlisted and are called for Interview, will be reimbursed to and fro fare by the shortest Route on production of original tickets/boarding passes.
2. Economy class Air fare / or AC 2 tier (2A), to and fro, will be paid to the candidates called for interview.
3. The amount towards reimbursement of TA will be remitted to the bank account of the candidates.
4. No cash payment shall be made. If applicant is not interviewed due to not meeting the eligibility criteria or non-production of the required documents, no travelling expenses will be reimbursed.

K. INTERVIEW: -

List of candidates who are shortlisted for interviews will be uploaded to the CIL website and they will be intimated about the date, time and venue of interview subsequently through email.

L. GENERAL TERMS & CONDITIONS: -

1. Only Indian Nationals are eligible to apply.
2. Age, Qualification & experience would be as on the Cut-Off date i.e. Date of Notification.
3. All qualifications should be recognized by AICTE/UGC/appropriate Indian Statutory Authorities. Degree obtained from foreign university should be recognized for appointments in PSE/Government posts.
4. Before submitting the application form, the candidate must ensure that she/he fulfills all the required eligibility criteria for the post applied.
5. No modifications are allowed after candidate submits the application form. If any discrepancy is found in the data filled by the candidate in the Application and that of the original testimonies, the candidature of such candidate is liable to be rejected. Hence, utmost care should be taken to furnish correct details while submitting the application.
6. Non-uploading of required documents as per the application format will be treated as an incomplete application and is liable to be rejected. Care may be taken to upload all required documents related to qualification, additional qualification, total post-qualification experience, and specific/domain experience in support of the candidature.
7. It is mandatory to fill in the application form all the relevant information such Age, qualification details, experience details, category/Person with Disability status, email address, contact mobile number, address for correspondence, Aadhaar number/PAN number/Bank Account Details for reimbursement (Name of the Bank, Account Number, IFSC Code, MICR Code.) etc.
8. Applicant is requested to enter her/his active email address and mobile phone number, which should be valid at least one year from the last date of submission of application as all important communications will only be sent to this Email ID and Mobile Number.
9. Candidates are advised to upload clear and legible documents/certificates to avoid rejection at shortlisting stage. These documents will be subjected to further verification with the original documents at the time of interview, if called for.
10. CIL reserves the right to cancel/restrict/enlarge/modify/alter the recruitment process, if need arises, without assigning any reason thereof. CIL may, at its discretion, re-conduct Interview in case of any eventuality.
11. Appointment of the selected candidate will be subject to medical fitness by the Medical Officer of CIL as per company rules.

12. Character and antecedent verification along with caste/category/PwBD certificate of the appointees will be done post appointment and in case of any discrepancy or concealment of information is found, the appointment will stand null and void ab initio.
13. The posts advertised carry with them the liability to serve in Coal India Limited and its subsidiaries anywhere depending upon CIL requirement.
14. If, at any stage of the recruitment process or subsequently, it is found that, the applicant:
- a. has provided wrong information or submitted false documents or
 - b. has suppressed relevant information or
 - c. does not meet the eligibility criteria for this recruitment or
 - d. has resorted to unfair means during selection process or
 - e. is found guilty of impersonation or
 - f. has created a disturbance affecting the smooth conduct of the Personal Interview.
- She/he will be liable to be disqualified, prosecuted and debarred for all appointments in CIL and her/his application/appointment will be cancelled/rejected forthwith.
15. Candidates applying in response to this advertisement may please visit CIL website as latest updates /any amendment / modification relating to this recruitment will be notified on CIL website only.
16. Canvassing in any form will be a disqualification.
17. The selected candidate on appointment will be on probation for one year.
18. Legal jurisdiction will be Kolkata only.

M. CONTACT US: -

In case of any problems faced by the candidates in filling up the application, they may contact the help desk on mail to lateral-recruitment.cil@coalindia.in from **12.10.2026 to 11.11.2026** till the closure of window of online portal.

Any further information/corrigendum/addendum etc., pertaining to recruitment will be uploaded on the website www.coalindia.in only and as such, candidates are advised to visit the same frequently.

N. CIL's DECISION FINAL: -

The decision of Chairman CIL in all matters relating to eligibility, acceptance or rejection of applications, penalty for false information and mode of selection and interviews and posting of selected candidates will be final and binding on the candidates and no enquiry/correspondence will be entertained in this regard.

General Manager (HR/ Recruitment)
Coal Bhawan Premise No-04 MAR,
Plot No-AF-III, Action Area-1A,
Newtown, Rajarhat, Kolkata-700156