



NLC India Limited

(‘Navratna’ - Government of India Enterprise)

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

Engagement of Personnel on Fixed Term Employment (FTE) basis for Talabira

NLC India Limited, a ‘NAVRATNA’ Public Sector Enterprise is looking for engagement of personnel on Fixed Term Employment basis for 12 months for its Coal Mines of Talabira II & III OCP, Odisha.

1.0 NAME OF THE POST, GRADE, NUMBER OF VACANCIES, RESERVATION, PAY & EDUCATIONAL QUALIFICATION

S. No	Name of the Post	FTE Grade	Number of vacancies & Reservation of Posts	Consolidated Pay Per Month	
(a)	(b)	(c)	(d)	(e)	
01	Industrial Worker (Draughtsman)	F2-W	1 (UR-1)	30000/-	12
02	Industrial Worker (Electrician)	F2-W	3 (UR-3)	30000/-	12
03	Industrial Worker (Fitter)	F2-W	2 (UR-2)	30000/-	12
04	Industrial Worker (Mechanic -Motor Vehicle)	F2-W	2 (UR-2)	30000/-	12 Ve
05	Industrial Worker (Wireman)	F2-W	1 (UR-1)	30000/-	12
06	Clerical Assistant	F2-W	17 (UR-9,EWS-1, OBC-2, SC-2, ST-3)	30000/-	A
07	Junior Engineer (Civil)	F1-S	5 (UR-4, ST-1)	38000/-	A mi St
08	Junior Engineer (Mechanical)	F1-S	2 (UR-2)	38000/-	A mi En
09	Junior Engineer (Electrical)	F1-S	1 (UR-1)	38000/-	A mi En

Note 1:

- Wherever there is no reservation for EWS/ OBC (NCL) / SC / ST Categories, candidates belonging to such categories shall be eligible for unreserved vacancies.
- Qualifications which are regarded / classified as equivalent or having combination of branches shall be considered.
- All qualifications should have been acquired from Indian Universities/Institutes recognized by All India Council for Technical Education or NCVT or any other appropriate statutory authority in India.
- Minimum qualifying percentage of marks in the notified educational qualification is 50% (Aggregate) and 40% in case of SC/ST candidates against posts reserved in respect of F2-W grade posts.
- Minimum qualifying percentage of marks in the notified educational qualification is 60% (Aggregate) and 50% in case of SC/ST candidates against posts reserved in respect of F1-S grade posts.
- Wherever there is no reservation for SC/ST Categories, candidates belonging to such categories shall be eligible for unreserved vacancies. Relaxation for Minimum Qualifying percentage of marks does not apply to them against unreserved vacancies.

Note 2: Being Group C & D posts, Candidates applying against the vacancies notified, should have proficiency in English and Odia. In support of Local / Regional language proficiency, candidates are required to produce SSLC / 10th grade certificate in the respective language.

4.0 PERIOD OF ENGAGEMENT:

The period of engagement is purely on Fixed Term Employment basis for a period of Three Years from the

5.0 COMPENSATION PACKAGE AND OTHER BENEFITS:

5.1 Selected candidates will be paid monthly consolidated pay as mentioned at Para-1.0. In addition, the S

5.1.1 Provident Fund / Gratuity as per the provisions of applicable Acts / Rules.

5.1.2 Medical facilities as per applicable NLCIL Medical Rules.

5.1.3 Leave as per the Leave Rules of the Company.

5.1.4 Persons engaged on Fixed Term Employment who would be required to perform tours in c
reimbursed TA/DA and Boarding charges as per the entitlement.

5.1.5 House Rent Allowance will be paid for the persons engaged on Fixed Term Employment in case t

6.0 RESERVATION & RELAXATION:

6.1 Reservation and relaxations for SC/ST/OBC (Non-creamy layer)/ EWS / PwBD (degree of disability 4
will be as per Government of India guidelines.

6.2 SC/ST/PwBD/Ex-Servicemen Candidates are exempted from payment of application fee. However, th
towards Processing Fee.

6.3 Candidates claim to belong to EWS / OBC (NCL) / SC/ST / PwBD/ Ex-Servicemen category should ne
SC/ST / Disability Certificate / Discharge Certificate, as the case may be, issued by the Compete
downloaded from "Forms" tab in Careers Page of NLCIL website www.nlcindia.in.

6.4 Candidates belonging to OBC (NCL)/ SC/ST/EWS categories should meet the eligibility norms notified
unreserved (UR) vacancies. In other words, OBC (NCL)/SC/ST/EWS candidates applying against un
general standard of merit and no relaxations (except payment of application fee) shall be available fo

6.5 OBC Candidates belonging to "Creamy Layer" are not entitled to avail any concession otherwise
candidates have to indicate their category as UR.

6.6 Candidates belonging to OBC (Non-Creamy Layer) category should upload valid OBC (NCL) certificat
purpose of reservation in appointment to posts under Government of India as contained in DOPT M
30-05-2014) obtained from competent authority. However, they should produce valid OBC (NCL) certifi
competent authority at the time of document verification, failing which they will not be permitted for
Category.

6.7 Candidates belonging to Economically Weaker Sections (EWS) should upload valid Income & Asset ce
as per OM No.36039/1/2019-Estt (Res) dated 31.01.19 of DoPT, Ministry of PPG&P, Govt. of India. Howev
Asset Certificate for Economically Weaker Sections obtained on or after 01.04.2023 from comp
verification, failing which they will not be permitted for further selection/joining under EWS Category

6.8 PwBD candidates should possess valid disability certificate issued by a Competent Authority as pr
Disabilities Act, 2016 (RPWD Act, 2016). Such certificate shall be subject to verification/re-verification a
authority.

6.9 Category (EWS/SC/ST/OBC(NCL)/ PwBD /Ex-servicemen) once filled in the online application form w
category will be admissible later on. Candidates belonging to EWS/SC/ST/OBC(NCL)/PwBD/Ex-ser
certificate in the format prescribed by Government of India and issued by the Competent Authority.

6.10 Wherever there is no reservation for Persons with Benchmark Disabilities, PwBD candidates are allow
to the posts having been identified suitable for such disabilities. The Department of Empowerment of P
Justice and Empowerment have identified the jobs/posts suitable to be held by persons with
requirement for all such jobs/posts vide their Gazette Notification Dt.4th January 2021. The categorie
apply for the post is given at Para-7.0

7.0 CATEGORY OF DISABILITY IDENTIFIED SUITABLE FOR THE POSTS:

Wherever there is no reservation for Persons with Benchmark Disabilities, PwBD candidates are allowed
the posts having been identified suitable for such disabilities. The Department of Empowerment of Persons
and Empowerment have identified the jobs/posts suitable to be held by persons with benchmark disabilities
jobs/posts vide their Notification dated 4th January 2021.

8.3 Candidates for the post of Junior Engineer (F1-S grade) shall be evaluated in Written Test for 100 marks.

Test	Particulars	Marks
Written Test (MCQ -Objective type)	Quantitative Aptitude, Logical reasoning and General Awareness	60
	Subject Knowledge	40
Total Marks		100

8.4 Candidates for the post of Clerical Assistant (F2-W grade) and Industrial Worker(F2-W grade) shall be evaluated in the following manner:

Test	Particulars	Marks
Written Test (MCQ -Objective type)	Quantitative Aptitude, Logical reasoning, and General Awareness	100

8.5 Duration of Written Test will be 120 minutes. The Question Paper will be in English Language only.

8.6 Minimum qualifying marks in Written Test will be 50% in respect of UR & EWS candidates and 40% in respect of reserved candidates against the reserved vacancies.

8.7 Project Affected Persons (PAPs of NLCIL Project) will be allowed 20 bonus marks (limited to one benefit per candidate) in the selection system and minimum qualifying marks of 50% or 40% as the case may be, will be arrived after adding the bonus marks.

8.8 Final selection will be in the order of merit based on the overall total score of marks obtained in written test (including bonus marks awarded in case of PAP candidates), ensuring due reservation for SC / ST / OBC-NCL / EWS candidates.

8.9 In case of tie at cut-off level, (i.e.) more than one candidate scoring same marks (out of 100) at cut-off level, the following criteria, applying the following criteria, one after another, till the tie is resolved:

8.9.1 Date of Birth of the candidates, senior most candidate(s) by age will be placed higher;

8.9.2 Alphabetical order of first name of the candidates.

9.0 PAPS OF TALABIRA II & III OCP ELIGIBLE FOR BONUS MARKS:

PAPs falling under the following criteria will be considered as Project Affected Persons (PAPs) of Talabira-II & III OCP Projects and will be eligible for 20 Bonus Marks in this engagement:

9.1 PAPs of lands acquired for NLCIL Talabira-II & III OCP Projects will only be considered.

9.2 Only one PAP/member/legal heir from a Khata/genealogy/ROR/Khatiyani will be considered even though the land owner is having multiple Khata.

9.3 An applicant must be either a land owner (Pattadar / Document holder) or a legal heir of the land owner as per the law by the land owner for the benefit of 20 bonus marks.

9.4 The Land Owner can nominate any one of the family members who can be either his/her Spouse / Son / Daughter / Law / Grandson / Grand Daughter.

9.5 When the Land Owner is no more, one of the legal heirs of the land owner will be eligible to apply subject to the law of legal heirs.

9.6 If husband and wife are land owner, either of them shall be eligible.

9.7 If any person from Project Affected Family (PAF) is employed in NLCIL not through any LA scheme, he/she will be eligible for 20 Bonus marks.

9.8 If the land owner does not have a descendant, a legally adopted Son/Daughter will be eligible subject to the law.

9.9 An applicant who has purchased the property (Lands/House acquired by NLCIL) after the vesting of the property will be eligible for benefit of 20 Bonus marks.

9.10 Settlers in Government Lands will not be eligible for Bonus marks.

9.11 If the Candidate's claim is based on brother/sister's award (or) any other relatives' Award, then it shall be considered for 20 Bonus marks.

9.12 Candidate who gets selected for the post under 'FTE', should not have availed and shall not avail the benefit of 20 Bonus marks. Candidates who have availed Annuity & Cash in lieu of employment may also be considered, if he/she is willing to discontinue the annuity.

10.7 If the awardee is alive, notarized consent of Awardee & family members in favour of the applicant be uploaded (format enclosed).

11.0 MEDICAL FITNESS: -

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

12.0 GENERAL CONDITIONS:

- 12.1 Only Indian Nationals are eligible to apply.
- 12.2 Candidates who have passed the notified Qualifications only are eligible to apply.
- 12.3 Candidates from State PSEs / Central PSEs / Government / Quasi Government, should produce No Objection Certificate (NOC) for Selection (Written Test)/Document Verification.
- 12.4 Depending upon the response and requirement, NLCIL reserves the right to raise / relax the eligibility criteria.
- 12.5 NLCIL reserves the right not to fill up any or all the posts notified at its discretion and vacancies may be filled up upon organizational requirements.
- 12.6 Candidates are informed that mere submission of applications shall not give them any right to be called for selection.
- 12.7 Candidates called for Selection (Written Test) are required to make their own arrangements for the reimbursement or Traveling Allowances.
- 12.8 Candidates will be called for selection based on Self certified information along with copies of test documents. Candidates must produce the original documents, in support of their meeting eligibility conditions, at the time of selection. Candidates who do not produce the original documents will not be permitted for further selection/ joining in the selected post in NLCIL.
- 12.9 Candidates already removed / terminated / deserted their employment from NLCIL or any other organization under FTE.
- 12.10 Candidates already resigned from NLC India Limited may also apply, subject to fulfilling the notified eligibility conditions.
- 12.11 Persons who have opted for exit under Voluntary Retirement Scheme will be considered for Fixed Term employment as per conditions prescribed by DPE / concerned State Government guidelines.
- 12.12 NLC India Limited reserves the right to cancel/ restrict/enlarge/ modify /reopen /alter the selection process without issuing any further notice or assigning any reason thereof.
- 12.13 If the SC/ST/OBC (NCL)/ EWS/Disability certificate has been issued in a language other than English, candidates must submit self-certified translated copy of the same either in English or Hindi.
- 12.14 The company reserves the right to terminate the engagement with one-month notice or one-month termination either side without assigning any reasons.
- 12.15 The persons engaged will not be entitled to claim for any regular employment in NLCIL or any relaxation in the selection process in posts in NLCIL.
- 12.16 Candidature of a registered applicant is liable to be rejected at any stage of selection process / Candidate's candidature is cancelled on or after the joining, if;
 - 12.16.1 any information / documents submitted by the candidate is found to be false or
 - 12.16.2 suppressed relevant information or
 - 12.16.3 if not found to be in conformity with eligibility criteria mentioned in the advertisement.
- 12.17 Candidates can contact the Helpline No.04142 - 255135 between 10:00 Hours and 17.00 Hours on all working days. For more details write to help.recruitment@nlcindia.in. Candidates are hereby advised not to contact telephone number 04142-255135.

13.0 HOW TO APPLY?

- 13.1 Candidates fulfilling all the eligibility criteria may login and apply / register online in the portal available at www.nlcindia.in.
- 13.2 Candidates should apply only through online mode in NLC India Limited website www.nlcindia.in.
- 13.3 Before registering / applying online, the candidates should ensure that they have mobile number and internet access. Their mobile numbers should be kept active for the entire duration of selection as NLCIL will send all selection related communication through SMS. Once the selection process is completed.
- 13.4 Candidates have to upload required scanned copies of documents / certificates in prescribed format. Failure to do so, the application is liable for rejection.

14.0 PAYMENT OF APPLICATION FEE:

14.1 Candidates are required to pay a non-refundable amount towards Application fee & Processing fee (to be collected) as below.

Grade	Category	Application Fees	Processing Fee
F1-S grade	UR / EWS / OBC (NCL) candidates	₹ 300 / -	₹ 295/- [₹ 250/- plus ₹ 45/- (
	SC /ST / PwBD/ Ex-servicemen candidates	Exempted	₹ 295 /- [₹ 250/- plus ₹ 45/- (
F2-W grade	UR / EWS / OBC (NCL) candidates	₹ 250 / -	₹ 236 / - [INR 200/- plus INR 36/-
	SC /ST / PwBD/ Ex-servicemen candidates	Exempted	₹ 236 / - [INR 200/- plus INR 36/-

14.2 Candidates belonging to SC/ST/PwBD & Ex-Servicemen categories are exempted from paying application fee & non-refundable amount towards processing fee.

14.3 The application fee mentioned above does not include service charges or any other charges that bank may levy.

14.4 The amount paid towards application fee / processing fee will not be refunded under any circumstance.

14.5 Detailed instructions for making online payment are available in login page of NLCIL Online Application.

15.0 IMPORTANT GUIDELINES FOR UPLOADING DOCUMENTS:

15.1 Candidates are requested to ensure that only legible self-attested documents are uploaded. Candidates should ensure that the documents that they have uploaded are legible for scrutiny, failing which the application will be rejected.

15.2 In support of educational qualification or wherever multiple documents (i.e. Mark sheet/Certificate) are to be uploaded, all documents are to be arranged in chronological order in a single pdf file and multiple pdf files will result in over writing and only the last uploaded file will get saved.

15.3 No physical mode of submission of application and/or required documents in support of the application is allowed.

15.4 Candidates are requested to scan and upload the self-attested copies of following documents:

Sl. No.	Documents	
1	High quality recent Passport size Colour photograph (3.5 cm Width × 4.5 cm Height, taken after 01/10/2023 in a professional studio).	
2	Good quality image of candidate's signature (in dark Blue or Black ink)	
3	Proof of Date of Birth (Birth Certificate (or) SSLC /10 th Std./Matriculation Certificate or Mark Sheet).	PDF
4	Copy of AADHAAR Card	PDF
5	SSLC/10 th Std./ Matriculation Certificate or Mark Sheet.	PDF
6	12 th Std. Certificate or Marksheet if applicable	PDF
7	Proof for possessing notified Qualifications i.e. Provisional Certificate or Diploma/Degree Certificate (or) ITI Certificate as mentioned at para 1.0 (f)	PDF para u
8	Consolidated or Semester/Year wise Mark Sheet(s) in chronological order (with proof for calculation of percentage)	
9	Copy of Community Certificate in case of candidates belonging to SC/ST/OBC (NCL)/EWS categories.	PDF
10	Copy of Disability Certificate (applicable for PwBD candidates only)	PDF
11	Proof for Ex-Servicemen (applicable for Ex-Servicemen only)	PDF
	Certificates / Documents to be uploaded by PAPs to establish their eligibility (refer para 10.0 before uploading) :	
	i. "PAP Eligibility Certificate in the prescribed format (enclosed) issued by the Project Head of Talabira II & III OCP"	
	ii. Copy of award duly certified by the land department of Talabira Project, NLCIL.	
	iii. Copy of Khata number/Survey number duly certified by the land department of Talabira Project, NLCIL.	

18.0 It is mandatory that eligible candidates should go through the full text of the advertisement and agree to a
the post.

19.0 NLCIL's DECISION FINAL:

The decision of NLCIL's Appointing Authority in all matters relating to eligibility, acceptance or rejection of a
mode of selection, selection and posting of selected candidates will be final and binding on the candidate
entertained in this regard.

20.0 IMPORTANT DATES:

Opening of Online registration of application - Date & Time	25/03/2
Closing of Online registration of application - Date & Time	24/04/2
Last Date for Online payment of Fees - Date & Time	24/04/2
Last date for Online Submission of application for candidates who have already registered and paid Fees within time limit - Date & Time	25/04/2

NLC INDIA LIMITED
PROJECT AFFECTED PERSON CERTIFICATE
(For Talabira II & III OCP)

Passport Size
Photo of the
Candidate

1	Advertisement No & Date	:	02/2024
2	Post Applied for	:	
3	Name of the Candidate	:	
4	Father's / Husband's Name of the candidate	:	
5	Aadhaar Number of the Candidate	:	
6	Mobile Number of the Candidate	:	
7	Present Address	:	
8	Relationship with the Awardee	:	Self / Legal heir
9	In case of Legal heir, exact relationship with the awardee	:	
10	Name of the Awardee	:	
11	Father's Name of the Awardee	:	
12	Present Address of the Awardee	:	
13	Mobile Number of the Awardee	:	
14	Aadhaar Number of the Awardee	:	
15	Type of the Land acquired		
	Land	:	<input type="checkbox"/>
	Homestead land with house	:	<input type="checkbox"/>
	Land and Homestead and with house	:	<input type="checkbox"/>
16	R.S. No. & Extent / Khata & Plot Nos.	:	
17	Particulars of Award		
	Award No	:	
	Date of Award	:	
	Name of the acquired village	:	
	Whether Vacated or not	:	Yes / No
18	Whether Permanent employment / Cash in lieu of employment / Annuity is availed.	:	Yes / No
	If yes, particulars	:	

This is to certify that Mr./Ms. S/o, D/o, W/o
who have surrendered lands / house at village
..... Taluk District State,
is a Project Affected Person / Legal heir of Project Affected person. This certificate is valid for the
vacancies notified vide Advt. No.02/2024 against Talabira II & III OCP Project only.

PROJECT HEAD/TALABIRA II & III OCP

[TO BE EXECUTED ON RS. 200/- NON-JUDICIAL STAMP PAPER DULY NOTARISED. DOCUMENT MUST BE NOTARIZED ON ALL PAGES)

**Consent of Awardee & Co-Sharers
(In case of Awardee Alive)**

Affidavit regarding consent of Awardee & family members of _____ (Name of the Awardee) S/o _____ (Father's Name), to be produced to NLC India Limited, by

S. No.	Name of Family Members	Relationship with Awardee	Age (Years)	Occupation	Residing at
		Awardee Self			

(Award No _____, R.S. No. / Khata & Plot No. _____ of _____ acquired Village)

We, the affiants herein solemnly affirm and declare as under:

1. We state that we are the only family members of _____ (Name of the Awardee), who was permanently residing at _____.
2. We understand that relying on this affidavit, NLC India Limited would provide 20 Bonus marks (limited to one beneficiary per award) in the overall rating in the selection for the post of Junior Engineer/ Clerical Assistant / Industrial Worker on Fixed Term Basis vide Advt.No.02/2024.
3. We do hereby state and declare that we are the only family members of Shri _____ (Name of the Awardee) S/o. (Father's Name) and we have no objection to provide 20 Bonus marks (limited to one beneficiary per award) in the overall rating in the selection for the post of Junior Engineer/ Clerical Assistant / Industrial Worker on Fixed Term Basis for our Co-Sharer Shri. _____ (Name of the Nominee).
4. We undertake that in case of selection of the above nominee by utilising the above bonus marks, we will not claim any further benefit from NLC India Limited in future nor will raise any dispute before any legal forum or court. If anyone claim any rights, it is not maintainable either in law or facts.

5. We also undertake that in case of selection of the above nominee by utilising the above bonus marks, we will return the full amount availed as cash in lieu of employment & annuity till the date of commencement of fixed term employment and to discontinue the annuity. We understand that on Completion/Termination/Discontinuance of the term of employment, the applicant shall become eligible for availing the Annuity & Cash in lieu of employment as per the eligibility with effect from the date of completion/termination/discontinuance of the fixed term employment. (Applicable in case of Awardee already availed cash in lieu of employment & annuity)
6. We state that this consent letter is given without anybody's coercion or compulsion, with our full consciousness and knowing that the consent letter is irrevocable.
7. We state that the above mentioned facts are true and correct to the best of our knowledge and belief.

S. No.	Signature of the Awardee & Family Members of Awardee	Name of the Family Members of Awardee	Affix Passport Size Photo with Signature

Solemnly affirmed and signed at (Place) on ____/____/ 2024 in my presence

Notary Signature with Seal

Witness

I know the Affiants

1. Name:

Signature:

2. Name:

Signature:

3. Name:

Signature:

**Consent of Co-Sharers
(In case Awardee not Alive)**

Affidavit regarding legal heirs of Late _____ (Name of the Awardee)

S / o _____ (Father's Name), to be produced to NLC India Limited, by

S. No.	Name of Legal Heir	Relationship with Awardee	Age (Years)	Occupation	Residing at

(Award No _____, R.S. No. / Khata & Plot No. _____ of _____ acquired Village)

We are the affiants herein solemnly affirm and declare as under:

1. We state that we are the only legal heirs of Late _____ (Name of the Awardee), who was permanently residing at _____ and who expired on _____ (Date of Death).
2. We understand that relying on this affidavit, NLC India Limited would provide 20 Bonus marks (limited to one beneficiary per award) in the overall rating in the selection for the post of Junior Engineer/ Clerical Assistant / Industrial Worker on Fixed Term Basis vide Advt.No.02/2024.
3. We do hereby state and declare that we are the only legal heirs of Late _____ (Name of the Awardee) S/o. (Father's Name) and we have no objection to provide 20 Bonus marks (limited to one beneficiary per award) in the overall rating in the selection for the post of Junior Engineer/ Clerical Assistant / Industrial Worker on Fixed Term Basis for our Co-Sharer Shri. _____ (Name of the Nominee).
4. We undertake that in case of selection of the above nominee by utilising the above bonus marks, we will not claim any further benefit from NLC India Limited in future nor will raise any dispute before any legal forum or court. If anyone claim any rights, it is not maintainable either in law or facts.

5. We also undertake that in case of selection of the above nominee by utilising the above bonus marks, we will return the full amount availed as cash in lieu of employment & annuity till the date of commencement of fixed term employment and to discontinue the annuity. We understand that on Completion/Termination/Discontinuance of the term of employment, the applicant shall become eligible for availing the Annuity & Cash in lieu of employment as per the eligibility with effect from the date of completion/termination/discontinuance of the fixed term employment. (Applicable in case of Awardee already availed cash in lieu of employment & annuity)
6. We state that this consent letter is given without anybody's coercion or compulsion, with our full consciousness and knowing that the consent letter is irrevocable.
7. We state that the above mentioned facts are true and correct to the best of our knowledge and belief.

S. No.	Signature of the Legal Heir	Name of the Legal Heir	Affix Passport Size Photo with Signature

Solemnly affirmed and signed at (Place) on ____/____/ 2024 in my presence

Notary Signature with Seal

Witness

I know the Affiants

1. Name:

Signature:

2. Name:

Signature:

3. Name:

Signature: