



वेस्टर्न कोलफील्ड्स लिमिटेड
(भारत सरकार का उपक्रम)

Western Coalfields Limited
(A Govt. Of India Enterprise)

Regd. Office.: Coal Estate, Civil Lines, Nagpur - 440001
पंजीकृत कार्यालय : कोल एस्टेट, सिविल लाइन्स, नागपुर - 440001
Website : westerncoal.in

संदर्भ . संख्या.: वेकोलि/कार्मिक/Advisor (Environment)/2026/1311

दिनांक: 13.05.2026

WESTERN COALFIELDS LIMITED

Notification for engagement of 01 (one) full time Advisor (Environment) on contractual basis at WCL

Western Coalfields Limited (A subsidiary of Coal India Limited) invites application for the engagement of **1 (one) full time Advisor (Environment) on contractual basis**, for an initial period of one year from "Retired official from the Environment Department (Scientist F and Above) from Central/ State government or Retired Official from the Environment Department (E-8 Grade and above of CIL/ Equivalent of other PSUs) and served as Head of the Environment Department of CIL/ Subsidiaries/ other PSUs for a minimum period of one year.". The contract may be extended further subject to requirement and satisfactory performance as per the CIL's policy for availing the services of the retired CMD's/ Directors/ Sr. Level Executives etc as Full Time/Part Time Advisors as amended from time to time. **VRS** optees will not be considered.

Eligibility, Benefits and other details:

Sl.	Particulars	Description
1.	Name of Post	Full Time Advisor (Environment)
2.	No. of posts	01 (One)
3.	Nature of work	As Full Time Advisor (Environment), service will be utilized for: 1. Vetting & verification of EC proposals, Liaison with State Environment Department, IRO-MoEF&CC & MoEF&CC New Delhi. 2. Compliance with Regulations, Impact Minimisation and sustainability, Strategic planning and reporting, Stakeholder engagement, advising on environmental risks and liabilities associated with projects, Managing environmental budgets and resources, and providing training and awareness programs on environmental issues for employees. 3. Assistance/advice to CMD/Director/CVO/GMs/HoDs as per requirement on a day-to-day basis. 4. He/She shall also be responsible for any other works/jobs that are assigned to him/her as per requirement.
4.	Maximum age limit for eligibility	Not more than 65 years during the Contract period.
5.	Minimum Educational Qualification	Graduate in any discipline.
6.	Minimum eligibility criteria / Experience	<ul style="list-style-type: none">Retired official from the Environment Department (Scientist F and Above) from Central/ State governmentorRetired Official from the Environment Department (E-8 Grade and above of CIL/ Equivalent of other PSUs) and served as Head of the Environment Department of CIL/Subsidiaries/ other PSUs for a minimum period of one year.
7.	Remuneration & other Benefits	(i) Consolidated Monthly Compensation /Honorarium: As per CIL's policy for availing services of the retired CMD's/Directors/Sr. Level Executives, etc. as full time/ part time Advisor

Grade of Retd. Executive & equivalent	Compensation/Honorarium (Rs./month)
CMD (Sch A)	Rs. 2,00,000/-
Director (Sch A)	Rs. 1,80,000/
CMD (Sch B)	Rs. 1,80,000/
Director (Sch B)	Rs. 1,60,000/-
Retired E-9 grade executive	Rs. 1,50,000/-
Retired E-8 grade executive	Rs. 1,20,000/-

The honorarium will be fixed on the basis of their last drawn pay scale and matching in to the equivalent grade of CIL.

- (ii) **Conveyance Charges:** Company shall provide Conveyance for Full-time Advisors as per availability. However, where conveyance is not provided, they shall be eligible for 5% of consolidated pay per month as conveyance charge.
- (iii) **Accommodation Facility:** Suitable company's accommodation shall be provided on availability. However, if company's accommodation is not available, a consolidated amount will be paid as per the CIL HRA Rules for X, Y and Z class cities based on circular of DoE vide OM dated 07.07.2017.
- (iv) **Re-imbusement for Mobile Telephones:** Re-imbusement for the use of mobile telephones based on the actual bills or Rs. 1000/- per month whichever is less.
- (v) **Medical, Leave and TA/DA shall be governed** as per CIL's policy for availing the services of retired CMDs/Director's/ Sr. Level Executives etc as full time/ part time advisors.

8. **Terms and conditions**

- a) The selected Advisor (Environment) would be stationed at WCL(HQ), Nagpur and will be reporting to Director (Tech./ P&P) WCL.
- b) The engagement of Advisor (Environment) shall be subject to Medical Fitness to be certified by Company's Medical officer.
- c) Notice period for termination of contract will be one month's notice or consolidated compensation amount from either side.
- d) The Advisor shall maintain all information /documents/materials gathered during the course of engagement in strict confidence. He/She shall not copy or make notes of such information/documents except in conjunction with the work for the Company and shall not divulge to anyone outside the Company or use any of the information/documents/materials gathered during the course of engagement for his/her own or anyone else's benefit, either during or after the terms of engagement with the Company. The aforesaid obligation shall also apply to proprietary/confidential information/documents of third parties received by them or the Company in the normal course of the engagement with the Company.
The Advisor shall, while demitting the office, handover all information/documents/materials (in soft/hard format) under their possession, during the engagement period, to the concerned HoD.
- e) **Vigilance/Departmental Clearance** – The rules of promotion on the matter of vigilance/departmental/safety clearance shall hold good on the matter of appointments/engagements of retired officials of Coal India Limited.
Further, compliance to circular No. 07/05/21 dated 03.06.2021 of Central Vigilance Commission to be made regarding procedure for officials other than that of Coal India Limited.
- f) **Tax** – In case payment of GST is required, the same shall be reimbursed on production of proof of such payment.
- g) **Performance Review** – The value addition by the Advisor will be reviewed on the parameters as mentioned in Nature of Work by the Management and on being found satisfactory, approval for further extension may be granted as provided under CIL's Policy.

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| | | <p>h) Joining on appointment – The advisor is required to join within 15 days of the offer of engagement or in exceptional circumstances, as approved by the concerned Functional Director. In the event of failure to join within the stipulated period, the offer of engagement shall stand withdrawn automatically.</p> <p>i) Prohibition on other Full time engagement – Advisor shall not accept any full time appointment or post, whether advisory or administrative, in any other firm or company during the period of their engagement with CIL and its subsidiaries.</p> <p>j) Other Terms and Conditions will be as per CIL's policy in vogue.</p> |
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Interested candidates fulfilling the above criteria may submit their application in the format attached as Annexure-I along with following (self attested) documents by 28.05.2026.

1. Proof of Age (Matriculation certificate).
2. Superannuation notice.
3. Certificates of qualification.
4. Details of Experience with Certificate from relevant organization.
5. Certificate of scale of pay.

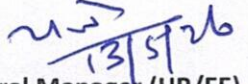
Cutoff date for the eligibility will be the date of notification.

The application in the prescribed format along with self attested copies of required documents should reach the office of HOD(Human Resource)/EE, Executive Establishment Department, Western Coalfields Limited, Civil Lines, Nagpur - 440001 (MS) by registered Post/Speed Post only.

The application should super scribe "Application for the post of Full Time Advisor (Environment), WCL" on the envelope.

Following important points may also be noted:

1. Applications received after **28.05.2026, 5 PM** will not be considered and company will not be responsible for any postal delay/lost in transit in submission on application within specified time.
2. WCL reserves the right to change the number of vacancies and cancel/restrict/modify/alter the engagement process, if required, without issuing any further notice or assigning any reason thereof. Any modification/amendments, if any, in the notification will be given in WCL website only.
3. All correspondence with the candidates shall be made as per his/her address/ Email ID given in the application. However, important information will also be available at WCL's website.
4. WCL reserves the right to shortlist candidates for interview/ selection process for the post of Full Time Advisor (Environment). No T.A will be paid to any candidate for appearing in interview/ selection process.


 Dy. General Manager (HR/EE)
 WCL HQ, Nagpur

Distribution:

1. The TS to Director (MP & IR), CIL
2. The TS to CMD, WCL
3. The TS to Director (Tech/Opn)/ Director (Finance)/ Director (Tech/P&P)/ Director (HR), WCL
4. The General Manager (System), WCL HQ-With a request to upload the notification on WCL's website.
5. The GM (HR/EE)/HOD (HR/EE), CIL/MCL/NCL/ECL/BCCL/CCL/SECL/CMPDIL - For circulation in subsidiary company.
6. GM (System)/HOD (System), CIL/MCL/NCL/ECL/BCCL/CCL/SECL/CMPDIL with a request for uploading the notification on company website.
7. GM (Environment), WCL