



# Hindustan Copper Limited

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Website: [www.hindustancopper.com](http://www.hindustancopper.com)

Advt No. : Estt./1/2032/2025-26

Date: 24.01.2026

## Engagement of Young Professionals on contract basis.

1. Hindustan Copper Limited (HCL), a vertically integrated, Multi-Unit, Schedule-A Miniratna Category – I Central Public Sector Enterprise, invites applications for Engagement of Consultants as Young Professional who possess the requisite skill set to fulfil the requirements of various assignments.

Name of the Post & Discipline	Young Professional (Geology)
Eligibility Criteria	<b>Qualification:</b> M.Sc. in Geology/ M.Sc. in Applied Geology/ MSc. Tech in Applied Geology  <b>Experience:</b> 7 years (desired working experience in Base metal exploration, GIS & 3D modelling software)  <b>Maximum Age Limit:</b> 35 years
Date of Reckoning for calculation of age, year of experience etc.	<b>01.01.2026</b>
No. of Posts	03
Remuneration per mensem	₹65,000.00 (Fixed and no other allowance or benefit)
Terms of Reference	Attached as Annexure I
Terms and Condition	Attached as Annexure II

2. How to Apply-

- Eligible applicants shall fill in their details in the prescribed Proforma (Annexure III).
- Thereafter, applicants shall submit their details (credentials and supporting documents) through the Google Form link <https://forms.gle/xRjEmTWbcDnLcGZ96>. Applicants are required to upload the duly filled-in application along with all supporting documents relating to the eligibility criteria in a single PDF document using the above-referred Google Form link.
- Applicants shall also be required to submit the duly filled-in application along with supporting documents by sending an email to [careershindcopper@gmail.com](mailto:careershindcopper@gmail.com).
- Applications without prescribed proforma will not be considered,
- In case of any difficulty in submitting details through the Google Form, applicants may contact at [careershindcopper@gmail.com](mailto:careershindcopper@gmail.com) or call -033 35149550 (Extension-132/136).

3. Last date of submission of applications is 07.02.2026.

4. Mode of Selection: Through Personal Interview.

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**Terms of Reference (TOR)**

1. Purpose of assignment:
  - i. Conducting exploration field work including Geological, geochemical and Geophysical Study around Pan India.
  - ii. To assist in review and technical due diligence of geology, geophysics and other technical study reports with desired experience in operating GIS and 3D modelling software's. Data interpretation and report writing
2. Final Outputs required of the Young Professional/Consultant:

<b>Area of Responsibility</b>	<b>Specific Duties</b>
Desktop Study & Research	Review and aggregation of historical exploration data, literature review of regional geology, and compiling regulatory information for the Indian and foreign jurisdictions.
Due Diligence and data aggregation	Technical Due Diligence of geological, geophysical and other technical reports including maps, geological sections, logs, 3D models etc of Domestic and overseas projects. Compilation and interpretation of geological and geophysical and other technical data.
Technical Assistance	Topographical and geological map reading, geo-referencing in GIS software. Data analysis and preparation of maps in GIS, plotting. Technical documentation drafting. Conducting exploration field work including geological, geochemical and geophysical study around Pan-India. Study and working with drill hole database, 3D orebody models & block models, mine designs in 3D modelling software.
Project Flexibility	To undertake field assignments around Pan-India, data collection, or site visits, as and when required.
Technical Reporting	Preparation of brief and summary reports, progress reports etc.

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**PART A**

1. General Terms and Conditions of engagement of Young Professionals shall be as under:

- i. Tenure: - Individual Consultants will be engaged for a period of 24 months (extendable or shortened based on requirement)
- ii. Other Allowances: - TA/DA to undertake domestic official tours with due approval will be provided as below:

<b>Position</b>	<b>Mode of Journey</b>	<b>Reimbursement of Hotel, Taxi and Food Bills</b>
Young Professional	AC Two-Tier by Rail	Hotel accommodation of up to Rs. 2250/- per day. Taxi charges at actuals for travel and Food Bills not exceeding Rs.900 per day shall be allowed

- iii. Leave: - Individual Consultants shall be entitled to leave at the rate of 01(one) day of each completed month with no accumulation of leave beyond a calendar year on pro-rata basis. Un-availed leaves cannot be carried forward to the next year. Further, leave up to one month may be considered without remuneration with the approval of CMD, HCL.
- iv. Insurance: The Individual Consultants shall be solely responsible for taking out and for maintaining adequate insurance required to meet any of their obligations under the Consultancy Contract, as well as for arranging, at their own expense, such as life, health and other forms of insurance as the Individual Consultant as they may consider appropriate to cover the period during which they are engaged.
- v. Termination: HCL can terminate the Consultancy Contract at any time without prior notice and without providing any reason for it. HCL reserves the right to terminate the services of an Individual Consultant at any stage, in the event of a serious failure in the performance of the assigned task or in the case of a failure to observe the prescribed standards of conduct. However, in the normal course, HCL will provide one month's notice to the Individual Consultant. The Individual Consultant can also seek for termination of the Consultancy Contract upon giving one month's notice to HCL.

**PART B**

1. Legal Status: The Individual Consultant shall have the legal status of an independent Consultant vis-a-vis HCL and shall not be regarded, for any purposes, as being an "employee" of HCL. Accordingly, nothing within or relating to the Consultancy Contract shall establish the relationship of employer and employee, or of principal and agent, between HCL and the Individual Consultant.
2. Standards of Conduct: The Individual Consultants shall neither seek nor accept instructions from any authority external to HCL in connection with the performance of their obligations under the Consultancy Contract. The Individual Consultants shall not take any action during their engagement in respect of the performance of the Contract or otherwise related to their obligations under the Contract that may adversely affect the interests of HCL. The Individual Consultants shall perform their obligations under the Consultancy Contract with the fullest regard to the interests of HCL. The Individual Consultants are enjoined not to offer any direct or indirect benefit arising from or related to performance of the Contract or the award thereof the Consultancy engagement to any representative, official, employee or other agent of HCL. The Individual Consultants shall comply with all laws, ordinances, rules and regulations bearing upon the performance of their obligations under the Consultancy Contract. In the performance of the Consultancy Contract, the Individual Consultant shall comply with the Standards of Conduct. Failure to comply with the same is grounds for termination of the Consultancy Contract governing the Consultancy.
3. Confidential Nature of Documents and Information: The Individual Consultant shall be subject to the provisions of the Indian Official Secrets Act, 1923. The Individual Consultants shall not, except with the previous sanction of HCL or in the bona fide discharge of their duties, publish a book or a compilation of articles or participate in TV/ Radio broadcast/ Social Media or contribute an article or write a letter in any newspapers or periodical either in their own name or anonymously or pseudonymously in the name of any other person, if such book, article, broadcast or letter relates to subject matter assigned to them by HCL. The Individual Consultant is prohibited from sharing any material that was created as part of the Consultancy or received during the engagement at the HCL from external agencies or from within HCL. In the event of premature termination or completing the Consultancy Contract, the Individual Consultant shall duly handover all related documents, communications, reports etc. to the reporting officer, while, the obligations of the provisions of The Official Secrets Act, 1923 shall remain effective for all intents.
4. HCL may require the Individual Consultant to submit a Statement of Good Health from a registered physician prior to commencement of work in any offices or premises of HCL.
5. In the event of the death, injury or illness of any Individual Consultant which is attributable to the performance of engagement on behalf of HCL under the terms of the Consultancy Contract while the Individual Consultant is traveling at the expense of HCL or is performing any responsibilities under the Consultancy Contract in any offices or premises of HCL or Government of India on behalf of HCL, the Individual Consultant or the Individual Consultant's dependents, as appropriate, shall not be entitled to any compensation.
6. Force Majeure and Other Conditions:
  - a). Force majeure as used herein means any unforeseeable and irresistible act of nature, any act of war (whether declared or not), invasion, revolution, insurrection, or any other acts of a similar nature or force, provided that such acts arise from causes beyond the control and without the fault or negligence of any Individual Consultant.

b). The Individual Consultants acknowledge and agree that, with respect to any obligations under the Consultancy Contract that they must perform in or for any areas in which HCL is engaged in, preparing to engage in, or disengaging from any peacekeeping, humanitarian or similar operations. Any delay or failure to perform such obligations arising from or relating to harsh conditions within such areas or to any incidents of civil unrest occurring in such areas shall not, in and of itself, constitute force majeure under the Consultancy Contract.

7. Police Verification: Police verification of the Individual Consultants shall be done as per the latest instructions issued by Ministry of Home Affairs. In case the police verification is received as negative, the Consultancy Contract of Individual Consultant shall cease to exist with immediate effect without any notice.
8. Tax Deduction at Source: The Income Tax or any other tax liable to be deducted, as per the prevailing rules will be deducted at source before effecting the payment, for which HCL will issue TDS Certificate/s. Goods and Service Tax, as applicable shall be admissible to the Individual Consultants. HCL undertakes no liability for taxes or other contribution payable by the Individual Consultant on payments made under this Consultancy Contract.
9. Exclusive Engagement: - Consultants engaged on full time basis would not be permitted to take up any other assignment during the period of Consultancy with HCL. Individual Consultants shall declare prior to taking up the consultancy assignment that neither their previous work nor any existing interest will create any conflict-of-interest vis-a-vis the work assignment at HCL.
10. The engagement of Individual Consultants is of a temporary nature and HCL can cancel the engagement at anytime without providing any reasons thereof.

11. Confidentiality:

a). The Individual Consultant shall be subject to the provisions of the Indian Officials Secrets Act, 1923. The Individual Consultants shall not, except with the previous sanction of HCL or in the bona fide discharge of their duties, publish a book or a compilation of articles or participate in TV/ Radio broadcast/ Social Media or contribute an article or write a letter in any newspapers or periodical either in their own name or anonymously or pseudonymously in the name of any other person, if such book, article, broadcast or letter relates to subject matter assigned to them by HCL.

b). The Individual Consultant is prohibited from sharing any material (as described in Para 3.4.2 above) that was created as part of the Consultancy or received during the engagement at the HCL from external agencies or from within HCL.

c). Individual Consultants shall not advertise or otherwise make public for purposes of commercial advantage that a contractual relationship exists with HCL, nor shall the Individual Consultants, in any manner whatsoever, use the name, emblem or official seal of HCL, or any abbreviation of the name of HCL, in connection with any business or otherwise without the written permission of HCL.

- 12.1. "Individual Consultant or Service Provider" means Young professional based on their experience. A Young Professional shall be engaged for similar activities such as Consultancy/ Service providing firms when a full team is not considered necessary. They may be independent experts not permanently associated with any particular firm, or they may be employees of a firm engaged on an individual basis. They may also be employees of an agency, institution, or university. They shall be normally engaged purely for project implementation, supervision, provision of specific expert advice on a highly technical subject, policy guidance, special studies, compliance supervision, training, or implementation monitoring.

- 12.2. "Consultancy Services" covers a range of services that are of an advisory or professional nature and are provided by consultants. These services typically involve providing expert or strategic advice, e.g., technical consultants, management consultants, policy consultants or communications consultants, Advisory and project related Consultancy services for example, feasibility studies, project management, engineering services, architectural services, finance accounting and taxation services, training and development, etc.
- 12.3. "Consultancy" means the nature and purpose of engagement of an Individual Consultant/Service provider. The said Consultancy engagement will be governed by a specific contract providing for terms and conditions of engagement and by the directions, issued through Office Order, post engagement, from time to time, by the Competent Authority.

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