



**NLC India Limited**  
(‘Navratna’ - Government of India Enterprise)  
**RECRUITMENT CELL / HR DEPARTMENT / CORPORATE OFFICE**  
**Block-1, Neyveli-607 801, Cuddalore District, Tamil Nadu**

**Advt.No:08/2025**

**ENGAGEMENT OF RETIRED EXECUTIVES ON FIXED TERM EMPLOYMENT (FTE) BASIS**

NLC India Limited, a ‘NAVRATNA’ Public Sector Enterprise is looking for engagement of retired executives (**E4 to E6 grade**) from Central Public Sector Undertakings on Fixed Term Employment (FTE) basis for a period of **One year** for operation & maintenance of NLCIL’s Thermal Power Stations.

**1.0 NAME OF THE POST, GRADE, NUMBER OF VACANCIES, CONSOLIDATED PAY, EDUCATIONAL QUALIFICATION & WORK EXPERIENCE:**

Post	Grade	No. of vacancies Proposed to be filled	Consolidated Pay per month (Rs.)	Educational Qualification	Length and Area of Post Qualification Work Experience
(a)	(b)	(c)	(d)	(e)	(f)
Executive - Operation	F4-E	17	70,000/-	Full time or Part time Bachelor’s Degree in Electrical/ Mechanical engineering	The retired executive must have worked in operation of BTG/LHS in the last two years (prior to date of retirement) in 210 MW and above Lignite fired Thermal Power Plants.
	F5-E		80,000/-		
	F6-E		90,000/-		
Executive - Maintenance	F4-E	11	70,000/-	Full time or Part time Bachelor’s Degree in Civil/ Mechanical engineering	The retired executive must have worked in Maintenance of Civil/Boiler/Turbine/AHS/LHS in the last three years (prior to date of retirement) in 210 MW and above Lignite fired Thermal Power Plants.
	F5-E		80,000/-		
	F6-E		90,000/-		

Note:

(i) Diploma holders in relevant branch of engineering as at column (e) above and with post qualification work experience in the required area as prescribed at column (f) above will be considered.

(ii) Any other Qualification which is regarded / classified as equivalent or having combination of branches other than the notified one will not be considered.

(iii) Documentary proof in support of the candidates’ experience, in the required “Length & Area of post qualification work experience” as prescribed at column (f) above, have to be uploaded online to establish their eligibility for the post

(iv) Reservation of Vacancies to PwBDs is horizontal reservation, as per DoPT/Govt. of India directives.

(v) Candidates who possess the notified eligibility criteria are only eligible to apply.

(vi) All qualifications should have been acquired from Indian Universities/Institutes, recognized by AICTE or any other appropriate statutory authority in India.

**2.0 CRUCIAL DATE:**

Crucial date for calculation of upper age limit will be the first of the month in which the Notification is issued (i.e. 01/09/2025).

**3.0 UPPER AGE LIMIT:**

The maximum age limit is 63 years as on crucial date in all cases. Relaxation in upper age limit above 63 years is not applicable.

**4.0 PAY SCALES, OF NLCIL & EQUIVALENT COMPENSATION FOR FTE:**

S.No.	NLCIL Grade	Pay Scale	FTE Grade	Consolidated Pay per month (Rs.)
1	E-6	90000-240000	F6-E	90,000/-
2	E-5	80000-220000	F5-E	80,000/-
3	E-4	70000 - 200000	F4-E	70,000/-

**5.0 PERIOD OF ENGAGEMENT:**

The period of engagement is purely on Fixed Term Employment basis for a period of **One year** from the date of joining.

**6.0 COMPENSATION PACKAGE AND OTHER BENEFITS:**

Selected candidates will be paid monthly consolidated pay as mentioned at Para-1.0. In addition, the selected candidates will be eligible for:

- 6.1 Medical facilities as per applicable NLCIL Medical Rules.
- 6.2 Leave as per the Leave Rules of the Company.
- 6.3 Persons engaged on Fixed Term Employment who would be required to perform tours in connection with their assignments will be reimbursed TA/DA and Boarding charges as per the entitlement.
- 6.4 Accommodation of eligible quarters will be provided to the persons engaged on Fixed Term Employment on request subject to availability.
- 6.5 House Rent Allowance will be paid for the persons engaged on Fixed Term Employment in case they are not provided with accommodation.

**7.0 RESERVATION & RELAXATION:**

- 7.1 Reservation and relaxations for SC/ST/OBC (Non-creamy layer)/ EWS/PwBD (degree of disability 40% & above) & Ex-servicemen candidates will be as per Government of India guidelines.
- 7.2 OBC Candidates belonging to “Creamy Layer” are not entitled to avail any concession otherwise extended to OBC (NCL) category. Such candidates have to indicate their category as UR.

- 7.3 Candidates claiming to belong to EWS / OBC (NCL) / SC/ST / Ex-Servicemen category should necessarily upload valid EWS / OBC (NCL) / SC/ST / Discharge Certificate, as the case may be, issued by the Competent Authority. Certificate formats can be downloaded from "Forms" tab in Careers Page of NLCIL website [www.nlcindia.in](http://www.nlcindia.in).
- 7.4 PwBD candidates should possess valid disability certificate issued by a Competent Authority as prescribed vide The Rights of Persons with Disabilities Act, 2016 (RPWD Act, 2016). Such certificate shall be subject to verification/re-verification as may be decided by the Board/competent authority.
- 7.5 Candidates belonging to OBC (Non-Creamy Layer) category should upload valid OBC (NCL) certificate in the prescribed format (applicable for purpose of reservation in appointment to posts under Government of India as contained in DOPT Memo No.36036/2/2013- Estt. (Res.) dated 30-05-2014) obtained from competent authority. However, they should produce valid OBC (NCL) certificate obtained on or after 01.04.2025 from competent authority at the time of document verification.
- 7.6 Candidates belonging to Economically Weaker Sections (EWS) should upload valid Income & Asset certificate issued by the competent authority as per OM No.36039/1/2019-Estt (Res) dated 31.01.19 of DoPT, Ministry of PPG&P, Govt. of India. However, they should produce valid Income and Asset Certificate for Economically Weaker Sections obtained on or after 01.04.2025 from competent authority at the time of document verification, failing which they will not be permitted for further selection/joining under EWS Category.
- 7.7 Category (EWS/SC/ST/OBC(NCL)/ Ex-servicemen) once filled in the online application form will not be changed and no benefit of other category will be admissible later on. Candidates belonging to EWS/SC/ST/OBC(NCL)/Ex-servicemen are required to submit requisite certificate in the format prescribed by Government of India and issued by the Competent Authority.

**7.0 CATEGORIES OF DISABILITY IDENTIFIED SUITABLE FOR THE POST:**

7.1 The Department of Empowerment of Persons with Disabilities, Ministry of Social Justice and Empowerment have identified the jobs/posts suitable to be held by persons with benchmark disabilities and the physical requirement for all such jobs/posts are notified vide Notification No.38-16 / 2020 -DD-III, Dated 04/01/2021.

7.2 The categories of Persons with Benchmark Disabilities, identified suitable for the notified posts are given in below table.

Executive – Operation	Mechanical	b) D, HH c) OA, OL, Dw, AAV d) SLD, MI e) MD involving (b) to (d) above
	Electrical	b) D, HH c) OA, OL, BL, OAL, CP, LC, Dw, AAV d) SLD, MI e) MD involving(b) to (d) above
Executive - Maintenance	Mechanical	b) D, HH c) OA, OL, Dw, AAV d) SLD, MI e) MD involving (b) to (d) above
	Civil	b) D, HH c) OA, OL, CP, LC, Dw, AAV d) SLD, MI e) MD involving (b) to (d) above
D=Deaf, HH= Hard of Hearing, OA=One Arm, OL=One Leg, BL=Both Leg, OAL=One Arm and One Leg, Dw=Dwarfism, AAV=Acid Attack Victims, CP=Cerebral Palsy, LC=Leprosy Cured, SLD= Specific Learning Disability, MI= Mental Illness, MD=Multiple Disabilities		

**8.0 METHOD OF SELECTION:**

- 8.1 Selection will be based on Personal Interview.
- 8.2 Candidates will be evaluated through Personal Interview on 20 marks scale. The minimum qualifying marks in Personal Interview will be 50% (10 out of 20 marks) for UR / EWS Candidates and 40% (08 out of 20 marks) for SC/ST/OBC (NCL)Candidates.
- 8.3 Final selection will be in the order of merit based on the marks scored by the candidates in the Personal Interview, subject to scoring the minimum percentage of marks prescribed
- 8.4 In case of tie at cut-off level, (i.e.) more than one candidate scoring same marks (out of 100) at cut-off level, such cases will be resolved by applying the following criteria, one after another, till the tie is resolved:
- 8.4.1 Date of Birth of the candidates, senior most candidate(s) by age will be placed higher;
- 8.4.2 Alphabetical order of first name of the candidates.

**9.0 PAYMENT OF TRAVELLING ALLOWANCE:**

Candidates called for Personal Interview are required to make their own arrangements for their travel, they will not be entitled for any reimbursement or Travelling Allowances

**10.0 MEDICAL FITNESS: -**

Every provisionally selected candidate, prior to being appointed for the post, is required to undergo Pre-Employment Medical examination as per the prescribed health standards of NLCIL by the Company's Medical Officer and subject to being found Medically Fit, prescribed for the post.

**11.0 GENERAL CONDITIONS:**

- 11.1 Only Indian Nationals are eligible to apply.
- 11.2 All qualifications should have been acquired from Indian Universities / Institutes/Board, recognized by applicable and appropriate Central/State Government authority in India.
- 11.3 Candidates who have passed the notified Qualifications only are eligible to apply.

- 11.4 Depending upon the response and requirement, NLCIL reserves the right to raise / relax the eligibility conditions.
- 11.5 NLCIL reserves the right not to fill up any or all the posts notified at its discretion and vacancies may also be increased / decreased depending upon organizational requirements.
- 11.6 Candidates are informed that mere submission of applications shall not give them any right to be called for Selection.
- 11.7 Candidates will be called for selection based on Self certified information along with copies of testimonials uploaded by them. They should produce the original documents, in support of their meeting eligibility conditions, at the time of document verification failing which such candidates will not be permitted for further selection/ joining in the selected post in NLCIL.
- 11.8 Candidates already removed / terminated / deserted their employment from NLCIL or any other organization will not be considered for engagement under FTE.
- 11.9 NLC India Limited reserves the right to cancel/ restrict/enlarge/ modify /reopen /alter the selection process, if the need so arises, without issuing any further notice or assigning any reason thereof.
- 11.10 If the SC/ST/OBC (NCL)/ EWS certificate has been issued in a language other than English/ Hindi, the candidates should submit a self-certified translated copy of the same either in English or Hindi.
- 11.11 The company reserves the right to terminate the engagement with one-month notice or one-month consolidated compensation amount from either side without assigning any reasons.
- 11.12 Candidature of a registered applicant is liable to be rejected at any stage of selection process / Candidate's engagement will be terminated / cancelled on or after the joining, if;
- 11.12.1 any information / documents submitted by the candidate is found to be false or
- 11.12.2 suppressed relevant information or
- 11.12.3 if not found to be in conformity with eligibility criteria mentioned in the advertisement.
- 11.13 Candidates have to produce documentary proof in support of their experience as prescribed at Para1.0 (f), to establish their eligibility for the post. In case of NLCIL former Employees, the copy of appointment Order / Promotion Orders/ Service Certificate and any other document in support of their experience is to be enclosed along with the application.
- 11.14 Candidates can write to help.recruitment@nclindia.in for any queries/clarifications. Candidates are hereby advised not to contact telephone numbers of any other officials / divisions.

## 12.0 HOW TO APPLY?

- 12.1 Candidates fulfilling all the eligibility criteria may login and apply / register online in the portal available in NLCIL website.
- 12.2 Candidates should apply only through online mode in NLC India Limited website www.nclindia.in.
- 12.3 Before registering / applying online, the candidates should ensure that they have mobile number and valid & active personal email ID and keep them active for the entire duration of selection as NLCIL will send all selection related communications only through SMS / email till the selection process is completed.
- 12.4 Candidates have to upload required scanned copies of documents / certificates in prescribed format to establish their eligibility, failing which the application is liable for rejection.
- 12.5 Candidates should submit single application only for the post. In case of multiple applications / registrations for the post, the last registered application shall only be considered.
- 12.6 Candidates should ensure that they have uploaded the required documents before submitting application, for their benefit, after uploading a document, "View Document" option will be provided in the on-line portal to check.
- 12.7 After submitting application through ONLINE, candidate should take a print out of registration cum application form and produce it along with self-attested copies of certificates / documents, at the time of Document / Certificate verification.
- 12.8 Scrutiny of applications for short listing of candidates for Selection will be solely based on documents / certificates uploaded by the candidates at the time of registration / submission of application through ONLINE.
- 12.9 No manual / paper applications will be entertained and candidates are advised not to send any hard copy to this office.
- 12.10 The Online application portal will be active from 10:00 hours on 12/09/2025 to 17:00 hours on 03/10/2025.

## 13.0 PAYMENT OF APPLICATION FEE:

- 13.1 Candidates are required to pay a non-refundable amount towards Application fee & Processing fee through e-payment (i.e. State Bank Collect) as below.

Category	Application Fees	Processing Fees	Total Fees
UR / EWS / OBC (NCL) candidates	₹ 500 / -	₹ 354/- [₹ 300/- plus ₹ 54/- (18% GST)]	₹ 854/-
SC /ST / Ex-servicemen candidates	Exempted	₹ 354/- [₹ 300/- plus ₹ 54/- (18% GST)]	₹354/-

- 13.2 Candidates belonging to SC/ST/ & Ex-Servicemen categories are exempted from paying application fee. However, they have to pay a non-refundable amount of INR 354/- (Inclusive of 18% GST) towards processing fee.
- 13.3 The application fee mentioned above does not include service charges or any other charges that bank may levy.
- 13.4 The amount paid towards application fee / processing fee will not be refunded under any circumstances.
- 13.5 Detailed instructions for making online payment are available in login page of NLCIL Online Application Portal.

## 14.0 IMPORTANT GUIDELINES FOR UPLOADING DOCUMENTS:

- 14.1 Candidates are requested to ensure that only legible self-attested documents are uploaded. Also they are requested to ensure that the documents that they have uploaded are legible for scrutiny, failing which the application is liable for rejection.
- 14.2 In support of educational qualification(s), wherever multiple documents need to be uploaded, all documents are to be arranged in chronological order in a single pdf. file and to be uploaded. Any attempt to upload multiple pdf. files will result in over writing and only the last uploaded file will get saved.

- 14.3 No physical mode of submission of application and/or required documents in support of their candidature would be entertained.
- 14.4 The following documents are mandatory at the time of application as well as Document Verification. In case the candidate is unable to produce, the requisite document at any stage, the candidature shall be summarily rejected.

S. No	Documents
1	Proof of Date of Birth (Birth Certificate (or) SSLC / Matriculation Mark Sheet).
2	SSLC / Matriculation 10 <sup>th</sup> Certificate & Marksheet
3	HSC/ 12 <sup>th</sup> Certificate & Mark Sheet
4	Educational qualification(s) as indicated at Clause 1.0 (e) [Degree Certificate]
5	Consolidated or Semester wise Mark Sheet(s) in chronological order
6	Experience/Service Certificate(s), from the previous employer(s) in support of notified post qualification work experience. (In Chronological order) as indicated at Clause 1.0 (f)
7	AADHAR Card
8	PAN card
9	Community Certificate ( <i>applicable to SC/ST/EWS/OBC –NCL Categories</i> )
10	Proof for Ex-Servicemen ( <i>applicable for Ex-Servicemen</i> )
11	Disability Certificate (applicable for PwBD candidates)

- 14.5 Candidates are requested to scan and upload the self-attested copies of following documents / certificates.

S. No	Documents	File type	File size not exceeding
1	High quality Passport size Colour photograph (3.5 cm Width × 4.5 cm Height, taken after 01/06/2025 in a professional studio).	JPEG	50 KB
2	Good quality image of candidate's signature (in dark Blue or Black ink)	JPEG	50 KB
3	Proof of Date of Birth (Birth Certificate (or) SSLC / Matriculation Mark Sheet).	PDF or JPG	250 KB
4	SSLC / Matriculation 10 <sup>th</sup> Certificate & Marksheet	PDF or JPG	250 KB
5	HSC/ 12 <sup>th</sup> Certificate & Mark Sheet	PDF or JPG	250 KB
6	Copy of Educational qualification(s) as indicated at Clause 1.0 (e) [Degree Certificate]	PDF or JPG	2.5 MB
7	Consolidated or Semester wise Mark Sheet(s) in chronological order	PDF or JPG	250 KB
8	Copy of Experience/Service Certificate(s), from the previous employer(s) in support of notified post qualification work experience. (In Chronological order).  Candidates have to upload documentary proof in support of their experience in the required "Length & Area of post qualification work experience [ <b>Indicating fuel type(lignite), individual unit (210 MW and above) capacity, Plant location etc.</b> ]" as prescribed at Para1.0 (f), to establish their eligibility for the post	PDF (kindly refer Para 14.2 before uploading)	250 KB each
9	Copy of AADHAR Card	PDF or JPG	250 KB
10	Copy of PAN card.	PDF or JPG	250 KB
11	Copy of Community Certificate ( <i>applicable to SC/ST/EWS/OBC –NCL Categories</i> )	PDF or JPG	250 KB
12	Proof for Ex-Servicemen ( <i>applicable for Ex-Servicemen</i> )	PDF or JPG	250 KB
13	Copy of Disability Certificate (applicable for PwBD candidates)	PDF or JPG	250 KB
14	Other documents if any in support of their credentials	PDF or JPG	250 KB

- 14.6 The list of documents to be uploaded, given above is not exhaustive and candidates may upload other documents as the case may be, to clearly establish their eligibility. Failure on the part of candidates to upload all required documents to clearly establish their eligibility along with the online application would lead to rejection of their candidature.
- 14.7 Information regarding Selection Schedule will be communicated to the shortlisted candidates through NLCIL's website/besides e-mail to their registered e-mail address/ message through SMS to their Registered Mobile Number. The Call Letter for Selection / Written Test will be uploaded in NLCIL's website and the same need to be downloaded and printed by the candidate concerned.
- 14.8 Any legal proceedings in respect of any matter of claim or dispute arising out of this advertisement and / or an application in response thereto can be instituted only in Chennai and the Courts/Tribunals/Forums (Jurisdiction Courts) at Chennai shall have sole and exclusive jurisdiction.

14.9 It is mandatory that eligible candidates should go through the full text of the advertisement and agree to all the conditions given while applying for the post.

**15.0 NLCIL's DECISION FINAL:**

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

**16.0 IMPORTANT DATES:**

Opening of On-line registration of application - Date & Time	12/09/2025 at 10:00 hrs
Closing of On-line registration of application - Date & Time	03/10/2025 at 17.00 hrs
Last Date for On-line payment of Fees - Date & Time	03/10/2025 at 23:45 hrs
Last date for On-line Submission of application for candidates who have already registered and paid Fees within time limit - Date & Time	04/10/2025 at 17.00 Hrs

RECRUITMENT CELL/NLCIL

"CREATING WEALTH FOR WELL BEING"

REGD. OFFICE: NLC India Limited, No. 135, EVR Periyar High Road, Kilpauk, Chennai- 600010

CORPORATE OFFICE: Block-1, Neyveli-607 801, Cuddalore District, Tamil Nadu.

Website:www.nlcindia.in / email: help.recruitment@nlcindia.in