SPECIAL MESSENGER

Government of India
Ministry of Mines

No. 10/3/2017-Met.III

New Delhi, the 14th April, 2018

OFFICE MEMORANDUM

Sub: Selection for the post of Director(Operations) in Hindustan Copper Ltd. (HCL).

Sir,

The undersigned is directed to PESB’s O.M.No.7/60/2017-PESB dated 19.3.2018 along with Job Description (copy enclosed) for the post of Director(Operations), HCL. PESB has requested this Ministry to upload the vacancy of Director(Operations) on the website of Ministry of Mines for wider publicity.

2. Therefore, NIC is requested to upload the vacancy of the said post on website of Ministry of Mines.

Yours faithfully,

(Lakshmi Subramanian)
Under Secretary to the Govt. of India
Email: lakshmi.s@nic.in

Director,
NIC, Ministry of Mines

O/C 4-1-15
Subject: Selection for the post of Director(Operations), Hindustan Copper Ltd. (HCL), a schedule ‘A’ CPSE.

The Public Enterprises Selection Board (PESB) is seeking qualified candidates for the post of Director(Operations), Hindustan Copper Ltd. (HCL), a schedule ‘A’ CPSE, the scale of pay of the post being Rs. 1,80,000 – 3,40,000/- (IDA) post 01.01.2017. A copy of the job description for the post is enclosed.

2. It is requested that names of all candidates seniority-wise for the said post along with their applications, in the prescribed format duly verified, may kindly be forwarded so as to reach the PESB by 15.00 hours on 7th May, 2018. The applications of all candidates are to be addressed to Secretary(PESB), Room No. 523, Public Enterprises Bhawan, Block No. 14, CGO Complex, Lodhi Road, New Delhi. It is also requested that advance action may be taken to keep the ACRs for last 10 years of the candidates ready along with their latest vigilance profile [(i) penalty imposed, if any during the last 10 years (ii) details of disciplinary action initiated/being initiated if any, etc.] to be furnished as and when the selection meeting is scheduled. It is further requested that the vacancy for the post may also be uploaded on the website of Ministry/Department for wider publicity.

3. If the relevant details are not received within the stipulated time, it will be assumed that there are no applications received to be sponsored for the post.

Encl.: as above

(C A Jacob)  
Deputy Secretary to the Govt. of India  
Tel. 24362936

Ministry of Mines,  
(Shri Arun Kumar, Secretary)  
New Delhi
I. COMPANY PROFILE
Hindustan Copper Limited (HCL) was incorporated in 1967 under the Indian Companies Act, 1956. The main objective of the company is exploration, mining, beneficiation of copper ore, smelting and refining and processing of downstream products. The company has copper mines at Malanjkhand in Madhya Pradesh, Khetri (Rajasthan), Ghatshila (Jharkhand). It has smelters at Khetri (Rajasthan), Ghatshila (Jharkhand) and Jhagadia (Gujarat) and a Continuous Cast Copper Wire Rod plant at Taloja (Maharashtra). HCL is a schedule – ‘A’/Miniratna PSE in Minerals and Metal sector under the administrative control of Ministry of Mines.

IIts Registered and Corporate offices are in Kolkata, West Bengal.
The authorised and paid up capital of the Company was Rs. 1100 crore and Rs. 462.61 crore respectively as on March 31, 2017.
The shareholding of the Government of India in the company is 89.95%.

II. JOB DESCRIPTION AND RESPONSIBILITIES
Director (Operations) is a member on the Board of Directors and reports to the Chairman and Managing Director. He/She heads the operations of copper smelting and refining plants. In addition, he/she is also in charge of project management and execution of various mines projects with emphasis on contract administration.
ELIGIBILITY
1. AGE: On the date of occurrence of vacancy (DOV)

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<th>Internal</th>
<th>Others</th>
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2. EMPLOYMENT STATUS:
The applicant must, on the date of application, as well as on the date of interview, be employed in a regular capacity — and not in a contractual/ad-hoc capacity — in one of the followings:
(a) Central Public Sector Enterprise (CPSE) (including a full-time functional Director in the Board of a CPSE);
(b) Central Government including the Armed Forces of the Union and All India Services;
(c) State Public Sector Enterprise (SPSE) where the annual turnover is "Rs 2000 crore or more";
(d) Private Sector in company where the annual turnover is "Rs 2000 crore or more.
(* The average audited annual turnover of three financial years preceding the calendar year in which the post is advertised shall be considered for applying the approved limits)

3. QUALIFICATION:
The applicant should be an Engineering graduate preferably in Mining/Metallurgy/Mechanical/Electrical with good academic record from a recognised University/Institution.
Applicants with MBA qualification will have added advantage.

4. EXPERIENCE:
The applicant should possess at least five years' technical/operational/project experience during the last ten years at a senior level of management in the mining/metal sector.
Persons with experience of dealing with underground mine projects and related fields would have added advantage.

5. PAY SCALE/ RANK/ LEVEL:
The minimum length of service required in the eligible scale/rank/level will be one year for internal candidates, and two years for others as on the date of vacancy.
(a) Applicants from CPSEs should be working in the following or a higher pay scale:

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<th>Eligible Scale of Pay</th>
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<td>1. Rs. 7250-8250 (IDA) Pre 01/01/1992</td>
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<td>2. Rs. 9500-11500 (IDA) Pre 01/01/1992</td>
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<td>3. Rs. 20500-26500 (IDA) Pre 01/01/1997</td>
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<td>4. Rs. 51300-73000 (IDA) Pre 01/01/2007</td>
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<td>5. Rs. 120000-280000 (IDA) Pre 01.01.2017</td>
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<td>6. Rs. 18400-22400 (CDA) Pre-revised</td>
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<td>7. Rs. 37400-67000 + GP 10000 (CDA)</td>
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(b) i. Applicants from Central Govt. / All India Services should be holding a post of the level of Joint Secretary in Govt. of India or carrying equivalent scale of pay.
ii. Applicants from the Armed forces of the Union should be holding a post of the level of Major General in the Army or equivalent rank in Navy/Air Force.
(c) Applicants from State Public Sector Enterprises/ Private Sector should be working at Board level position or at least a post of the level immediately below the Board level.

6. CONDITION OF IMMEDIATE ABSORPTION FOR CENTRAL GOVERNMENT OFFICERS
Central Government Officers, including those of the Armed Forces of the Union and the All India Services,
IV. DURATION OF APPOINTMENT
The appointment shall be for a period of five years from the date of joining or up to the date of superannuation or until further orders, whichever is earlier.

V. SUBMISSION OF APPLICATIONS
All applicants should send their applications as per the format:
1. The applicants should submit their applications through proper channel as follows:
   (a) Government Officers, including those of the Armed Forces of the Union and All India Services: through Cadre Controlling authority;
   (b) CMDs/MDs/Functional Directors in CPSE: through the concerned Administrative Ministry;
   (c) Below Board level in CPSE: through the concerned CPSE;
   (d) CMDs/MDs/Functional Directors in State PSE: through the concerned Administrative Secretary and Cadre Controlling Authority, if any, of the State Government;
   (e) Below Board level in SPSE: through the concerned SPSE;
   (f) Private Sector: directly to the PESB.

2. Applicants from Private Sector must submit the following documents along with the application form:
   (a) Annual Reports of the Company in which currently working for the 3 financial years preceding the calendar year in which the post is advertised (please provide URL or attach/enclose);
   (b) Whether the company is listed or not; if yes, the documentary proof (please provide URL or attach/enclose);
   (c) Evidence of working at Board level or at least a post of the level immediately below the Board level;
   (d) Self-attested copies of documents in support of age and qualifications;
   (e) The relevant Jobs handled in the past with details.

VI. UNDERTAKING BY THE APPLICANT
An applicant has to give an undertaking as a part of the application that he/she will join the post, if selected. If an applicant does not give such undertaking, the application would be rejected.
1. For candidates from Central Government/Armed Forces of the Union/ All India Services
   (a) The appointment is on immediate absorption basis.
   (b) If a candidate conveys his/her unwillingness to join after the interview is held, he/she would be debarred for a period of two years from the date of interview, for being considered for a Board level post in any CPSE.
   (c) Further, if a candidate conveys his/her unwillingness to join after the issue of offer of appointment, he/she would be debarred for a period of two years from the date of offer of appointment for being considered for a Board level post in any CPSE.

2. For candidates from CPSE
   a. If a candidate conveys his/her unwillingness to join after the interview is held, he/she would be debarred for a period of two years from the date of interview, for being considered for a Board level post in any CPSE other than the one to which the candidate belongs.
   b. Further, if a candidate conveys his/her unwillingness to join after the issue of offer of appointment, he/she would be debarred for a period of two years from the date of offer of appointment for being considered for a Board level post in any CPSE other than the one to which the candidate belongs.

3. For candidates from SPSE/ Private Sector
   a. If a candidate conveys his/her unwillingness to join after the interview is held, he/she would be debarred for a period of two years from the date of interview, for being considered for a Board level post in any CPSE.
   b. Further, if a candidate conveys his/her unwillingness to join after the issue of offer of appointment, he/she would be debarred for a period of two years from the date of offer of appointment for being considered for a Board level post in any CPSE.

4. In the above cases, no request for relaxation or otherwise would be entertained.
VII. THE APPLICANTS CAN EITHER

(a) fill up the Application Form online against this Job Description on the website of PESB - http://pesbonline.gov.in/ and thereafter forward it online, as specified in para V(1);

Or

(b) fill up the Application Form online against this Job Description on the website of PESB - http://pesbonline.gov.in/, take a printout and send it offline, as specified in para V(1).

Last time/date of receipt of complete application duly forwarded in PESB is **by 15.00 hours on 07/05/2018**. No application shall be entertained under any circumstances after the stipulated time/date. Incomplete applications and applications received after the stipulated time/date shall be REJECTED. Board reserves the right to shortlist applicants for interview.

Applications are to be addressed to

Secretary,
Public Enterprises Selection Board, Public Enterprises Bhawan,
Block No. 14, CGO Complex, Lodhi Road, New Delhi-110003.

ALL CORRESPONDENCE WITH THE PUBLIC ENTERPRISES SELECTION BOARD SHOULD BE ADDRESSED TO SECRETARY, PUBLIC ENTERPRISES SELECTION BOARD ONLY.