

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

Notification No. Estt./1/2014/2022-23

Date: 31.12.2022

Applications are invited for the post(s) to be filled-up on Deputation basis from the employees holding permanent post in 'Maharatna, Navratna, Miniratna Cat I and Miniratna Cat II Central Public Sector Enterprises'.

Hindustan Copper Limited (HCL) is a vertically integrated, multi-Unit, Schedule-A Miniratna Category – I Central Public Sector Enterprise in the field of Copper Mining & Production with net turnover of Rs.1812 Crores in Financial Year 2021-22. Its activities include mining, beneficiation, smelting, refining and production of finished Copper products at Units located in picturesque surroundings in the states of Jharkhand, Madhya Pradesh, Rajasthan, Maharashtra and Gujarat with the Corporate Office at Kolkata. Most of the Units have well-developed Townships with modern facilities.

The HCL is on a fast track of growth and expansion for its underground metal mines. Its approach is 'People Centric' and provides for elaborate HR processes including well-defined policies to cater to employees' growth and aspirations.

1. HCL is looking for committed, result oriented and experienced professionals in the field of HR, Finance and M&C. Therefore, applications in the prescribed proforma is invited from the employees holding permanent post in '**Maharatna, Navratna, Miniratna Cat I and Miniratna Cat II Central Public Sector Enterprises**' for the following positions on deputation basis for a period of 03 years w.e.f. the date of joining:

Table-1

SN	Cadre / Discipline	Grade		Total
		E9	E8	
i.	Human Resources	1	1	2
ii.	Finance	1		1
iii.	Materials & Contracts		1	1
Total		2	2	4

2. Eligibility Criteria

- a) Cadre/ Discipline wise minimum essential qualification for the posts in the E9 and E8 Grades is as under.

Table-2

Sr. No.	Cadre	Minimum Essential Qualification
1.	HR	Bachelors Degree in Arts / Commerce / Science / Engineering / Professional Studies [BBA / BCA etc.] with MBA with specialization in Personnel Management or Post-Graduate Degree / Diploma in Personnel Management / Social Work as acceptable under various Labour Legislation for working as Welfare Officer.
2.	Finance	Passed Final Examination of the Institute of Chartered Accountants of India / UK or of the Institute of Cost and Works Accountants of India / UK or MBA (Finance).
3.	Materials & Contracts	Bachelors Degree in Arts / Science / Commerce / Engineering with Post-Graduate Degree / Diploma in Materials Management or MBA with specialization in Materials Management.

Note:

- In case qualification in dual specialization, then applicant shall be considered only in the discipline (functional area of study) of major specialization.
 - Equivalent qualifications shall be considered as per Government / UGC / AIU / AICTE guidelines.
- b) Grade-wise Scale of Pay of the advertised posts, Post Qualification year of Experience and Maximum Age Limit required to be eligible on the date of reckoning for the above-mentioned posts and immediate below scale of pay of the advertised post are as under.

Table-3

Grade	Post Name	Scale of Pay (Rs) (w.e.f. 01/01/2017)	Minimum Years of Post Qualification Experience	Age Limit (Maximum) In Years	Immediate below Scale of Pay
E-9	Executive Director	150000-300000	23	56	120000-280000
E-8	General Manager	120000-280000	20	55	100000-260000

i. In addition to above, any one of the following needs to be fulfilled by the applicant on the date of reckoning.

- Candidate/s must be working in the parallel scale of pay and grade in the relevant cadre i.e., advertised post's scale of pay and grade and relevant cadre

OR

- Candidate must have completed 2 years of service in the immediate below Scale of Pay in the relevant cadre.

ii. In case of CPSEs with same scale of pay for multiple grades, the candidates applying from these Companies for a specific post should not result in any grade jump. For Ex.: If in a CPSE, the E6, E7 and E8 are in same scale of pay, i.e., ₹120000-280000, the candidate in E-6 grade can apply for E7 grade only. Candidate from such CPSEs will have to necessarily get his scale of pay along with his grade as equivalent to the Grade (E0-E9) specified in DPE's OM No. W-02/0028/2017-DPE (WC)-GL-XIII/17 dated 03.08.2017 [in case of pre-revised scale of pay the relevant DPE OM(s) for pay revision], certified in his application forwarded by his organization. The onus of working in the immediate lower scale and grade equivalent to the Grade (E0-09) specified in DPE's OM dated 03.08.2017 [in case of pre-revised scale of pay the relevant DPE OM(s) for pay revision] shall lie with the candidate.

c) Persons working in higher grade and scale of pay shall not be entitled for deputation to advertised post in lower grade and scale of pay.

d) Cadre / Discipline wise Preferable Experience nature would be as under –

Table-4

Cadre / Discipline	Preferred Experience (Year of experience given below is out of the total minimum years of Post Qualification Experience given in the Table-3)
HR	05 years' experience to deal with all contract Labour matters in a Project / Unit having large number of Contract Labourers. 05 years' experience to deal with all compliance including Labour Laws. Experience in Long-Term wage Settlement for workers in a multi-unit organization, especially in a CPSU. Exposure in Bi-Partite and Tri-Partite Settlements with the Recognized Trade Unions. Experience in dealing with Board of Directors level matters viz, putting agenda note and presenting the same before the various committees of the Board and Board of Directors. Formulating policy matters and getting their implementation, exposure in manpower planning, exposure in public hearing matters related to mining lease, renewal / consent to operate which are based on Environment Clearance. Well-conversant with Service Matters for dealing before various legal fora viz., Dy CLC / RLC/ALC/LEO, CGIT, CAT, High Court / Supreme Court of India.
Finance	Experience of 5 years of Finalization of Accounts, Cost Accounting, Budgeting, MIS, Mergers and Acquisition, Banking, Fund Management, Taxation, Audits, Concurrence of Proposals etc.
Materials & Contracts	Candidate having 5 years of experience in a Senior Managerial position in a large reputed Organization. The candidate having adequate and in-depth experience in materials planning, inventory control, vendor analysis and development, supply chain & logistics management along with working experience in Enterprise Resource Planning (ERP) will be preferred. Conversant with E-Tendering (GeM, CPPP) preferably in Mining/Metal Industry.

3. Date of Reckoning –

For computing eligibility with respect to Age, Qualification, Years of Experience, etc., date of reckoning shall be 01.12.2022.

4. Selection Process and Shortlisting Criteria

a) Selection Process

- Selection shall be made based on the performance of the candidate in the Personal Interview.
- Candidates shall be shortlisted for Personal Interview (PI) in the ratio of 1:5 subject to minimum of 10 or as per decision of the HCL.