

SPECIAL RECRUITMENT DRIVE FOR SC & OBCs

(HRD/Rectt./Advt./2023-24/07)

Engineers India Limited, a Navratna PSU and an Engineering Consultancy Company is looking for dynamic HR professionals with a passion for excellence and the drive to partner in the Nation's Growth story. The Company over the last 50 years has executed some of India's major projects in refineries, petrochemicals, pipelines, offshore, metallurgy, infrastructure & fertilizer sectors. The Company has embarked on an expansion plan into sunrise sectors such as Nuclear, Solar, Water & Waste Management and is increasing its international presence in over 13 countries world-wide. EIL is looking for dynamic & result oriented experienced HR professionals as detailed below:

<u>CODE</u>	<u>DISCIPLINE</u>	<u>POSITION</u>	<u>NO OF VACANCIES</u>	<u>BREAKUP OF VACANCIES*</u>
23-24/07/A	HR	Dy. Manager	01	01 (SC)
23-24/07/B	HR	Manager	01	01 (OBC-NCL)

* Reservation for PwDs (Persons with Disabilities) shall be as per GOI (Government of India) guidelines.

DETAILS:

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• **ELIGIBILITY & DESIRED QUALIFICATION/ EXPERIENCE (IF APPLICABLE) AS ON 30.11.2023:**

DISCIPLINE (CODE)	POSITION	UPPER AGE LIMIT (IN YEARS)	MINIMUM EDUCATIONAL QUALIFICATION (from recognized university/Institute in India)	Post Qualification Experience
HR (23-24/07/A)	Deputy Manager (Reserved for SC)	37	a) MBA Degree with specialization in HR /Personnel Management OR PG Degree / PG Diploma in HR / PM&IR / Labour Welfare OR	Post-qualification experience of 4 (Four) years For Dy. Manager and 8 (Eight) years for Manager as an Executive / Officer in the HR set up of the Government / Semi Government/ Public Sector Undertaking/ Private Sector Undertaking of repute.
HR (23-24/07/B)	Manager (Reserved for OBC-NCL)	39	Master in Social Work with specialization in HR /Personnel Management b) The above qualification (with min. 65% marks or equivalent CGPA / CPI) should be obtained from a recognized Institute / University (except through correspondence).	The candidate should have experience in handling HR functions viz., Recruitment, Learning & Development, Performance Appraisal, Employee Relations, Statutory Compliances, implementation of superannuation schemes like DCS, NPS, EPS, Employee Welfare Schemes, Policy formulation & implementation, compensation policies, contract labour management, etc. The candidate should possess conceptual clarity, excellent inter-personal and leadership skills.

• **CONCESSIONS/RELAXATIONS**

- The upper age limit mentioned against above position is inclusive of applicable relaxations to be provided to SC & OBC (NCL) candidates. Upper age limit for Persons with Disabilities (PWDs) candidates is further relaxable by 10 years.
- Upper age limit is relaxable for Ex-Servicemen.
- PhD in Business Administration will be given relaxation in experience by two years from that applicable for post-graduation, provided such PhD is relevant to the job description for the post.

Note:

HRD/Rectt./Advt/2023-24/07

- Candidates are advised to submit one application against any one post only. In case of multiple applications from a candidate, the latest one be considered as final, and the older applications shall be rejected without any notice.
- The cut-off date for educational qualification, required experience (if applicable) and upper age is **30.11.2023**.
- Candidates are required to specify the percentage marks of the qualification. Wherever CGPA/OGPA/CPI or letter grade is awarded by the University/Institute, equivalent percentage of marks should be indicated as per the norms adopted by University/Institute. Candidates will be required to submit documentary proof/ certificate to this effect from the Institute/University at the time of Interview.

In case, the candidate is not able to produce the documentary proof/ certificate to this effect from the Institute/University in support of the percentage marks entered at the time of Interview, the percentage will be calculated as per the table given below and eligibility of the candidate for appearing in Interview shall be established accordingly:

- The specified qualification should have been acquired within the prescribed minimum course duration.

Percentage of Marks in the qualifying examination	CGPA / CPI on 10 point scale	CGPA / CPI on 9 point scale	CGPA / CPI on 8 point scale	CGPA / CPI on 7 point scale	CGPA / CPI on 6 point scale	CGPA / CPI on 5 point scale	CGPA / CPI on 4 point scale
65%	7	6	5.3	4.6	4	3.3	2.5

- Please round off percentage of the marks to lower whole number e.g. for 65.9, write 65

- **EMOLUMENTS**

Designation	Pay Scale (Rs.)	Total CTC (approx) p.a in Rs (lacs)
Dy. Manager	70000-200000	22.11 lacs
Manager	80000-220000	25.14 lacs

CTC shall include Basic Pay, DA, HRA, other Perks & Allowances, encashment of earned leaves and Retirement benefits as applicable. (Post-Retirement Medical Coverage Scheme is applicable to candidates who are 45 years of age or below as on date on which they come on the regular rolls of the Company. However, this condition shall not be applicable in case of candidates who join after resigning from any CPSE, provided the total of past service in the CPSE and future service in the company till the date of normal retirement is 15 years or more).

- **CRITERIA FOR DEPARTMENTAL CANDIDATES**

- The candidate should have served EIL for a minimum period of two years at the time of selection.
- The candidate should have served at least one year in one level below the position applied/advertised.
- The candidate should not already have been given the advantage of Rationalization Clause at any level.

- **PLACE OF POSTING**

The place of posting may be at Head Office New Delhi / Gurugram, Regional Offices at Chennai, Vadodara, Kolkata, Branch Office at Mumbai, Inspection Offices and Construction Sites etc.

However, the place of posting can be anywhere in India and abroad depending upon the exigency of work.

- **MODE OF SELECTION**

The mode of selection for the position will be through interview, generally at Delhi or through video conferencing. (Venue/Mode of Interview shall be intimated separately to the shortlisted candidates).

- **STEPS FOR APPLYING**

STEP 1: Eligible candidates need to apply through on-line registration system on EIL website. To apply visit the career link in EIL website i.e. <http://www.engineersindia.com>

STEP 2: Read CAREFULLY all the instructions given on the website.

STEP 3: Fill in the online form with all the relevant and correct details.

STEP 4: The candidate before starting online registration should keep the properly scanned copies (readable form), of the following documents / certificates ready for uploading during registration of application:

- a) Latest Passport size colour photograph in .jpg/.jpeg format of not more than 75 KB size
- b) Signature in .jpg/.jpeg format of not more than 25 KB size
- c) All qualifying certificate, all years/semester marksheets and experience certificates of not more than 900 KB in .jpg/.jpeg/.pdf format
- d) Disability certificate (PwD), if applicable of not more than 500 KB each in .jpg/.jpeg/.pdf format
- e) Caste certificate (SC/ST/OBC- Non Creamy Layer)/EWS, if applicable, of not more than 500 KB in .jpg/.jpeg/.pdf format
- f) Adhaar Card in .jpg/.jpeg format

STEP 5: The candidates are not required to send the print out of the registered application form filled on line. They need to retain a copy of the printout of the application form which will be required at the time of personal interview (for interview carried out through modes other than Video Conferencing) if shortlisted.

STEP 6: The cut-off date of post-qualification relevant experience and upper age is 30.11.2023.

• **GENERAL INSTRUCTIONS**

1. Online submission of application will be permitted on the website between **0000 hrs on 27.12.2023 till 2359 hrs on 10.01.2024.**
2. The e-mail address specified in the application should be valid/ functional for at least 24 months from the date of the submission of application. **Intimation for interview shall be sent by email. Kindly ensure that your email is valid and operational.**
3. Any change in advertisement (including extension of the last date of online submission of application-if any) shall be published in EIL's website www.engineersindia.com only.
4. Candidates are informed that it is mandatory to attach the documents as per list mentioned above along with online application. The position being advertised is subject to specific eligibility criteria such as subjects studied/ degrees/ no. of years of experience, hence properly scanned education (all year mark-sheets and certificates) and experience documents may be attached along with online application to avoid rejection of incomplete applications.
5. *The prescribed qualification/experience are the minimum and mere possession of the same does not entitle a candidate for participating in the selection process. EIL may restrict the number of candidates to be called for interview by raising the percentage of marks obtained in qualifying examinations and/or relevance of experience required for the post etc. Only short-listed candidates will be informed for interview through email.*
6. Candidates should retain a copy of online application form(s) for future reference.

7. Copy of the online application **is not to be sent by post**. The print out of application should be retained for reference by candidate **at the time of personal interview** (for interview carried out through modes other than Video Conferencing).
8. Those short listed for interview shall be intimated through e-mail. In absence of any of the documents mentioned below, the candidate will not be allowed to appear for interview and in that case, no travel expenses shall be reimbursed (for personal interview carried out through modes other than Video Conferencing). They are required to bring/furnish the **following original certificates** along with attested photocopies as documentary proof at the time of interview or as communicated
 - Proof of Age
 - Educational Qualifications (All year/semester Mark sheets & Certificates)
 - Service Certificate of past employment & proof of date of joining & its continuity in the present Organization (if applicable).
 - Last Salary Certificate (if applicable)
 - Medical Certificate / Persons with Disability Certificate with photograph issued by the competent authority satisfying the minimum degree of disability of 40% in respective categories, if applicable.
 - Scheduled Caste/ Other Backward Class (OBC) (Non-creamy layer) from the Competent Authority. OBC certificate produced by candidates should clearly indicate that they do not belong to creamy layer.
 - Adhaar Card
9. **Only those who meet the prescribed eligibility criteria need apply**. If at any stage, it is found that the candidate does not meet the prescribed eligibility criteria, he/she will be disqualified. EIL reserves the right to reject any application without assigning any reason.
10. **In case physical presence is required for the** interview, Outstation Candidates called for interview shall be entitled to II AC sleeper rail fare, from the **mailing address mentioned in the on-line application form** to the venue of interview by the shortest route as per rules. *Candidates providing mailing address of a country other than India, in the application form, will be reimbursed to and fro rail fare, as per entitlement mentioned above, from the port of arrival in India to the venue of interview by the shortest route as per rules.* The candidate will be required to fill in the Travelling Allowance (TA) form at the interview Center and submit proof for travel undertaken.
11. In case it is found at any stage that the candidate is either not meeting the requirements as laid down in the advertisement or has given incorrect information while filling up the on-line application form, his/her candidature shall be cancelled and in that case no traveling expenses (if applicable) shall be reimbursed.

12. EIL shall not be responsible for any loss of email/communication letter sent, due to invalid/wrong email id/wrong postal address/postal delays/loss in transit etc. No request in this regard will be entertained.
13. Court of jurisdiction for any dispute will be at Delhi.
14. EIL reserves the right to cancel the advertisement and/or the selection process there under without assigning any reason.
15. Provisions of the Persons with Disability Act are being complied with. In case of PwD candidates, persons with 40% or more disability only are eligible to apply under PwD category.
16. Screening and selection will be based on the details provided in the on-line application form, hence it is necessary that only accurate, full and correct information is furnished by the applicants. Furnishing of wrong/false information will be a disqualification and EIL will **NOT** be responsible for disqualification as a consequence of furnishing of such wrong/false information.
17. The applicant should essentially have proficiency in computer.
18. Candidates working in PSU / Govt. Sector shall be required to forward their application through proper channel or submit NOC (No Objection Certificate) from their present employer at the time of interview (if shortlisted).
19. Avenues for Career growth in the organization shall be governed by the prevailing rules & practices depending on the qualification and performance.