



NLC INDIA LIMITED

(‘Navratna’ - Government of India Enterprise)

RECRUITMENT CELL / HR DEPARTMENT / CORPORATE OFFICE
Block-1. Nevveli-607 801. Cuddalore District. Tamil Nadu

NLC India Limited (NLCIL), a premier ‘NAVRATNA’ Public Sector Enterprise with an Annual Turnover (Consolidated) spreading its wings in the frontiers of Mining (Lignite & Coal), Thermal Power generation and Renewable energy. Through many ambitious expansion schemes for massive capacity augmentation in the years to come. To add to its strength looking for talents in various disciplines for its units, offices and facilities located in Neyveli (Tamil Nadu), Barsingsa Pachwara (Jharkhand) and other locations of Solar / Wind Power Projects / Sites in Tamil Nadu, Andaman & Assam Ventures at Tuticorin (NTPL), Tamil Nadu & Ghatampur (NUPPL), Uttar Pradesh.

1.0 POST, GRADE, NUMBER OF VACANCIES & RESERVATION, EDUCATIONAL QUALIFICATION & EXPERIENCE REQUIRED

Mechanical (Thermal)				
S. No	Post / Grade	No of Vacancies and Reservation	Minimum Educational Qualification	Length & Area
(a)	(b)	(c)	(d)	
1	Executive Engineer (Mechanical) – (E4 Grade)	51 (UR-20, OBC-13, SC-09, ST-04, EWS-05) <i>01 HH (D, HH)</i> <i>01 OH (OA, OL, Dw, AAV)</i> <i>01 SLD, MI / Multiple disability involving (b) to (d) below</i> <i>b) D, HH</i> <i>c) OA, OL, Dw, AAV</i> <i>d) SLD, MI</i>	Full time or Part-time Bachelor Degree in Mechanical / Mechanical & Production / Industrial and Production Engineering / Production Engineering.	Length of Post EE (E-4 Grade) Area of Post Qu In area of Pow Erection / Com Coal or Lignite of 200 MW Cap <i>Preferable:</i> <i>Experience in</i> <i>Thermal Power</i> <i>or above prefe</i> <i>units hands on</i>
Mechanical (Mines)				
(a)	(b)	(c)	(d)	
2	Executive Engineer (Mechanical) – (E4 Grade)	45 (UR-19, OBC-12, SC-07, ST-03, EWS-04)	Full time or Part-time Bachelor Degree in Mechanical / Mechanical & Production / Industrial and Production Engineering / Production Engineering	Length of Post EE (E-4 Grade) Area of Post qu Post qualificati excavation cap Cubic Meter) a Heavy Earth M dumpers, excava Mine in which machinery use

Electrical (Mines)

(a)	(b)	(c)	(d)	
4	Executive Engineer (Electrical) – (E4 Grade)	23 (UR-10, OBC-06, SC-04, ST-01, EWS-02)	Full time or Part-time Bachelor Degree in Electrical / Electrical & Electronics / Power Engineering / Electrical, Instrumentation & Control / Power Systems Engineering / Power Systems & High Voltage Engineering / Electronics & Power / Power Electronics / Power Plant Engineering / Energy Engineering.	Length of Post EE (E-4 Grade) Area of Post qu Post qualificati excavation cap Cubic Meter)/U planning, ere maintenance o gears/PLC pan <i>Preferable:</i> <i>Knowledge in S</i>

Electrical (Renewable Energy)

(a)	(b)	(c)	(d)	
5	Executive Engineer (Electrical) – (E4 Grade)	05 (UR-01, OBC-01, SC-01, ST-01, EWS-01)	Full time or Part-time Bachelor Degree in Electrical / Electrical & Electronics / Power Engineering / Electrical, Instrumentation & Control / Power Systems Engineering / Power Systems & High Voltage Engineering / Electronics & Power / Power Electronics / Power Plant Engineering / Energy Engineering.	Length of Post EE (E-4 Grade) Area of Post Qu Out of total ex least 3 Years Construction o Power Project <i>The place of po</i> <i>02 Posts- Plac</i> <i>anywhere in I</i> <i>State.</i> <i>03 Posts-Plac</i> <i>anywhere in In</i>

Civil (Thermal)

(a)	(b)	(c)	(d)	
6	Executive Engineer (Civil) – (E4 Grade)	01 (ST-01)	Full time or Part-time Bachelor Degree in Civil / Civil & Structural Engineering.	Length of Post EE (E-4 Grade) Area of Post Qu In area of Civil or Lignite Ther Capacity & Ab <i>Preferable:</i> <i>Experience in</i> <i>Power Station</i> <i>including Super</i> <i>Additionally, e</i> <i>treatment & an</i> <i>preferable.</i>

Civil (Renewable Energy)

(a)	(b)	(c)	(d)	
8	Executive Engineer (Civil) – (E4 Grade)	09 (UR-03, OBC-02, SC-02, ST-01, EWS-01)	Full time or Part-time Bachelor Degree in Civil / Civil & Structural Engineering.	Length of Post EE (E-4 Grade) Area of Post Qu Out of total ex least 3 Years Construction or Power Project Project of at lea <i>The place of po</i> <i>06 Posts- Plac</i> <i>anywhere in I</i> <i>State.</i> <i>03 Posts-Plac</i> <i>anywhere in In</i>
		01 HH (D,HH)		

Scientific (Thermal)

(a)	(b)	(c)	(d)	
9	Manager (Scientific) – (E4 Grade)	07 (UR-05, OBC-01, SC-01)	Full time or Part-time M.Sc. in Chemistry / Analytical Chemistry / Organic Chemistry / Inorganic Chemistry /Physical Chemistry.	Length of Post Manager (E-4 C Area of Post qu In area of R & Chemistry in Water chemistr Plant, Fuel Sam Preference sha in once throu operations, exp and experience <i>Preferable:</i> <i>Experience in r</i> <i>to Fuels / Lign</i> <i>publications in</i> <i>Experience in A</i> <i>using related a</i>

Geology (Mines)

(a)	(b)	(c)	(d)	
			Full time or Part-time M.Tech / M.Sc. in	Length of Post Manager (E-4 C

Industrial Engineering				
(a)	(b)	(c)	(d)	
12	Executive Engineer (Industrial Engineering) – (E4 Grade)	02 (UR-02)	Full Time / Part-Time Bachelor Degree in Industrial Engineering.	Length of Post Manager (E-4 Grade) Area of Post qualification Out of total experience at least 3 Years in Department of an annual Turnover

Chemical (Mines)				
(a)	(b)	(c)	(d)	
13	Executive Engineer (Chemical) – (E4 Grade)	02 (UR-02)	Full time / Part-time Bachelor Degree in Chemical Engineering.	Length of Post EE (E-4 Grade) Area of Post qualification Experience in gasification/Pe Hands-on experience technologies/L Hands-on experience troubleshooting research engineering (piping and (process flow control <i>Preferable:</i> <i>Experience in technologies from pilot plant technologies used</i>

(a)	(b)	(c)	(d)	
14	Manager (HR)	14 (UR-06, OBC-04, SC-02, ST-01, EWS-01)	(a) Degree in any Discipline and (b) Post Graduate Degree in Social Work / Business Administration / Business Management with Specialization in personnel Management / Industrial Relation / Labour Welfare (or) Post Graduate Degree / Diploma of minimum two year's duration in personnel Management / Industrial Relation / HRM / Labour Welfare / Labour	
		01 VH (B, LV)		

(a)	(b)	(c)	(d)	
16	Manager (Public Relations) - (E4 Grade)	06 (UR-05, OBC-01)	a) Degree in any discipline and b) Post Graduate Degree / Diploma of minimum two years duration in Public Relations / Mass Communication / Journalism	Length of Post Manager (E-4 C Area of Post qu Post qualificati areas of C Communication / Publication o Relations / Sta Visual Commun
		01 VH (B, LV)		
17	Manager (Legal) - (E4 Grade)	06 (UR-04, OBC-01, SC-01)	(a) Bachelor of Law Degree (3-Years or 5-years) from a recognized university. (b) Should have enrolled as an Advocate with any State Bar Council in India.	Length of Post Manager (E-4 C Area of Post qu (a) Post qualific from the d relating to L Taxation, I Arbitration Conveyance and other s (b) Post qualific of State / Government Candidates ha stipulated peri considered, su criteria.
		01 VH (B, LV)		

ABBREVIATIONS: B=Blind, LV=Low Vision, D=Deaf, HH= Hard of Hearing, OA=One Arm, OL=One Leg, BA=Both Arms, BP=Both Arms and Both Legs, CP=Cerebral Palsy, LC=Leprosy Cured, Dw=Dwarfism, AAV=Acid Attack Victims, ASD= Autism Spectrum Disorder (Mental Disability), SLD= Specific Learning Disability, MI= Mental Illness, MD=Multiple Disabilities

Note - 1

Documentary proof in support of the candidates' experience, in the required "Area & Length of post qualification work" have to be uploaded online to establish their eligibility for the post.

Note - 2

Reservation of Vacancies to PwBDs is horizontal reservation, as per Govt. of India directives

Note - 3

- i) Any other qualifications, which are regarded / classified as equivalent or having combination of branches other than the notified ones.
- ii) All qualifications should have been acquired from Indian Universities/Institutes recognized by AICTE or UGC or a similar authority in India.
- iii) Candidates who possess the notified eligibility criteria are only eligible to apply.

2.0 REQUIREMENTS IN ADDITION TO LENGTH OF POST QUALIFICATION EXPERIENCE AS PRESCRIBED AT PARA 1.0

2.1 Candidates working in Central Public Sector Enterprises / State Public Sector Enterprises / Central Govt. Enterprises /

Sector Banks should possess minimum two years' experience in the immediate lower scale of pay or equivalent.

Length of post qualification experience required for the particular post (c) except for the post of Dy. Manager (Public Relations) - (E4 Grade) and Dy. Manager (Legal) - (E4 Grade) shall be as follows:

- Age Relaxation for OBC (Non-Creamy layer)/SC/ST / PwBD (Degree of Disability 40% & above)/Ex-Serv Government of India guidelines and the same will be extended only if valid OBC (NCL) / SC / ST / Disability / at the time of registration of application.
- Wherever there is no reservation for OBC(NCL)/SC/ST categories in a particular post, candidates belong applying against unreserved vacancies shall be considered under general standard of merit and no relaxation
- Upper age limit is relaxable by 10 years for Persons with Bench Mark Disabilities as per Govt. of India guideline to OBC(NCL)/SC/ST categories wherever applicable)
- Relaxation for Ex-Servicemen (ESM) category candidates is as per extant Govt. of India guidelines.
- Upper age limit indicated above does not apply to employees currently on the rolls of NLCIL or its Subsidiary c they should have minimum 02 years of remaining service as on crucial date.
- However, in all the cases of relaxation, maximum age limit is 58 years as on crucial date.

5.0 PAY SCALES, CTC & IMMEDIATE LOWER SCALES:

S. No.	Grade	Pay Scale	CTC per annum (in INR. Approx.) #	Lower Grade / Scale
1	E-4	70000 – 200000	17.40 Lakhs	IDA: Rs. 24,900 – 50,000 Rs. 60,000 – 1,80,000
2	E-3	60000 – 180000	14.92 Lakhs	IDA: Rs. 20,600-46,500 Rs.50,000 – 1,60,000

In Addition to the CTC mentioned above, Performance Related Pay (Annually), free Medical treatment for self & family as per rules will be provided. Eligible type of residential accommodation (unfurnished) will be provided at standard to availability.

6.0 PROBATION: -

Selected candidates on appointment will be on probation for a period of one year from the date of joining the p

7.0 PLACE OF POSTING

Selected candidates are liable to be posted to any Unit/Area/Place under the control of NLC India Limited or any company of NLC India Limited located in different States / Union Territories of India.

8.0 RESERVATION & RELAXATION:

- 8.1 Reservation and relaxations for SC/ST/OBC (Non-Creamy Layer)/ EWS / PwBD (degree of disability 40% will be as per Government of India guidelines. The reservation for PwBD is on horizontal basis.
- 8.2 SC/ST/PwBD/Ex-servicemen Candidates are exempted from payment of application fee. However, they of INR.354/- (inclusive of 18% GST) towards processing fee.
- 8.3 The Upper age limit is relaxable by 5 years for SC/ST, 3 years for OBC (Non-Creamy Layer), 10 Years for (degree of disability 40% and above) [13 years for PwBD-OBC & 15 years for PwBD-SC/ST] as per Govt. as per extant Govt. of India guidelines. However, in all the cases of relaxation, maximum age limit is 58
- 8.4 Candidates claim to belong to EWS / OBC (NCL) / SC/ST / PwBD/ Ex-Servicemen category should neces SC/ST / Disability Certificate / Discharge Certificate, as the case may be, issued by the Competent downloaded from “Forms” tab in Careers Page of NLCIL website www.nlcindia.in.
- 8.5 Candidates belonging to OBC (NCL)/ SC/ST/EWS categories should meet the eligibility norms notified for unreserved (UR) vacancies. In other words, OBC (NCL)/SC/ST/EWS candidates applying against unres general standard of merit and no relaxations (except payment of application fee) shall be available for
- 8.6 Candidates belonging to OBC “Creamy Layer” are not entitled to avail any concession otherwise ex

9.0 METHOD OF SELECTION:

9.1 For Legal Discipline:

- 9.1.1 Selection will be based on Written Test (80 marks) for evaluation of Professional Knowledge, follow
- 9.1.2 The minimum qualifying marks in Written Test is 50% for UR / EWS and 40% for OBC (NCL)/ SC/P posts. No minimum Qualifying marks in Personal Interview. Relaxation in minimum qualifying marks candidates considered under UR category.
- 9.1.3 Candidates who qualify the Written Test will be permitted to attend Personal Interview based on sh
- 9.1.4 The Final selection shall be in the order of merit based on the total marks scored by the candidates scored in Written Test and Personal Interview, ensuring due reservation.

9.2 For other Disciplines (Except Legal Discipline):

- 9.2.1 Selection will be based on Personal Interview.
- 9.2.2 The minimum qualifying marks in the personal interview shall be 50% of prescribed score for UR / SC/ST/OBC (NCL)/PwBD candidates against the reserved posts. Relaxation in minimum qualifying (NCL) candidates considered under UR category.
- 9.2.3 The final selection of candidates shall be in the order of merit based on the marks scored by the subject to scoring the minimum qualifying marks prescribed, ensuring due reservation.
- 9.2.4 In case of higher response for any particular post, management reserves the right to conduct Scre

10.0 MEDICAL FITNESS: -

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

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 recognized by AICTE or authority in India.
- 11.3 Candidates from State PSEs / Central PSEs / Government / Quasi Government, should produce No Ob document verification otherwise they will not be permitted to attend interview.
- 11.4 Depending on the response and requirement, NLCIL reserves the right to raise / relax the eligibility con
- 11.5 NLCIL reserves the right not to fill up any or all the posts notified at its discretion and vacancies may also upon organizational requirements.
- 11.6 Candidates are informed that mere submission of applications shall not give them any right to be called
- 11.7 Candidates called for Personal Interview, are eligible for reimbursement of travelling expenses (A/C 2 train / Bus fare) for their travel from the Communication address to the Selection / Interview venue by travelling expenses shall be made only on production of ticket / proof for travel (Train ticket / Bus ticket candidates from State PSEs / Central PSEs / Government / Quasi Government).
- 11.8 Candidates will be called for selection based on Self certified information along with copies of testim produce the original documents, in support of their meeting eligibility conditions, at the time of Interview be permitted to appear for the interview and Travelling Allowance will not be reimbursed to them.
- 11.9 Candidates already removed / terminated / deserted their employment from NLCIL will not be consider
- 11.10 Persons already resigned from NLCIL may also apply, subject to fulfilling the notified eligibility criteria.

- 12.2 Before registering / applying online, the candidates should ensure that they have mobile number and va them active for the entire duration of selection as NLCIL will send all selection related communicati selection process is completed.
- 12.3 Candidates have to upload required scanned copies of documents / certificates in prescribed format to the application is liable for rejection.
- 12.4 Candidates applying for more than one post should apply and submit separate Registration-cum-Applic the requisite enclosures for each post(s).
- 12.5 Candidates should submit single application only for any post. In case of multiple applications / registr application shall only be considered.
- 12.6 Candidates should ensure that they have uploaded the required documents before submitting applicati document, "View Document" option will be provided in the on-line portal to check.
- 12.7 After payment of required application Fee & uploading required documents / certificates candidates s ONLINE, candidates should take a print out of registration cum application form and produce it along w / 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 / 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 co
- 12.10 The Online application portal for registration, will be active from 10:00 hours on 25/08/2022 to 17:00 hou

13.0 PAYMENT OF APPLICATION FEE:

- 13.1 Candidates are required to pay a non-refundable amount of INR.854/- [INR 500/-towards Application fee towards Processing fee] through ONLINE, using State Bank of India E-Collect facility available at www.
- 13.2 Candidates belonging to SC/ST/PwBD& Ex-Servicemen categories are exempted from paying applica non- refundable amount of INR.354/- (inclusive of 18% GST) towards processing fee.

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

- 13.3 The application fee mentioned above does not include service charges or any other charges that bank r
- 13.4 The amount paid towards application fee / processing fee will not be refunded in any circumstances.
- 13.5 Detailed instructions for making online payment are available in login page of NLCIL Online Application

14.0 IMPORTANT GUIDELINES FOR UPLOADING DOCUMENTS:

- 14.1 Candidates are requested to ensure that only legible self-attested documents are uploaded. Also t documents that they have uploaded are legible for scrutiny, failing which the application is liable for re.
- 14.2 In support of educational qualification / experience / CTC / Immediate lower scale of pay, wherever n certificates) need to be uploaded, all documents are to be arranged in chronological order in a single po 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 candidat
- 14.4 Candidates are requested to scan and upload the self-attested copies of following documents / certific

Sl. No.	Documents

Sl. No.	Documents
	For the post of Deputy Manager (HR), proof for having minimum one-year experience in the immediate lower scale of pay. One year for internal candidates for all posts.
12	Copy of Community Certificate in case of candidates belonging to SC/ST/OBC(NCL)/EWS categories.
13	Copy of Disability Certificate in case of PwBD candidates.
14	Proof for Ex-Servicemen in case of Ex-Servicemen only
15	Other documents 'if any' in support of their credentials

14.5 The list of documents to be uploaded given above is not exhaustive and candidates may upload other documents to establish their eligibility. Failure on the part of candidates to upload all required documents to clearly establish their eligibility on the online application would lead to rejection of their candidature.

15.0 Information regarding Selection Schedule will be communicated to the shortlisted candidates through NLCIL's registered e-mail address/ message through SMS to their Registered Mobile Number. The Call Letter for Interview and the same need to be downloaded and printed by the candidate concerned.

16.0 Any legal proceedings in respect of any matter of claim or dispute arising out of this advertisement and / or award shall be instituted only in Chennai and the Courts/Tribunals/Forums (Jurisdiction Courts) at Chennai shall have sole jurisdiction.

17.0 It is mandatory that eligible candidates should go through the full text of the advertisement and agree to all the terms and conditions of the post.

18.0 NLCIL's DECISION FINAL:

The decision of NLCIL's Appointing Authority in all matters relating to eligibility, acceptance or rejection of application, mode of selection, selection and posting of selected candidates will be final and binding on the candidates and no appeal shall be entertained in this regard.

19.0 IMPORTANT DATES:

Opening of On-line registration of application - Date & Time	25/08/2022 at 12:00 PM
Closing of On-line registration of application - Date & Time	23/09/2022 at 12:00 PM
Last Date for On-line payment of Fees - Date & Time	23/09/2022 at 12:00 PM
Last date for On-line Submission of application for candidates who have already registered and paid Fees within time limit - Date & Time	24/09/2022 at 12:00 PM

ANNEXURE-I

Name of Post	Category / Disability Identified Suitable for the Post	Name of Post	Category / Disability Identified Suitable for the Post
Executive Engineer / Mechanical	b) D, HH c) OA, OL, Dw, AAV d) SLD, MI e) MD involving (b) to (d) above	Executive Engineer / Industrial Engineering	b) D, HH c) OA, OL, BL, CP, LC, Dw, AAV d) SLD, MI e) MD involving (b) to (d) above
Executive Engineer / Electrical	b) D, HH c) OA, OL, BL, OAL, CP, LC, Dw, AAV d) SLD, MI e) MD involving (b) to (d) above	Executive Engineer / Chemical	b) HH c) OA, OL, CP, LC, Dw, AAV d) SLD, MI e) MD involving (b) to (d) above
Executive Engineer / Civil	b) D, HH c) OA, OL, CP, LC, Dw, AAV d) SLD, MI e) MD involving (b) to (d) above	Manager / HR & Deputy Manager / HR	a) B, LV b) D, HH c) OA, OL, BL, CP, LC, Dw, AAV d) SLD, MI e) MD involving (b) to (d) above