



**NLC India Limited**  
(Formerly Neyveli Lignite Corporation Limited)  
( 'Navratna' - Government of India Enterprise)

**Advt. No.11 /2016**

**NLC India Limited** (Formerly Neyveli Lignite Corporation Limited), a premier 'NAVRATNA' Public Sector Enterprise with a present annual turnover of INR.6669 Crore (approx.) is spreading its wings in the frontiers of Mining and Power generation. The Corporate plan of the company has many ambitious expansion schemes for massive capacity augmentation in the years to come. To add to its strength and fuel its growth, the company is looking for energetic & result oriented talents in the following disciplines.

**A. DISCIPLINE, NAME OF THE POST, GRADE, NUMBER OF VACANCIES & RESERVATION OF POSTS, EDUCATIONAL QUALIFICATION, WORK EXPERIENCE**

Sl. No	Post	Grade	Number of vacancies & reservation of posts	Educational Qualification	Area of Work Experience
<b>DISCIPLINE: FINANCE</b>					
1	Dy. General Manager	E-7	04 *	Pass in final examination of Institute of Chartered Accountants of India (CA) / Institute of Cost and Works Accountants of India (ICWAI) (or) Degree in any discipline with MBA* of minimum 02 years duration with Specialization in Finance.	a) Project Accounting / Finalization of Accounts/ Audit / Taxation / Fund Management / Costing & Budgeting, etc. b) Working Knowledge in Computerised environment is essential. c) In addition, working experience in SAP is desirable for the post of DCM (Finance) only.
2	Dy. Chief Manager	E-5	05 (UR-3, OBC-1, SC-1)		
(*) 1. MBA Candidates not possessing Graduation/ Degree need not apply. 2. Candidates whose PG Degree/Diploma Certificate does not indicate relevant specialization are required to produce the Marks Sheet/Score Card or any proof from the university/institution in which studied indicating the specialisation					
<b>DISCIPLINE: SCIENTIFIC</b>					
1	Manager	E-4	01 (UR)	Pass in M.Sc. in Chemistry/ Analytical Chemistry/ Organic Chemistry/ Inorganic Chemistry/ Physical Chemistry	Post qualification experience in R&D Experience / Analytical experience in Chemistry in Fuel Laboratory <b>Desirable:</b> 1. Experience in research / laboratory / industry / related to Fuels/lignite/coal with original work as evidenced by patents/publications in reputed journals. 2. Experience in analysis of coal/lignite and other fuels using related advanced analytical /R&D equipments.
	Deputy Manager	E-3	03 (UR)		Post qualification experience in R&D Experience / Analytical experience in Chemistry in Environmental Laboratory (or) Fuel Laboratory (or) Water Laboratory. <b>Desirable:</b> 1. Experience in the field of Air Quality monitoring / R&D/ Water analysis of coal, lignite and other fuels using related advanced analytical and R&D equipments. 2. Familiar in using advanced analytical /R&D equipments related to Water / Environmental /Chemical / fuel Laboratory.
3	Asst. Executive Manager	E-2	10 (UR-07, OBC-02), SC-01)		Post qualification experience in a Power plant /Process industry, with relevant experience in analytical field / plant operation area.
<b>DISCIPLINE: COMPUTER</b>					
1	Manager	E-4	03 (UR-2 OBC-1)	Degree in Engineering, in Computer Science / Computer Engineering / Information Technology (or) AMIE in Computer Science / Computer Engineering / Information Technology (or) PG Degree in Computer Applications.	Post qualification experience in EDP / IT/ Computer. Preference will be given to candidates having SAP certification in the areas of ABAB (Advance Business Application Programming) or Advanced Business Analytics or BASIS
2	Deputy Manager	E-3	02 (UR)		

Sl. No	Post	Grade	Number of vacancies & reservation of posts *	Educational Qualification	Area of Work Experience		
<b>DISCIPLINE: ENGINEERING</b>							
1	General Manager (Mechanical / Electrical)	E-8	02 *	Degree in Mechanical Engineering, Electrical / Electrical & Electronics / Electronics & Communication Engineering (or) AMIE in Mechanical Engineering, Electrical / Electrical & Electronics / Electronics & Communication Engineering,.	Should have prescribed length of post qualification working experience indicated below, out of which minimum 5 years should be in Power Station Construction & Erection / Operation and Maintenance of Thermal Power Station with units of 200 MW capacity and above or 125 MW capacity and above of CFBC Units. <b>Desirable</b> Preference will be given to the candidates with Thermal Power Project construction / Erection and Commissioning background.		
2	General Manager (Civil)		01 *	Degree in Civil / Civil & Structural Engineering (or) AMIE in Civil / Civil & Structural Engineering.			
3	Deputy General Manager (Mechanical)	E-7	01 *	Degree in Mechanical Engineering (or) AMIE in Mechanical Engineering.			
* Reservation of posts for General Manager (Mechanical / Electrical / Civil) in E-8 Grade and Deputy General Manager (Finance / Mechanical) in E-7 Grade are based on common Post Based Reservation Roster maintained for each grade, combining all the disciplines, as indicated below: -							
Name of the post		Number of vacancies notified		Reservation of Posts			
				UR	OBC	SC	ST
General Manager		3 (Mechanical / Electrical – 2 & Civil – 1)		0	2	0	1
Deputy General Manager		5 (Finance – 4 & Mechanical – 1)		0	4	1	0

**B. PAY SCALES, CTC, UPPER AGE LIMIT & REQUIRED LENGTH OF POSTS QUALIFICATION EXPERIENCE:**

Sl. No.	Grade	Pay Scale	CTC per annum (in Rs. Approx.) \$	Upper Age Limit, in years. (As on 01/10/2016)	Required Post Qualification Experience # in years (as on 01/10/2016)
<b>DISCIPLINE: FINANCE</b>					
1	E-7	43200-3%-66000	19.83 Lakh	52	19
2	E-5	32900-3%-58000	14.57 Lakh	44	09
<b>DISCIPLINE: SCIENTIFIC</b>					
3	E-4	29100-3%-54500	13.06 Lakh	36	12
4	E-3	24900-3%-50500	10.88 Lakh	32	08
5	E-2	20600-3%-46500	09.00 Lakh	30	04
<b>DISCIPLINE: COMPUTER</b>					
1	E-4	29100-3%-54500	13.06 Lakh	36	05
2	E-3	24900-3%-50500	10.88 Lakh	32	01
<b>DISCIPLINE: ENGINEERING</b>					
1	E-8	51300-3%-73000	24.75 Lakh	54	22
2	E-7	43200-3%-66000	20.34 Lakh	52	19

(#) - Length of experience indicated includes minimum two year's experience in the immediate lower pay scale for PSE / Govt. Employees. For the post of Deputy Manager (Computer) in E-3 Grade, the one year experience should be in the immediate lower pay scale in respect of candidates working in PSE / Govt.

(\$) - In Addition to the CTC mentioned above, Company provides free Medical treatment for self and dependents; House Building Advance; Group Insurance; etc., as per rules. Eligible type of residential accommodation (unfurnished) will be provided at nominal rent in Company Townships.

**C. LEVEL OF INDUCTION**

Depending upon qualification, area / length of experience [including 2 years experience in immediate lower scale for PSE /Govt. Employees] as well as Upper age limit and performance in the Interview, as the case may be, the selected candidates will be considered for suitable placement. Higher start may be considered in case of deserving candidates in the same scale.

**D. PLACE OF POSTING:**

Incumbent joining the above posts are required to work in any Unit / Area / Place situated in India / abroad under the control of NLC India Limited or in any Joint Venture / Associate / Subsidiary company of NLC India Limited.

#### **E. RESERVATION & RELAXATIONS**

1. Reservation and relaxations for SC/ST/OBC (non-creamy layer) / PWD (degree of disability 40% & above) & Ex-serviceman candidates will be as per Government of India guidelines.
2. No Application fee will be charged from SC/ST candidates, PWD, Ex-Servicemen and Internal Candidates.
3. The Upper age limit is relaxable by 5 years for SC/ST; 3 years for OBC (Non-Creamy Layer), 10 Years for Persons with Disabilities (15 years for SC/ST PWD's & 13 years for OBC PWD's) and for Ex-Servicemen as per Govt. of India rules. However, in all the cases of relaxation, maximum age limit is 58 years as on 01-10-2016. However, relaxation in upper age limit is unavailable for OBC/SC/ST candidates competing for the unreserved vacancies.
4. No relaxation, including age relaxation, shall be extended for considering against Unreserved (UR) vacancies. In other words, the candidates aspiring against UR vacancies should meet all the eligibility norms applicable to General (UR) candidates.
5. The OBC Candidates who belongs to "Creamy Layer" are not entitled for concession admissible to OBC category and such candidates have to indicate their category as General / UR. The OBC (Non-Creamy Layer) candidates are required to submit requisite certificate in the format prescribed by Government of India and from a Competent Authority issued in the current year. Further, OBC (Non-Creamy Layer) candidates will have to give a self-undertaking indicating that they belong to OBC (Non Creamy Layer) category also at the time of Interview.
6. Persons with Disabilities are required to furnish Medical Certificate in relation to their disability from Medical Board of an approved Government Hospital.
7. Category (SC/ST/OBC/PWD/Ex-servicemen) once filled in the online application form will not be changed and no benefit of other category will be admissible later on. The reserved category candidates are required to submit requisite certificate in the format prescribed by Government of India and issued by the Competent Authority.

#### **F. METHOD OF SELECTION:**

Selection will be based on Personal Interview for all the posts notified. The exact date & Venue of the selection will be communicated to the shortlisted candidates through registered email / post.

#### **G. GENERAL CONDITIONS:**

1. Reservation of Post(s) as per Govt. of India Guidelines.
2. Only Indian Nationals should apply.
3. All qualifications should be acquired from Indian Universities /Institutes, duly recognized by UGC / AICTE (wherever required) or any other authority / forum.
4. Candidates from PSE/Govt./Quasi Govt. should forward their Registration-Cum-Application Form (obtained ONLINE) through Proper Channel or should produce No Objection Certificate at the time of Interview.
5. Higher start may be considered in case of deserving candidates in the same Pay scale.
6. Depending on response and requirement, the management reserves the right to raise / relax the eligibility conditions. Also, the Minimum Qualification is relaxable in the case of Internal Candidates with sound, adequate background & experience.
7. Candidates are informed that mere submission of applications shall not give them any right to be called for Interview / Selection and NLC India Limited reserves the right not to fill up any or all the posts notified at its discretion and vacancies may also be increased / decreased purely depending upon organizational requirements.
8. Candidates called for attending the Selection/Personal Interview are eligible for reimbursement of Travelling expenses, To & Fro Second Class Sleeper Train / Bus Fare (For E-2 Grade), 2-Tier Sleeper To & Fro 2 Tier A/C Train / Bus Fare (For E-3 to E-6 Grades); Air Fare in Economy Class (For E-7 & E-8 Grades) for their travel from the communication address to the Selection / Interview venue by the shortest route, subject to production of proof and NOC (in case of working in PSE / Govt. /Quasi Govt. Organizations).
9. The appointment of selected candidates will be subject to being found Medically Fit, as per the prescribed health standards of the Corporation and they will be required to undergo medical examination by the Industrial Medical Officer of the Corporation, prior to being appointed after due selection.
10. The candidates will be called for selection based on Self certified information along with copies of testimonials furnished by them. They should produce the original documents, in support of their meeting eligibility conditions, at the time of Interview failing which such candidates will not be permitted to appear for the interview and Travelling Allowance will not be reimbursed to them.
11. If the SC/ST/OBC/Disability certificate has been issued in a language other than English/ Hindi, the candidates should submit a self certified translated copy of the same either in English or Hindi.
12. No manual / paper applications will be entertained directly unless registered and applied ONLINE.
13. Candidature of a registered candidate is liable to be rejected at any stage of recruitment process or after recruitment or on joining, if any information provided by the candidate is false or is not found to be in conformity with eligibility criteria mentioned in the advertisement, the Candidate's employment will be terminated.
14. Candidature of the registered candidate may also liable to be rejected if Registration-Cum-Application Form is not received or received without Application Fee (as applicable) / copy of necessary documents / proof to clearly establish his / her eligibility or Community Certificate or received after the last date for receipt of the same.
15. Candidates already removed / terminated / deserted their employment from NLC India Limited (Formerly Neyveli Lignite Corporation Limited)will not be considered.
16. Persons already resigned their appointment from NLC India Limited (Formerly Neyveli Lignite Corporation Limited) may also apply, subject to fulfilling the notified eligibility criteria.
17. In case any Ambiguity / Dispute arising on account of interpretation in Hindi Version, the English version will prevail.

#### **H. HOW TO APPLY?**

1. Eligible applicants should Register and Apply ONLINE only through NLC India Limited's website **www.nlcindia.com**. No other means / mode of application will be accepted.
2. Before registering / applying online, the candidates should possess valid e-mail ID, which should remain valid at least for one year.
3. The candidates can access the online application portal at **www.nlcindia.com**. The Online application portal will be active from **10:00 hours on 05-10-2016 to 17:00 hours on 25-10-2016**.
4. Candidates are required to pay a **non-refundable amount of INR. 300/- as Application Fee** through ONLINE, using State Bank Collect facility available at **www.onlinesbi.com**. Detailed process regarding payment of Application Fee is available in our website.
5. Candidates applying for more than one post should submit separate Registration-cum-Application Form and receipt for fee along with the requisite enclosures for each post (s).

6. After submitting the application through ONLINE, a Registration-Cum-Application Form will be generated. Candidates are required to take two copies of print out of the same and
- Retain one copy with **them** for reference
  - Send the other copy of the Registration-Cum-Application Form along with the enclosures, in a cover with superscription of "APPLICATION FOR RECRUITMENT TO THE POST OF ..... (.....GRADE) IN NLC India Limited", by Post / Courier

To

THE GENERAL MANAGER (HR),  
RECRUITMENT CELL,  
HUMAN RESOURCE DEPARTMENT,  
CORPORATE OFFICE, NLC INDIA LIMITED,  
BLOCK-1, NEYVELI – 607801, TAMILNADU

So as to reach on or before **01-11-2016**

7. The Candidature of the applicants who fail to submit the hard copy of the Registration-cum-Application Form (or) whose Registration-cum-Application Form are received in the Recruitment Cell belatedly after the stipulated time limit will not be considered and the application fee paid by them, if any, will not be refunded.
8. **Candidates can contact the Helpline No. 04142 255135 between 10:00 Hours and 17:00 Hours on all working days. Candidates are hereby advised not to contact telephone numbers of any other officials / divisions and avoid disturbing others.**

#### **I. ATTACHMENTS.**

**Photostat copies of the following Documents / Certificates in prescribed / valid formats are to be enclosed with the Registration-cum-Application Form: -**

- Proof for Date of Birth (Birth Certificate (or) SSLC / Matriculation Mark List)
- Proof for possessing notified Qualifications (Provisional or Degree Certificates and Consolidated or Semester-wise mark Statements).
- Experience Certificates, from the present / previous employer(s) in proof of having notified experience requirement, including minimum two years' experience in the immediate lower scale (wherever applicable)
- Experience Certificates, from the present / previous employer(s), including proof for having minimum two years experience in the Immediate lower scale (wherever applicable).
- Community Certificate (in case of candidates belonging to SC/ST/OBC-NCL categories)
- Disability Certificate for PWDs / Discharge Certificate for Ex-Servicemen, if applicable.
- Latest Pay Slip Copy, if applicable.
- Self-certified translated copy of the SC/ST/OBC/Disability certificate either in English or Hindi.
- Proof for remittance of Application Fee.

However, the above list is not exhaustive and the candidates may require producing other relevant documents on case to case basis to clearly establish their eligibility. Non production of sufficient documents to establish the eligibility would lead to rejection of candidature.

#### **NOTE:**

- Please do not send any original certificates along with the Registration-Cum-Application Form. Original Certificates are to be produced at the time of Interview only.
- All correspondence with candidates shall be done through the registered e-mail only. All information regarding Selection Schedule, Interview Call Letters, etc. shall be provided through e-mail, apart from uploading the same on NLC India Limited's website. Responsibility of receiving, downloading and printing of call letters / any other information shall be of the candidate. NLC will not be responsible for any loss of email sent, due to invalid / wrong email ID provided by the candidate or delivery of e-mail to spam / bulk mail folder or for delay / not receipt of information if the candidate fails to access his/her mail / website in time.

#### **IMPORTANT DATES:**

<b>ONLINE Registration Starting Time &amp; Date</b>	<b>: 10 00 hours on 05-10-2016</b>
<b>ONLINE Registration Closing Time &amp; Date</b>	<b>: 17 00 hours on 25-10-2016</b>
<b>Last Date for Receipt of Registration-Cum-Application Form</b>	<b>: 17 00 hours on 01-11-2016.</b>