हिन्दुस्तान कॉपर लिमिटेड
Hindustan Copper Limited
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Advt. No. Estt. /1/2015/2022-23 Date: 31.01.2023

A) Notification for Special Recruitment Drive for SC/ST/OBC to the post of Deputy Manager/ Senior Manager

B) Notification for appointment as Management Trainee (MT)/ Graduate Engineer Trainee(GET)

1. Hindustan Copper Limited (HCL) is a vertically integrated, multi-Unit, Schedule-A Miniratna Category – I Central Public Sector Enterprise in the field of Copper Mining & Production with net turnover of Rs.1812 Crores in Financial Year 2021-22. Its activities include mining, beneficiation, smelting, refining and production of finished Copper products at Units located in picturesque surroundings in the states of Jharkhand, Madhya Pradesh, Rajasthan, Maharashtra and Gujarat with the Corporate Office at Kolkata. Most of the Units have well-developed Townships with modern facilities.

   The HCL is on a fast track of growth and expansion for its underground metal mines. Its approach is 'People Centric' and provides for elaborate HR processes including well-defined policies to cater to employees' growth and aspirations.

2. Hindustan Copper Limited (HCL), invites applications from Indian Nationals for appointment to the post in various disciplines / cadres as per details below.

a) Special Recruitment Drive (SRD) for SC/ST/OBC

Sl No.	Post/ Grade/ Scale of Pay	Cadre/ Discipline	Category	No. of Posts
i.	Senior Manager Grade- E4 / (Rs 70000-200000, IDA)	Geology	SC	**1**
ii.	Deputy Manager Grade- E2 / (Rs 50000-160000, IDA)	Survey	1- SC & 1- OBC	**2**
		Electrical	ST	**1**
		R&D	1- ST & 1- OBC	**2**
		M&C	ST	**1**
			Total	**7**

b) Appointment as MT [Grade-E1/ Rs 40000-140000/-, IDA]

SN	Cadre/ Discipline	Total (nos.)	UR	EWS	SC	ST	OBC
i.	Finance	**05**	**01**	**01**	**01**	**01**	**01**
ii.	HR	**05**	**02**	**01**	**01**	**-**	**01**
iii.	Law	**01**	**01**	**-**	**-**	**-**	**-**
iv.	M&C	**02**	**01**	**-**	**-**	**-**	**01**
	Total	**13**	**05**	**02**	**02**	**01**	**03**

c) **Appointment as GET [Grade-E1/ Rs 40000-140000/-, IDA]**

SN	Cadre/ Discipline	Total (nos.)
i.	Electrical	**3 (UR)**
ii.	Mechanical	**1 (SC)- Backlog**
	Total	**4**

3. Eligible & Interested candidates are required to **apply online on HCL's website.** Schedule of the opening & closing date for submitting online application is as under.

Opening date for submission of online application	Last date of submission of online application
07.02.2023 (10.00 AM Onwards)	**28.02.2023 (Till Midnight)**

4. Discipline / Cadre wise reservation for Persons with Benchmark Disabilities (PwBDs)

i. Disablement categories identified for appointment in various disciplines / cadres are as under.

Cadre/Discipline	Identified Categories of PwBD
Survey	a) OA, SD/SI (Without), SD/SI (With)- OA, LC, Dw, AAV, MD
Geology	a) HH, b) OA, OL, SD/SI (Without), SD/SI (With)- OA/OL, LC, Dw, AAV, MD, c) ASD, SLD, MI d)Multiple disabilities amongst above
Electrical	a) HH, b) OL, SD/SI (Without), SD/SI (With)- OL, LC, Dw, AAV, MD, c) ASD, SLD, MI d) Multiple disabilities amongst above
Mechanical	a) HH, b) OL, SD/SI (Without), SD/SI (With)- OL, LC, Dw, AAV, MD, c) SLD, MI, d) Multiple disabilities amongst above
HR	a) B, LV b) HH c) OL, BL, OA, OAL, SD/SI (Without), SD/SI (With)- OL/BL/ OA/OAL, LC, Dw, AAV, MD, d) ASD, SLD, MI, e) Multiple disabilities amongst above
Finance	a) HH b) OA, OL, BL, OAL, SD/SI (Without), SD/SI (With)- OA/OL/BL/OAL, LC, Dw, AAV, MD, c) ASD, SLD, MI d) Multiple disabilities amongst above
M&C	a) LV b) HH c) OA, OL, BL, SD/SI (Without), SD/SI (With)- OA/OL/BL, LC, Dw, AAV, MD, d) ASD, SLD, MI, e) Multiple disabilities amongst above
Law	a) B, LV b) OA, BL, OAL, SD/SI (Without), SD/SI (With)- OA/BL/OAL, LC, Dw, AAV, MD, c) ASD, SLD, MI d) Multiple disabilities amongst above.

R&D	a) HH b) OL, BL, OA, OAL, SD/SI (Without), SD/SI (With)- OL/ BL/ OA/ OAL, LC, Dw, AAV, MD, c) ASD, SLD, MI d) Multiple disabilities amongst above

Abbreviations used: B – Blind; LV – Low Vision; HH – Hard of Hearing; OA – One Arm; OL – One Leg; OAL – One Arm and One Leg; LC – Leprosy cured; Dw – Dwarfism; AAV – Acid Attack Victims; SD/SI (Without)-Spinal Deformity/ Spinal Injury without any associated neurological/ limb dysfunction; SD/SI (With)-Spinal Deformity/ Spinal Injury with associated neurological/ limb dysfunction of; ASD-Autism Spectrum Disorder ; SLD-Specific Learning Disabilities; MI-Mental Illness and ; MD- Muscular Dystrophy

ii. Vacancies reserved for PwBDs are as follows.

For MTs: 01 post for HH

For GETs: 1 post for HH & 01 post for ASD/SLD/MI/Multiple Disability which may be filled by Interchange amongst 03 categories excluding B &LV

iii. The PwBDs appointed will be adjusted against the vacancy of respective categories, viz., UR/SC/ST/OBC/EWS.

iv. Only such persons, who suffer from not less than 40% of relevant disability will be eligible to be considered under PwBDs.

5. Eligibility Criteria:

5.1 Qualification (For SRD)

SN	Post	Essential Qualification
1	Senior Manager (Geology)	Post Graduate Degree in Geology
2	Deputy Manager (Survey)	Bachelor Degree in Mining / Civil Engineering with Surveyors Certificate of Competency or M. Tech (Geomatics)
3	Deputy Manager (Electrical)	Bachelor Degree in Engineering / Technology (Electrical / Instrumentation / Electronics & Telecommunication / Electronics & Communication)
4	Deputy Manager (R&D)	Bachelor Degree in Chemical Engineering / Technology or Post-Graduate qualification in Chemistry (Preferably with specialization in Inorganic Chemistry / Analytical Chemistry)
5	Deputy Manager (M&C)	Bachelor Degree in Arts / Science / Commerce / Engineering with Post-Graduate Degree/Diploma in Materials Management or MBA with specialization in Materials Management

5.2 Qualification for Management Trainee

SN	Cadre / Disciplines	Essential Qualification with 60% marks in the qualifying degree
1	Finance	CA/ICWA or MBA (Finance) from recognized Institution
2	HR	Two years full time Post Graduation Degree or Diploma from Recognized Institution in HR / Personnel
3	Law	Bachelor Degree in Law including five years integrated LLB.
4	M&C	Two years full time Post Graduation Degree or Diploma from Recognized Institution in Materials.

5.3 Qualification for Graduate Engineer Trainee

SN	Cadre / Disciplines	Essential Qualification with 60% marks in the qualifying degree
1	Electrical	Full time Bachelor Degree in Engineering / Technology (Electrical).
2	Mechanical	Full time Bachelor Degree in Mechanical Engineering / Mining Machinery

5.4 For the post of MTs/GETs, final year students of the above-mentioned qualifying degree for each cadre / discipline, whose results are awaited, but otherwise eligible (fufilling all eligibility criteria) may also apply. However, Candidate should not have any backlog papers at the end of prescribed period of course and must submit the qualifying degree result/ marksheet before the date of joining.

6. Age Limit (As on 01.01.2023) for MT/GET

Maximum Age required as on 01/01/2023 for the post of **Graduate Engineer Trainee/ Management Trainee is 28 years.** However, relaxation in age for the candidates belonging to SC / ST / OBC / PWD / Ex-servicemen categories shall be as under.

Category	Age Relaxation (in years)
SC / ST	5
OBC (Non-Creamy Layer)	3
PWD – General / EWS	10
PWD – OBC (Non-Creamy Layer)	13
PWD – SC / ST	15
Ex. Servicemen	As per Govt. Guideline

7. Age Limit and Experience for posts under SRD as on 01.01.2023

The maximum age limit and required years of Post-qualification experience for the posts under SRD is as under.

Posts & Scale of Pay	Maximum Age Limit	Post Qualification Experience	Scale of Pay (lower grade)
Senior Manager/ Rs 70000-200000/-	47	09	Rs 60000-180000/-
Deputy Manager/ Rs 50000-160000/-	40	03	Rs 40000-140000

- Experience shall be reckoned only from the date after the date of obtaining the basic qualification prescribed for the post. For this purpose, the relevant date shall be the date of publication of the result of the said prescribed basic qualification.
- Experience shall be considered provided the same is in relevant field.
- Teaching experience as a faculty member or research experience as part of a research curriculum (Research Fellowship, etc.) shall not be considered experience for the purpose.
- Applicants from PSU / Government organizations should have completed at least two years' service in the next below grade on the date of reckoning
- Internal candidates of HCL should have completed at least one year of service in the next below scale of pay as applicable in HCL.

8. Selection Process

a) The selection process to the post of GET/MT will be a two-step process with the weightage assigned to each step is as under.

Steps	Weightage in %
Computer Based Online Test	70%
Personal Interview	30%

b) The selection process to the post of Senior Manager/ Deputy Manager will be a two-step process with the weightage assigned to each step is as under.

Steps	Weightage in %
Computer Based Online Test	80%
Personal Interview	20%

9. Qualifying Marks

The minimum qualifying marks out of aggregate marks prescribed in CBT for short-listing candidates for Personal Interview shall be 30% for candidates belonging to General (Unreserved) / OBC categories and 20% for those belonging to SC / ST / PwD categories.

10. Zone of Consideration

a) Candidates will be called for Personal Interview in the ratio of 1:5; i.e., for each advertised vacancy, 05 candidates will be called for Personal Interview. In case there is single vacancy, then 10 candidates will be shortlisted for Personal Interview.

b) In case two or more candidates have secured same marks in same discipline and category which eventually would result in the increase of 1:5 ratio, then all such candidates will be called for Personal Interview irrespective of the above-mentioned ratio.

c) Further, in case, candidates are not available in the mentioned ratio for conducting Personal Interview, decision in respect of conducting personal interview with the less number of candidates will be taken by HCL separately.

d) Tie breaking principle: In the event of a tie in two or more than two candidates in the merit list, following criteria will be adopted for deciding position in merit list.

   i. Marks in CBT (Higher the marks, higher the rank in the merit), if tie not broken then
   ii. Qualifying Examination Marks (Higher the percentage, higher the rank in the merit), if tie not broken then
   iii. 12th Marks (Higher the percentage, higher the rank in the merit), if tie not broken then
   iv. 10th Marks (Higher the percentage, higher the rank in the merit), if tie not broken then
   v. Age (Older the age, higher the rank in the merit)

11. Compensation Package for MT/GET

   i. Selected candidates for the posts of GET/MT will be placed in the pay scale of Rs.40000-3%-140000/- during one year of training with starting basic pay of Rs.40,000/- irrespective of their previous experience or last drawn basic pay in previous organization. There won't be any protection of pay. Upon successful completion of training, they will be absorbed as Assistant Manager at E-1 grade on Probation in the pay scale of Rs. 40000-3%-140000/-.

   ii. The training / probation tenure shall be extendable for a period as decided by the HCL Management based on performance during training / probation period.

iii. Upon successful completion of probation, appointment as Assistant Manager at E-1 grade in the pay scale of Rs. 40000-3%-140000/- shall be confirmed by the HCL Management as per prevailing rule from time to time.

iv. During Training Period - besides the Basic Pay, the selected GET candidates shall be entitled to IDA, HRA / Bachelor's accommodation in the Units, Perks & Allowances, etc. and medical benefits for self only as per the Company Rules.

12. Compensation Package for posts under SRD.

Selected candidates for the posts of Senior Manager & Deputy Manger will be placed in the initial of basic pay in the scale of Rs 70000-3%-200000/- and Rs.50000-3%-160000/- respectively. Candidates working in Government/ CPSEs will be provided with pay protection (Basic pay and DA).

13. Training details

During one-year training selected candidate for the post of MT/GET shall be on induction training for 4 weeks [Corporate Office (2 Weeks) + Mining Unit Visits (Other than place of posting, 1 week in each Unit)]. Then for four weeks, the trainees shall be rotated in different departments of the respective Unit (place of posting). Thereafter trainee shall be placed for on the job training in his/her own discipline.

14. CBT/ Interview Schedule and Document Verification

i. Intimation of CBT & interview date / time / venue will be communicated to shortlisted candidates through e-mail. Call letter for appearing in CBT/Interview will be made available for shortlisted candidates for downloading through their registered account on HCL website.

ii. Once information in respect of CBT/interview date, time & venue is shared with the candidates through their call letter for CBT/Personal Interview request for change in date, time and venue shall not be entertained by HCL.

iii. Candidates has to appear at the venue of CBT/PI on the date specified in their call letter with any one of the Original ID Card (Aadhar, Driving License, VoterID)

iv. Following original documents will be verified at the time of interview. Non-production of original documents will debar the candidates from appearing for the interview.

a) Date of Birth proof –

- Xth Standard Passing Certificate indicating Date of Birth **OR**
- School Leaving Certificate

b) Mark Sheet of Graduate Degree and / or Post Graduate Degree as applicable.

c) Final Graduate Degree / Post Graduate Degree Certificate as applicable (Provisional in case Final Degree Certificate is not available).

d) Applicants, who have awarded CGPA / GPA / SGPA or letter grades, should provide the documentary evidence of converting CGPA / GPA / SGPA to percentage duly issued by the University / Institute.

e) Applicants appearing in the final year/semester examination should bring their identity card of the Institute/College/University at the time of appearing for interview.

f) Experience certificates, proof regarding working in next below grade

g) Caste Category Certificates –

- SC/ST/OBC (Non-Creamy Layer) candidates must produce caste/category certificate, as per the format prescribed by the Government of India.
- The EWS applicants are required to submit requisite certificate in the format prescribed by Government of India valid for the year 2022-23, from a competent authority.
- The OBC applicants have to indicate their status as "Creamy Layer" or "Non-Creamy Layer" as the case may be while filling online application. The applicants who belong to "Creamy Layer" are not entitled for relaxations & concessions admissible to OBC Category (Non-Creamy Layer). The OBC (Non-Creamy Layer) applicants are required to submit requisite certificate in prescribed format of Government of India, from a competent authority issued on or after 01.04.2022. Further, OBC applicants, if called for interview will have to give an undertaking indicating that they belong to OBC (Non-Creamy Layer) Category at the time of reporting for interview.
- PwBD candidates are required to submit Disability Certificate issued by an authority as prescribed in the Rights of Persons with Disabilities Rules, 2017, failing which their candidature as PwBD candidate will not be considered.
- If the EWS/SC/ST/OBC/PwBD certificate has been issued in a language other than English/Hindi, then the candidates will be required to submit a self-certified translated copy of the same in either English or Hindi.

15. Medical Fitness

Applicants appointment to the post is subject to being found medically fit by such Medical Authority as may be prescribed by the HCL Management.

16. Application Fee

The General, OBC & EWS Candidates are required to pay non-refundable application processing fee of Rs.**500/- (Five Hundred Only)** and all other candidates are exempted from paying fees including PwBDs.

Internal candidates are not required to pay the application fee.

The application processing fee plus applicable Bank charges shall be paid by the applicant using the Payment Gateway / NEFT On-line Transfer through HCL's website only. No other form of remittance shall be accepted.

17. Amendments / Modification / Corrigendum

Any amendment / modification / corrigendum in respect of recruitment through this Advertisement shall only be communicated through the Company's website (www.hindustancopper.com) and not through publication in newspaper. Hence, candidates are advised to keep themselves updated by visiting the website from time-to-time for updates, etc.

18. How to Apply

i. To apply for the posts, candidates fulfilling eligibility criteria must register themselves on HCL website (www.hindustancopper.com) under career section (on the link provided for online application on the page).

ii. Before filling the online application, candidates are advised to carefully read the instructions contained in "How to fill the Online Application form" provided on the website. They may click on the 'Career' button to get the instruction for online application submission.

iii. It is mandatory to put in all the relevant information such as qualifying degree details, percentage of marks, email address and mobile no., address for correspondence, soft copy of scanned photograph and signature (JPEG) to complete the online application process and get the Application number. Therefore, applicants are advised to keep such information ready before applying online.

iv. Exact percentage of marks should be mentioned in qualification table and rounding off of marks should not be done.

v. **After submitting the online application, the candidates should print the Computer-Generated Online Application and the Acknowledgement Slip and keep a copy for their reference and records.**

vi. Since all the applications will be screened based on the data furnished in the online application and without any documentary evidence / proof, the candidate should ensure that they meet all the prescribed eligibility criteria and other conditions as mentioned in this advertisement.

vii. Candidates should note that the details provided by them in their application forms are taken on their face value and the onus of proving the correctness and authenticity of the same as and when required lies with the applicant.

19. General Instructions

i. Only Indian Nationals of 18 (Eighteen) years of age and above are eligible to apply.

ii. The candidates are advised to **submit the Online Recruitment Applications** well in advance without waiting for the closing date. No manual / paper application will be entertained.

iii. Candidates working in Central Government/State Government/ CPSEs/State PSEs/ other Govt. bodies should forward a copy of online application with acknowledgement slip routed through proper channel or produce 'No Objection Certificate' at the time of interview.

iv. The equivalence of scale of pay with the advertised post's scale of pay, for the candidates working in Central Government/State Government/ CPSEs/State PSEs/ other Govt. bodies (if candidates' scale of pay is not identical to the advertised post's scale of pay or as per DPE guidelines), onus of establishing equivalence shall be on the respective candidate only and in such case decision of HCL shall be final and binding.

v. The internal candidates are eligible to apply as per HCL Rules

vi. No reimbursement shall be paid for attending the CBT.

vii. Travelling Allowance shall be reimbursed only for those candidates who are actually interviewed.

viii. The candidates will have the option to opt out of the disclosure scheme provided under Right to Information Act, 2005. The option of opting out shall be taken at the time of filling the application.

ix. In case of variation in name / surname / name spelling mentioned in the application with that in the respective certificates pertaining to Qualification / Caste, etc., the applicant shall be required to submit an affidavit sworn-in before a First-Class Judicial Magistrate / appropriate authority to this effect along with the respective documents at the time of interview failing which the candidature shall be cancelled.

x. HCL shall be free to reject any application at any stage of the recruitment process or candidature after selection process, if the candidate is found ineligible for the applied post.

xi. HCL reserves the right to fill or not fill or partly fill any of the above positions without assigning any reason whatsoever. HCL also reserves the right to cancel / restrict / modify / alter the recruitment process, if required, without issuing any further notice or assigning any reason whatsoever. The Company reserves the right to shortlist candidates depending upon the number of vacancies and application received, etc., and also to decide the modalities for recruitment.

xii. The selected candidate shall be liable to serve the Company anywhere in India / abroad where it may have business interests.

xiii. Appointment of the candidate in HCL is provisional and subject to verification of Character & Antecedents by the prescribed authorities.

xiv. The candidate's appointment will remain provisional subject to caste/category certificates being verified from appropriate authorities and verification of other testimonials. The candidate's services will be liable to be terminated forthwith without assigning any reason in case the above verification reveals that her/his claim for belonging to EWS/SC/ST/OBC(NCL)/PwBD category and other testimonials is found false. HCL also reserves its right to take such further action against the candidate as it may deem proper, for production of such a false caste certificate/testimonials.

xv. Category [SC/ST/OBC(NCL)/EWS/PwBD] once filled in the online application form will not be changed and no benefit of other category will be admissible during the process of recruitment / selection.

xvi. Original documents (for verification) and self-attested copies as detailed in the advertisement along with duly signed hard copy of the Online Application are required to be produced at the time of Personal Interview.

xvii. Mere fulfilling the minimum eligibility criteria will not entitle any applicant to be called for interview/appointment.

xviii. **The email id and mobile number entered in the online application form should remain active till the process of recruitment is complete. No change in the email id will be allowed once entered. All future correspondence would be sent via email.**

xix. HCL shall not be liable for any delay or loss in postal transit for any reason whatsoever or non-receipt of HCL's communication due to wrong email address provided by the applicant / any other reason.

xx. In case of any doubt or discrepancy or conflict or confusion or ambiguity that may arise in Hindi version the content of English version shall prevail.

xxi. Any canvassing directly or indirectly by the applicant shall disqualify his / her candidature from any post.

xxii. Legal jurisdiction in case of any dispute arising out of this recruitment shall be Kolkata only.

xxiii. HCL is an Equal Opportunity Employer and encourages workplace diversity.

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