



HIL (India) Limited
 (Formerly known HINDUSTAN INSECTICIDES LTD)
 (A Govt. of India Enterprise)
 (An ISO 9001 2008 Certified Company)
 SCOPE COMPLEX, CORE-6, II-FLOOR,
 7, LODHI ROAD, NEW DELHI-110003,
 Tel. :24361019, Fax No. : 91-11-24362116
 Website :- www.hil.gov.in
 E-mail- hq@hil.gov.in

HIL (India) Limited invites applications for the following positions on “Regular” and Fixed Tenure Basis, as per details below:

Sl. No.	Name of Post	No. of posts	Pay-scale under (IDA pattern) (Pre-revised)	Place of posting	Max. Age Limit	Remarks
1.	Deputy General Manager (HR & A)	01	Rs.32900-3%-58000 (Pre-revised)	01 Corporate Office, New Delhi	50	Regular (Full Time)
2.	Deputy General Manager (Tech.)	01	Rs.32900-3%-58000 (Pre-revised)	01 Rasayani Unit, Maharashtra	50	Regular (Full Time)
3.	Assistant Manager (Rajbhasha)	01	Rs.20600-3%-46500 (Pre-revised)	01 post for Corporate Office, New Delhi	40	Fixed Tenure Basis
4.	Assistant Manager (Civil)	01	Rs.20600-3%-46500 (Pre-revised)	01 post for Rasayani Unit, Maharashtra	40	Fixed Tenure Basis
5.	Officer (Rajbhasha)	01	Rs16400-3%-40500 (Pre-revised)	01 post for Bathinda Unit, Punjab	32	Fixed Tenure Basis

The numbers of vacancies indicated above are tentative and actual requirement may vary based on further assessment. Relaxations / reservations for SC/ST,OBC (Non-Creamy Layer)/ PWD/EWS shall be as per Government of India Guidelines.

Age Relaxation

- 3 years for OBC (Non creamy layer)
- 5 years for SC/ST Candidates
- 10 years for person with Disability – Candidates with Locomotor Disability or Hearing Impairment. The definition of Locomotor Disability or Hearing Impairment for physically challenged candidates is as per the person with Disabilities (equal opportunities, protection of rights and full participation) Act” 1995.
- 5 years for Candidates who had ordinarily been domiciled in the State of Jammu & Kashmir during the period from 01-01-1980 to 31-12-1989.
- Relaxation in upper age limits to Ex SM/Dependent of those killed or disabled in action will be allowed as per Government of India guidelines.

Those who fulfils the prescribed norms may submit their application invariably in the prescribed format by Speed Post/Courier/Registered Post (no other mode of dispatch is acceptable) along with self-attested copies of certificates, testimonials and recent passport size photograph, super scribing on the envelope the name of the post applied for and a DD of Rs.590/- (Non Refundable) in favour of “HIL (India) Limited” (SC/ST/PWD/Ex.SM/ Departmental candidates are exempted from the application fee) will be payable as follows :

Sl. No	Name of Post	Place of posting	DD Payable at	Application to be addressed
1.	Deputy General Manager (HR & A)	Corporate Office, New Delhi	New Delhi	General Manager (HR & Admn.), HIL (India) Limited, SCOPE Complex, Core-6, 2nd Floor, 7, Lodhi Road, New Delhi – 110003.” (DD payable at New Delhi).”
2.	Deputy General Manager (Technical)	Rasayani Unit, Maharashtra	Rasayani	I/c DGM (HR&Admn), HIL (India) Limited, Rasayani, Dist.: Raigad, Maharashtra - 410207 (DD payable at Rasayani)
3.	Assistant Manager (Rajbhasha)	Corporate Office, New Delhi	New Delhi	General Manager (HR & Admn.), HIL (India) Limited, SCOPE Complex, Core-6, 2nd Floor, 7, Lodhi Road, New Delhi – 110003.” (DD payable at New Delhi).”
4.	Assistant Manager (Civil)	Rasayani Unit, Maharashtra	Rasayani	I/c DGM (HR&Admn), HIL (India) Limited, Rasayani, Dist.: Raigad, Maharashtra - 410207 (DD payable at Rasayani)
5.	Officer (Rajbhasha)	Bathinda Unit, Punjab	Punjab	Unit Head, HIL (India) Limited, A-4, Industrial Growth Centre, Mansa Road, Bathinda, Punjab - 151001 (DD payable at Bathinda)

Sl. No. 1 & 3 payable at New Delhi (for the state of New Delhi) ,Sl. No. 2 & 4 payable at Rasayani Unit, Raigad (for the state of Maharashtra) and Sl. No. 5 payable Bathinda at Unit (for the state of Punjab). All the applications must reach the office apply within **21 days from the date of publication of advertisement in “The Employment News”**.

For the post at Sl. No.1 and 3 i.e. Deputy General Manager (HR & A) & Assistant Manager (Rajbhasha) for Corporate Office, New Delhi, application may please be addressed to : -

“General Manager (HR & Admn.), HIL (India) Limited, SCOPE Complex, Core-6, 2nd Floor, 7, Lodhi Road, New Delhi – 110003.” (DD payable at New Delhi).”

For the post at Sl. No. 2 and 4 i.e. Deputy General Manager (Tech.) & Assistant Manager (Civil) for Rasayani, Maharashtra application may please be addressed to : -

“HIL (India) Limited, Rasayani, Dist.: Raigad, Maharashtra - 410207 (DD payable at Rasayani).”

For the post at Sl. No. 5 for Bathinda, Punjab application may please be addressed to : -

“HIL (India) Limited, A-4, Industrial Growth Centre, Mansa Road, Bathinda, Punjab - 151001 (DD payable at Bathinda)”

The requirement details as given below: -

Qualification & Experience:

Deputy General Manager (HR & A):

“The incumbent must be Graduate with Post Graduate Degree or Diploma of 02 years in Human Resource / Personnel Management / MBA (HR) / MSW / MLS / MPM / MLL & LW from a recognized university or institute with 14 years post qualification experience in HR functions in an organization of repute. Incumbents must have thorough understanding about laws pertaining to Labour and employment, modern Human Resources and Organizational Practices. Exposure in regard to Talent / Performance Management, succession planning, Industrial Relations, Corporate Social responsibility will be an added advantage.”

Deputy General Manager (Technical):

“Degree in Chemical Engineering with 14 years experience in a responsible capacity in a chemical factory out of which 5 years must have been in managerial position with experience of operation and maintenance of plant and preference will be given to candidates who carries additional experience of project implementation, erection and commissioning. Such experience shall be in a company with a turnover of not less than Rs.500 crores and candidate working in the other Public Sector Undertakings should have experience of working at least 02 years in the immediate lower pay scale of Rs.29100-3%-54500”.

Assistant Manager (Rajbhasha):

“Master’s Degree in Hindi with English as a subject at degree level OR Master’s Degree in English with Hindi as a subject at Degree level OR Master’s Degree in any subject with Hindi and English as subjects at degree level. Should have post qualification, experience of minimum Two years as Rajbhasha Officer in any Establishment with minimum 05 years experience of implementation of Official Language Act and Rules, organizing Hindi workshops and Training Programmes etc. Translation from Hindi to English and vice-versa. Publication work in Hindi.”

If any incumbent working within organization he/she should have experience of working at least for 02 years in the immediate lower pay scale of Rs.16400-3%-40500.

Assistant Manager (Civil):

“Degree in **Civil Engineering with 05 years experience** in a responsible capacity out of which 3 years experience in Civil Construction and maintenance work, one should have been in a supervisory capacity”.

Officer (Rajbhasha):

Master’s Degree in Hindi with English as a subject at degree level OR Master’s Degree in English with Hindi as a subject at Degree level OR Master’s Degree in any subject with Hindi and English as subjects at degree level. Should have post qualification, experience of minimum Two years in Translation of Technical/ OR Non-Technical documents from English to Hindi and vice-versa in Newspaper or Public Relations department of any State/ Central Government OR Public Sector Undertaking. Preference will be given to the Candidates having working experience in the department of Official Language (Rajbhasha) with minimum 04 years experience of implementation of Official Language Act and Rules, organizing Hindi workshops and Training Programmes etc. Translation from Hindi to English and vice-versa. Publication work in Hindi.”

Selection Process

After screening of documents, suitable number of eligible candidates shall be called for selection which may consist of Written Test AND/OR Interview. The Company reserves the right to shortlist candidates for Interview out of eligible candidates.

General Terms & Conditions for the posts

1. The Appointment is purely on fixed tenure basis for (Post for Sl. No. 3, 4 & 5) and it is not against any permanent vacancy. This placement will not entitle any candidate to claim for regular/ permanent employment in HIL in future.

Appointment and Placements

The Candidate should have sound health. The selected candidates before joining will be required to get medical certificate from Civil Surgeon from any Central/ State Government Hospitals. The appointment will be provisional and subject to verification of Character and Antecedents and caste/PwBD certificate from the concerned District Authorities/ Competent Authorities. Selected candidates shall be posted in any of the Units/ Plants of HIL (India) Ltd at the discretion of the Management. However, they may be posted in any Units/ Offices of HIL at any point of time at the discretion of the Management. The selected candidates for the above posts shall be posted accordingly.

2. **The cut-off date for determining age limit and post-qualification experience will be 31.08.2020.**

A non refundable processing Fee of Rs.590/- is payable by the General and OBC Candidates in favour of HIL (India) Limited payable at New Delhi for the above said post. However, SC/ST & person with disability are exempted from paying the process fee.

3. Besides Basic Pay, Candidates will also be paid VDA, usual benefits like HRA, Medical reimbursement/Facility, LTC, CPF, Leave Encashment, Canteen Facility & Reimbursement for use of own conveyance for official purpose etc. shall be payable as per rules of the Company, except Gratuity (i.e. for the post at Sl. No. 3,4 & 5).
4. Candidates employed in Government/ Semi-Government/ Public Sector Undertaking/ Autonomous Bodies are required to produce "No Objection Certificate" at the time of Interview and produce relieving order from their organization in the event of Selection.
5. Shortlisted Candidates will be individually informed through e-mail (E-mail ID as provided in the application Form) about the personal interview.
6. Applications which are incomplete in any detail, not legible or without all the required enclosures or received after the last date for receipt of applications will be rejected and no correspondence on this will be entertained.
7. The Candidates called for Interview for the post of Dy.General Manager (Tech.), Dy.General Manager (HR) shall be reimbursed 2 tier A/C Rail fare; and the candidates called for interview for the post of Assistant Manager (Rajbhasha) , Assistant Manager (Civil) and Officer (Rajbhasha) on Fixed Terms Basis shall be reimbursed 3 tier A/C Rail fare or equivalent for to and fro journey by shortest route provided the distance travelled is not less than 50 km and submission of Rail / Bus tickets. If interviews are conducted through virtual mode, then no TA will be applicable.
8. HIL (India) Limited reserves the right to raise the minimum eligibility standards and also reserves the right to fill or not to fill the above positions without assigning any reason whatsoever.
9. HIL (India) Limited would be free to reject any application at any stage of the recruitment process, if the candidate is found ineligible for the post for which he/she has applied. The fee paid by ineligible candidates shall be forfeited. No correspondence shall be entertained in this regard.

10. Any amendment/ modification/ alteration in the terms and conditions with reference to this advt. shall be displayed on our Web-site only
11. Management reserves the right to restrict / increase the number of posts & alter the eligibility criteria. Management reserves the right to devise its own selection criteria.
12. HIL (INDIA) LIMITED reserves the right to cancel the advertisement and / or the selection process there under without assigning any reasons.
13. Corrigendum if any related to this advertisement shall be given only under the head “**Human Resource**” → Career Section on our website www.hil.gov.in.
14. Candidates from PSUs should have put in at least 2 years experience in immediate lower grade for the posts at Sl. No. 1 to 5.
15. Candidates who have applied for the post at Sl. No.2 notified vide our advertisement published in HT Shine Job dated 23-06-2020 and who wish to be considered for the same post against this advertisement need not apply afresh.
Mere fulfilling the conditions does not make the candidate eligible to be called for an interview. HIL reserves the right to cancel the candidature of any candidate or entire process of the recruitment at its discretion.

Sd-
General Manager (HR & Admn.)