

Hindustan Copper Limited
(A Govt. of India Enterprise)
1, Ashutosh Chowdhury Avenue, Kolkata – 700019

***Requires experienced Executives in
Mining, Geology, Mechanical, Electrical, Human Resource and Materials***

Hindustan Copper Limited (HCL) is a vertically integrated, multi-Unit, Schedule - A Miniratna Public Sector Enterprise engaged in Copper production from ore to Continuous Cast Copper Rods with a gross turnover 1429.85 of Rs. Cr (2009-10). The Company's production Units are located in picturesque surroundings in the states of Jharkhand, Madhya Pradesh, Rajasthan and Maharashtra with the Corporate Office at Kolkata. It has well developed townships with modern facilities at the Units. The Company, with employee strength of over 5000, is on the fast track of growth and expansion. Its approach is 'People Centric' and provides for elaborate HR processes including well defined policies to cater to employees' growth and aspirations. To partner its growth process the Company invites application from qualified and experienced Indian Nationals in the following discipline.

Area	S N	Name of the Post Grade Scale of Pay	Qualification	Minimum Post Qualification Experience (in Years)	Age Limit (Years)
A] Mining	1	General Manager Grade - E 8 Scale of Pay Rs. 51300-73000/- No of Post - 2	Degree in Mining or equivalent with 1 st Class Mines Managers Certificate of Competency (Metal) Restricted/Unrestricted for Underground Mining under Metalliferrous Mines Regulations.	23 years in a large mechanized Underground Metal mines out of which at least 5 years in a responsible position with sound knowledge of mines planning and execution.	50
	2	Deputy General Manager Grade - E 7 Scale of Pay Rs. # /- No of Posts - 2	Degree in Mining or equivalent 1 st Class Mines Managers Certificate of Competency (Metal) Restricted/Unrestricted for Underground Mining under Metalliferrous Mines Regulations.	20 years in a large mechanized Underground Metal Mines out of which at least 5 years in a responsible position with sound knowledge of mines planning and execution	50
	3	Chief Manager Grade – E 5 Scale of Pay Rs.36600-62000/- No of Posts - 2	Degree in Mining or equivalent 1 st Class Mines Managers Certificate of Competency (Metal) Restricted/Unrestricted for Underground Mining under Metalliferrous Mines Regulations.	14 years in a large mechanized Underground Metal Mines out of which at least 3 years in a responsible position with sound knowledge of mines planning and execution	45

	4	Senior Manager Grade – E 4 Scale of Pay Rs. 29100-54500/- No of Posts - 2	Degree in Mining or equivalent 1 st Class Mines Managers Certificate of Competency (Metal) Restricted/Unrestricted for Underground Mining under Metalliferrous Mines Regulations.	11 years in a large mechanized Underground Metal Mines out of which at least 3 years in a responsible position with sound knowledge of mines planning and execution	40
B] Geology	1	Assistant General Manager Grade – E 6 Scale of Pay Rs. 43200-66000/- No of Posts - 1	PG Degree in Geology	17 years in a large metal mining company out of which 5 years in a responsible position.	45
C] Mechanical	1	Deputy General Manager Grade – E 7 Scale of Pay Rs. # / - No of Posts - 1	Degree in Mechanical Engineering or equivalent.	20 years experience in Mechanical maintenance. Having knowledge of latest maintenance practice / technique and experience of working in ERP environment.	50
	2	Assistant General Manager Grade – E 6 Scale of Pay Rs. 43200-66000/- No of Posts - 2	Degree in Mechanical Engineering or equivalent.	17 years experience in Mechanical maintenance. Having knowledge of working in ERP environment.	45
D] Electrical	1	Deputy General Manager Grade – E 7 Scale of Pay Rs. #- No of Posts - 1	Degree in Electrical Engineering or equivalent.	20 years experience in maintenance of Electrical equipment like Transformers, Motors, Switch Gears. Similar industry experience shall be preferred.	50
	2	Assistant General Manager Grade – E 6 Scale of Pay Rs 43200-66000/- No of Posts - 1	Degree in Electrical Engineering or equivalent.	17 years experience in maintenance of Electrical equipment like Transformers, Motors, Switch Gears. Similar industry experience shall be preferred.	45
	3	Chief Manager Grade – E 5 Scale of Pay Rs No of Posts - 1	Degree in Electrical Engineering or equivalent.	14 years experience in maintenance of Electrical equipment like Transformers, Motors, Switch Gears. Similar industry experience shall be preferred.	45

E] Human Resource	1	General Manager Grade - E 8 Scale of Pay Rs. 51300-73000/- No of Post – 1	Graduate with Post Graduate Degree / Diploma in Management with specialization in Personnel Management / Social work or equivalent. Degree in Law is desirable.	23 years of post qualification experience. Candidates from Pvt. sector must be presently heading HR function in a company having a turnover of more than 250 Cr and must have 23 years experience in the line.	50
	2	Assistant General Manager Grade - E 6 Scale of Pay Rs. 43200-66000/- No of Posts - 3	Graduate with post graduate Degree / Diploma in Management with specialization in Personnel Management/social work or equivalent. Degree in Law is desirable.	17 years of post qualification experience. Candidates from Pvt. sector must be presently heading HR function in a company having a turnover of more than 250 Cr and must have 17 years experience in the line.	45
F] Materials and Contracts	2	Manager Grade - E 3 Scale of Pay Rs. 24900-50500/- No of Post - 2	Degree in Arts/Science/Commerce or Engineering with Post Graduate degree / Diploma in Materials Management or MBA with specialization in Materials Management	8 years of post qualification experience in procurement of spare parts and replacements, quality control of purchasing and ordering such parts, and the process involved in ordering, shipping, and warehousing and inventory control. Candidate should have sound knowledge of Contract Management. Candidates having exposure in Import / Export procedure shall be preferred.	30

Revised E7 scale to be notified later on approval.

The applicants from Public Sector Organizations should have completed minimum 3 years in the next below grade as detailed in the table below.

For Posts in Grade (Scale Rs.)	Min 3 years service in next below Scale of Pay
	In Pre revised / Revised Scale (Rs)
E8 (51300-73000/-)	19500-450-25350/- / #
E7 (#)	18500-400-22300/- / 43200-62000/-
E6 (43200-66000/-)	17500-400-22300/- / 36600-62000/-
E5 (36600-62000/-)	14500-350-18700/- / 29100-54500/-
E4 (29100-54500/-)	13000-350-18250/- / 24900-50500/-
E3 (24900-50500/-)	10750-300-16750/- / 20600-46500/-

CTC: The Cost to Company at various grades is shown as under.

Grade	Designation	Area	Min (Rs lakhs)	Max (Rs lakhs)
E8	General Manager	Mining	16.8	23.5
		Non-Mining	15.6	22.2
E7	Deputy General Manager	Mining	16.8	23.5
		Non-Mining	15.6	22.2
E6	Assistant General Manager	Mining	13.8	21.5
		Non-Mining	13	20.1
E5	Chief Manager	Mining	11.7	20
		Non-Mining	11	18.9
E4	Senior Manager	Mining	9.4	17.6
		Non-Mining	8.9	16.6
E3	Manager	Mining	8	16.5
		Non-Mining	7.6	15.4

Benefits: Apart from Basic Pay, selected candidates shall be entitled to IDA, HRA / Company's accommodation, Contributory PF, Gratuity, LTC etc. as well as Medical benefits for self and dependants as per rules of the Company.

Reservation: Reservation of posts for candidates belonging to SC/ST/OBC communities as well as Ex-Servicemen / Persons With Disabilities (PWD) shall be as per Govt. directives. The candidates claiming reservation benefits shall have to submit an attested copy of relevant Caste Certificate in the format prescribed by the Govt. of India duly issued by the Competent Authority and present the original Certificate at the time of interview.

Age Relaxation: The following shall be admissible.

- (i) 5 years for SC / ST candidate
- (ii) 3 years for OBC (Non-creamy layer)
- (iii) Additional 5 years for Person With Disabilities subject to submission of relevant Disability Certificate.
- (iv) For Ex-serviceman as per rule applicable. An Ex-Serviceman who has once joined Government job on the civil side after availing the benefits given to him as an Ex-serviceman for his reemployment, his Ex-serviceman status for the purpose of reemployment in Government ceases.

General:

1. The following documents shall be required to be presented in ORIGINAL at the time of Interview and their photocopies should be attached with the application form.
 - (a) Matriculation / Secondary Certificate as proof of Date of Birth.
 - (b) Marksheet / Certificate in support of qualification and experience.
 - (c) Caste Certificate in format prescribed by the Govt. of India, if applicable.
 - (d) Disability Certificates issued by Competent Authority if seeking age relaxation.
2. The age and experience shall be reckoned as on 01-Aug-2010.
3. In case of any variation of name / Surname / name spelling mentioned in the application with that of educational / professional qualification certificates / caste certificates, the applicant should submit certificate from SDM or Equivalent Competent Authority, failing which the application shall be liable to be cancelled.
4. Candidates called for interview shall be paid to and fro fare from the correspondence address within India to the place of interview subject to submission of proof of journey as per rules applicable. For Post in E8 and E7 grade: Apex Air fare or 1st Class AC (1A) fare by rail and for post in E6 and below grade: AC 2-tier sleeper (2A) fare by rail.

5. HCL reserves the right to fill the posts or alter the number of posts or cancel the whole process of recruitment without assigning any reason whatsoever.
6. Selected candidate shall be liable to serve in any of the Company's Units.
7. Depending upon the qualification, experience, present position and performance in interview, the selected candidates may be placed at higher starting pay.
8. In deserving cases Age / Qualification / Experience is relaxable by the Management.
9. HCL is an Equal Opportunity Employer.

Application:

- Application Fees: Application must be accompanied with a non-refundable Account Payee Demand Draft of Rs. 250/- (Rupees Two Hundred and Fifty Only) drawn on any Scheduled Bank in favour of Hindustan Copper Limited and payable at Kolkata should have a validity period of six (6) months. DD payable at the location other than Kolkata will not be accepted. SC/ST/PWD/Female candidates are exempted from fees.
- Candidates employed in Govt. / Semi Govt. / Public Sector Undertaking should forward their application through Proper Channel or produce a “**No Objection Certificate**” from their employer at the time of Interview, failing which they shall neither be interviewed nor be paid any TA.
- The envelope containing the application in prescribed proforma along with enclosure superscribed ‘Application for the Post of (_____)’ should be sent by post (not email) to Assistant General Manager (HR), Hindustan Copper Ltd, 1, Ashutosh Chowdhury Avenue, Tamra Bhavan, Kolkata – 700019 so as to reach latest by 27/08/2010.
- HCL shall not be liable for any delay or loss in postal transit for any reasons whatsoever.
- The Management reserves the right to shortlist candidates depending upon the vacancy / no. of application received, etc., and also reserves the right to decide the venue of Interview.
- Any amendment / corrigendum shall be hosted in Hindustan Copper's website (www.hindustancopper.com) only.

Application Blank
(For Executive Positions in HCL)

Advertisement Ref No. HCL/CO/RN/10/2

Please fill in BLOCK LETTERS. Incomplete applications shall be rejected.

To
Assistant General Manager (HR),
Hindustan Copper Limited,
Tamra Bhavan,
1, Ashutosh Chowdhury Avenue,
Kolkata - 700019.

Please paste (not pin) a Enter your Name (Sign Across)

Name of the Post Applied For : _____

Discipline : _____

1. Name: _____

2. Date of Birth (dd/mm/yyyy format): _____

3. Father's Name: _____

4. Correspondence Address: _____

_____ PIN _____

5. Mobile: _____ Landline Telephone: _____

6. Sex: _____

7. Email: _____

8. Domicile State: _____

9. Category (please tick [] the appropriate category): SC ST OBC UR

10. PWD (40% or more disability): Yes , No (If Yes, indicate the %age of disability:)

11. Marital Status: _____

12. Academic / Professional Qualification (From Matriculation):

Examination Passed	Board / Univ. / Institute	Year of Passing	Duration of Course	Div. / Grade	Marks obtained (%)

13. Post Qualification Experience: (Recent first)

Name of Organisation*	Position Held	Period		Pay Scale & Scale of Pay	Reasons for leaving
		From	To		

* Please specify whether Govt. or otherwise

14. Publications / Awards / Scholarship / any other relevant details:

15. Fees: Name of the Bank _____ Name of the branch _____ Draft no. _____ Date of issue _____ for Rs. 250/- in favor of Hindustan Copper Ltd. payable at Kolkata. (SC / ST / OBC / Female candidate exempted from Application Fees).

Undertaking:

I, hereby, certify that the information provided above is true to the best of my knowledge and in case it is found to be false or incorrect or suppressed, I shall be liable to be terminated from the services of Hindustan Copper Limited forthwith without prejudice to any legal / disciplinary action as deemed fit by the Management. I have gone through the full text of the advertisement and agree to all the conditions detailed therein.

Place:

(Signature of candidate)

Date:

Enclosures:

1. _____
2. _____
3. _____

NB: Please use separate sheet if space is inadequate for filling Sl No 12 & 13. The format must be same. Please sign on each page of the application form.