

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

Notification No. Estt./1/2011/2021-22

Date: 10.06.2022

Applications are invited for the post(s) to be filled-up on Immediate Absorption basis from the employees holding permanent post in (a) Central Public Sector Enterprises including their subsidiaries / Joint Ventures (Government Company only) belonging to Mining & Metal Sector, (b) Central Government Organizations belonging to Mining & Metal Sector and (c) State Public Sector Enterprises belonging to Mining & Metal sector.

1. 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.

2. HCL is looking for committed, result oriented and experienced professionals in the mining and metal sector. Therefore, applications in the prescribed proforma is invited from the employees holding permanent post in (a) Central Public Sector Enterprises including their subsidiaries / Joint Ventures (Government Company only) belonging to Mining & Metal Sector, (b) Central Government Organizations belonging to Mining & Metal Sector and (c) State Public Sector Enterprises belonging to Mining & Metal sector, on 'immediate absorption basis' for the following positions:

Table-1

SN	Cadre / Discipline	Grade					Total
		E9	E8	E7	E6	E5	
i.	Mining	1	1				2
ii.	Engineering Services		1				1
iii.	Geology					1	1
iv.	Survey				1		1
v.	Human Resources	1	1				2
vi.	Finance	1					1
vii.	Materials & Contracts		1				1
viii.	Company Secretary			1			1
ix.	Law				1		1
x.	Marketing				1		1
	Total	3	4	1	3	1	12

3. Eligibility Criteria

- a) Cadre / Discipline wise minimum essential qualification for the posts in the E9, E8, E7, E6 and E-5 Grades is as under.

Table-2

Sr. No.	Cadre	Minimum Essential Qualification
1.	Mining	Bachelor Degree in Mining Engineering with First Class Mine Manager's Certificate of Competency (Unrestricted).
2.	Geology	Post-Graduate Degree in Geology.
3.	Survey	Bachelor Degree in Mining / Civil Engineering with Surveyor Certificate of Competency or M. Tech (Geomatics).
4.	Engineering Services	Bachelor Degree in Engineering / Technology (Mechanical / Mining Machinery / Electrical / Electronics & Communication / Instrumentation / Electronic & Telecommunication / Civil / Architecture / Ceramic).
5.	HR	Bachelors Degree in Arts / Commerce / Science / Engineering / Professional Studies [BBA / BCA etc.] with MBA in Personnel Management or Post-Graduate Degree / Diploma in Personnel Management / Social Work as acceptable under various Labour Legislation for working as Welfare Officer.

6.	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).
7.	Law	Bachelors Degree in Arts / Commerce / Science / Engineering / Professional Studies [BBA / BCA etc.] with Bachelor Degree in Law including five years integrated BA / B.Sc. / B. Com. / BBA LLB. Preferred: LLM
8.	Marketing	Bachelor Degree in Arts / Science / Commerce / Engineering with Post-Graduate Degree / Diploma in Marketing Management / MBA with specialization in Marketing.
9.	Materials & Contracts	Bachelors Degree in Arts / Science / Commerce / Engineering with Post-Graduate Degree / Diploma in Materials Management or MBA with specialization in Materials Management.
10.	Company Secretary	Passed Final Examination of the Institute of Company Secretaries of India / UK.

Note:

1. In case qualification in dual specialization, then applicant shall be considered only in the discipline (functional area of study) of major specialization.
2. Equivalent qualifications shall be considered as per Government / UGC / AIU / AICTE guidelines.

b) Grade-wise Scale of Pay of the advertised posts, Post Qualification 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
E-7	Deputy General Manager	100000-260000	17	54	90000-240000
E-6	Assistant General Manager	90000-240000	14	52	80000-220000
E-5	Chief Manager	80000-220000	11	50	70000-200000

Note: Experience gained after acquiring Bachelor Degree in Mining Engineering in respect of posts in Mining Cadre would be coalescent in the total post qualification experience.

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, i.e., advertised post scale of pay
OR
- Candidate must have completed 2 years of service in the immediate below Scale of Pay of the advertised post scale of pay (as per DPE pay revision orders from time to time on the matter) on the date of reckoning.

ii. Candidate/s last three years ACRs shall not be rated below 'Good'.

c) Equivalence of IDA, CDA and scale of pay other than IDA/CDA

The equivalence of IDA Scale of Pay with the CDA scale of pay and also the equivalence for the candidates belonging to the State PSEs/ Subsidiaries & Joint Ventures of CPSEs having scale of pay other than IDA / CDA scale of pay vis-à-vis the IDA/CDA scale of pay shall be as detailed in table-4 below. However, for eligibility, above guidelines stands.

Table-4: Scale of Pay Equivalence Table

Grade	IDA Scale of Pay (2007) Rs.	IDA Scale of Pay (2017) Rs.	CDA Scale of Pay (6th Pay) Rs.	CDA Scale of Pay (7th Pay) Rs.	For State PSEs/ Subsidiaries & Joint Ventures of CPSEs having scale of pay other than IDA / CDA scale of pay
(a)	(b)	(c)	(d)	(e)	(f)
E 9	62000-80000	150000-300000	67000-79000	182200-224100 (Level 15)	Immediately below the Board
E 8	51300-73000	120000-280000	37400-67000 (GP 10000)	144200-218200 (Level 14)	Not more than two level below the Board
E 7	43200-66000	100000-260000	37400-67000 (GP 8700)	123100-215900 (Level-13)	Not more than three level below the Board
E 6	36600-62000	90000-240000	15600-39100 (GP 7600)	78800-209200 (Level-12)	Not more than four level below the Board