



**HINDUSTAN URVARAK & RASAYAN LIMITED**  
**A JV OF IOCL, NTPC, CIL, FCIL & HFCL**

**Advt. No.: FTC/2021/1**

**Engagement of Executives on Fixed Term Contract (FTC) basis in HURL**

Hindustan Urvarak & Rasayan Limited (HURL) is a joint venture company incorporated by Indian Oil Corporation Limited (IOCL), NTPC Limited (NTPC), Coal India Limited (CIL) with Fertilizer Corporation of India Limited (FCIL) and Hindustan Fertilizer Corporation Limited (HFCL) with a prime objective to establish and operate state of the art environment friendly and energy efficient Natural Gas based Fertilizer Complexes (Ammonia-Urea) of 2200 MTPD Ammonia and 3850 MTPD Urea (1.27 MMTPA neem coated urea) at Gorakhpur (Uttar Pradesh), Sindri (Jharkhand) & Barauni (Bihar), and simultaneously market their products, thus spurring economic growth.

HURL is in need of dynamic, hard-working & talented professionals as under on FTC basis:

**A) TECHNICAL & PRODUCTION:**

S. No.	Department	Position	Requirement	Minimum Qualification	Upper Age Limit (in Years)	Minimum Experience (in Years)
1	Ammonia	Executive Grade 4- Ammonia	2	Full-time regular B.E/B.Tech/B.Sc (Engineering) degree in Chemical Engineering with minimum 60% marks	50	15
2	Urea	Executive Grade 4-Urea	1	Full-time regular B.E/B.Tech/B.Sc (Engineering) degree in Chemical Engineering with minimum 60% marks	50	15
3	Process	Executive Grade 4- Process	2	Full-time regular B.E/B.Tech/B.Sc (Engineering) degree in Chemical Engineering with minimum 60% marks	50	15

**B) MARKETING:**

S. No.	Department	Position	Requirement	Minimum Qualification	Upper Age Limit (in Years)	Minimum Experience (in Years)
4	Marketing	Executive Grade 5- Coordination	1	Bachelor's degree in any discipline	60	20
5		Executive Grade 4- Coordination	1	Bachelor's degree in any discipline	60	15
6		Executive Grade 5- Marketing	1	B.Sc (Agri.) / BE (Any discipline) / B.Tech (Any discipline) / MBA or PGDBM / PGDM with specialization in Marketing / Agricultural Marketing / Agribusiness Management / Rural Management	60	20
7		Executive Grade 3- Supply Chain	1	B.Sc (Agri.) / M.Sc (Agri.) / MBA or PGDBM / PGDM with specialization in Marketing / Agricultural Marketing / Agribusiness Management / Rural Management	55	10



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S. No.	Department	Position	Requirement	Minimum Qualification	Upper Age Limit (in Years)	Minimum Experience (in Years)
8	Marketing	Executive Grade 4- Customer & Market Insights	1	MBA (Any discipline)	45	15
9		Executive Grade 3- Customer & Market Insights	1	MBA (Any discipline)	40	10

**C) SECURITY:**

S. No.	Department	Position	Requirement	Essential Qualification	Upper Age Limit
10	Security	Executive Grade 3- Chief Security Officer	3	Should have been a commissioned officer in the Armed Forces / Class I officer in CAPF with minimum 5 years of service.	55
11		Executive Grade 2- Security Officer	12	Should have been a JCO / SNCO in the Armed Forces / Gazetted officer in CAPF with minimum 20 years' service. Honorary Lieutenant/Captain will be preferred.	55
12		Executive Grade 1- Security Supervisor	18	Should have been a JCO / SNCO in the Armed Forces / Gazetted officer in CAPF with minimum 20 years' service	55

- All qualifications should be from an Indian university/ Institute recognized by AICTE/ appropriate statutory authority. In case of qualifications acquired from foreign Universities/Institutes, the candidate shall be required to produce equivalence certificate for such qualifications. The corresponding equivalent Indian qualification shall be recognized by AICTE/Appropriate Statutory Authority.
- The cut-off date for determining eligibility criteria in respect of age, qualification and experience shall be 03.09.2021 and will remain unchanged irrespective of any reason whatsoever.
- The detailed job-description for each position can be seen on the HURL website under careers section. Job description for each position is to be read in conjunction with the contents of the Advertisement.
- Wherever CGPA/OGPA/DGPA or Letter Grade in a degree is awarded; equivalent percentage of marks should be indicated in the Biodata form as per norms adopted by University/Institute. The documentary proof in support of the same must be submitted at the time of verification. Where no norms have been specified, the CGPA/OGPA will be presumed to have been provided on a 10-point scale.
- For calculation of percentage in the qualifying degree, the guidelines given by university/College will be used. In case there are no such guidelines or documentary proof



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for the same, then the marks obtained in all the semesters will be used to calculate the final percentage.

- In case of any discrepancy/ change in nomenclature of qualification/ discipline, HURL shall have the discretion in deciding on equivalence based on subjects studied, duration, submission of certification from University/College etc. and the decision of HURL shall be treated as final and binding.
- Work experience should be in-line/relevant executive experience. Candidate's work experience as Management Trainee/ Graduate Engineer Trainee would be counted only in case he/she is regularised in the same company. Teaching/ lectureship, Part-time jobs, apprenticeship, internship and articleship will not be considered for calculating work experience.
- The choice of posting given by the candidates shall be only indicative in nature. Selected candidates shall be liable for posting to any of the three sites of HURL viz. Gorakhpur, Barauni & Sindri or Delhi HQ or any other location as per requirements of the Company.
- Positions in Security Department are applicable only to ex-servicemen.

### Selection Process

- Candidates will be shortlisted based on their experience profile for personal interview subject to meeting other advertised parameters.
- Selection will be through Personal interview. The Personal Interview may be conducted through video conferencing/ online mode.

#### **Physical Fitness:**

Appointment of selected candidates will be subject to their being found medically fit. The details regarding medical fitness shall be intimated at the time of selection.

### Nature & Period of Engagement

- **Positions in Technical/Production and Security Departments:** Selected candidates will be appointed on Fixed Term Contract (FTC) basis for a period of 3 years which may further be extended by another two years based on Company requirement.
- **Positions in Marketing Department:** Selected candidates will be appointed on Fixed Term Contract (FTC) basis for a period of 5 years.

### Remuneration

HURL offers an attractive and one of the best in the industry compensation package, pay and perks. An indicative average pay drawn at various levels is as below. The final pay shall be commensurate to the individual's profile, nature of experience and industry standards.



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<b>Designation</b>	<b>Indicative Average Annual CTC (Rs. In Lakhs)</b>
Executive Grade-5	40
Executive Grade-4	27
Executive Grade-3	19
Executive Grade-2	12.5
Executive Grade-1	8.5

**How to Apply**

1. Before applying, candidates should ensure that they satisfy all the necessary conditions and requirements of the position.
2. Interested candidates fulfilling the eligibility criteria are required to send their application in the prescribed Biodata form (available in the Career Section of HURL website [www.hurl.net.in](http://www.hurl.net.in)) along with self-attested copies of following testimonials **through e-mail** to [ftc@hurl.net.in](mailto:ftc@hurl.net.in) on or before the last date i.e. 15.09.2021.
  - a) Recent passport size color photographs
  - b) High School certificate for proof of Date of Birth
  - c) Certificates of Academic and professional qualifications and statements of marks of all the qualifications for all semesters/years in the required qualifying degree.
  - d) Proof of identity & Address (Passport, Voter ID, Driving License, Aadhaar Card)
  - e) Experience certificates
  - f) Detailed Resume/Profile
  - g) Any other document in support of candidature
3. No application will be entertained after the expiry of last date of receipt of Biodata form.
4. Qualification certificates & marksheets are to be submitted in chronological order.
5. Experience certificates are to be submitted in chronological order (for Present as well as Previous employment indicating start date, end date, designation, pay scale/ emoluments and position held).
6. In case of any document being in language other than Hindi/English, candidate is required to attach a translated version of the same in Hindi/ English also.
7. Candidates should submit only one application for one Position. The candidates can apply for any number of Positions as per eligibility. However, HURL reserves the right to call the candidate for any one position.
8. If any claim made by a candidate is found to be incorrect, his/her candidature shall be summarily rejected.

**General Information & Instructions**

1. Date, time and details of venue of the selection and all other correspondence shall be communicated to shortlisted candidates through e-mail.
2. Only Indian Nationals are eligible to apply.
3. The candidate should ensure that he/she fulfils the eligibility criteria and other norms mentioned in this advertisement.
4. If any discrepancies are found in the Biodata form submitted by the candidate and that of the original testimonies, the candidature of such candidates is liable to be rejected. Hence, utmost care should be taken to furnish correct details before submitting Biodata form.



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5. The candidates must have an active E-mail Id & Mobile number which must remain valid for at least next one year. All future communications with the candidates will take place only through e mail. Candidates have to ensure accuracy of their E-mail id & Mobile number. No change in E-mail Id & Mobile number as declared in the Biodata form will be allowed. HURL will not be responsible for bouncing of any e-mail sent to the candidates.
6. The number of requirements is tentative and may increase or decrease at the absolute discretion of HURL. Accordingly, depending on the requirement, the Company reserves the right to fill or not to fill or partially fill any of the above requirements; cancel/restrict/enlarge/curtail the engagement process, if need so arises, without any further notice and without assigning any reason thereof.
7. The mere fact that a candidate has submitted application against the advertisement and apparently fulfilling the criteria as prescribed in the advertisement would not bestow on him/her the right to be definitely called for interview/considered further for selection process.
8. Any modification/amendments/ corrigendum in the advertisement will be given in HURL's website [www.hurl.net.in](http://www.hurl.net.in) only.
9. Candidates are advised not to respond to unscrupulous advertisements appearing in any media/publication. For authenticity of any advertisement the candidate may check on HURL's website [www.hurl.net.in](http://www.hurl.net.in) only.
10. Canvassing by a candidate in any form at any stage of the selection process shall disqualify his/her candidature.
11. Any dispute with regard to engagement against this advertisement will be settled within the jurisdiction of Delhi only.
12. Candidature is liable to be rejected at any stage of engagement process without any notice or if joined services are liable to be terminated, if any information provided by the candidate is not found in conformity with the eligibility criteria notified or HURL comes across any evidence/ knowledge, that the qualification/ experience/ any other particulars indicated in Biodata form/ personal resume/ other forms/ formats are not recognized/ false/ misleading and/ or amounts to suppression of information/ particulars which should have been brought to the notice of HURL or that the candidate has been shortlisted for next stage in the process/ has been engaged in HURL through any unfair means.
13. In case physical interview is conducted then the candidates called for interview will be reimbursed the travelling expense by shortest route from the corresponding address as filled in the Biodata form, for TO & FRO journey (within India), subject to a maximum limit of 2<sup>nd</sup> AC rail fare for candidates applying for positions of Executive Grade 3/2/1 and Economy Class Air fare for candidates applying for positions of Executive Grade 4 & 5, on production of tickets. In case candidate has travelled by any other means, the reimbursement will be restricted to entitled fare admissible or actual, whichever is lower. Local travel expenses will not be reimbursed. Candidates not meeting the eligibility criteria or not in possession of complete requisite documents will not be allowed to attend the personal interview and no TA will be paid to them.
14. HURL reserves its right to reject any application, if is reasonably satisfied from the documents and information furnished by the candidate that he/she is not earnest towards the service and does not hold sound professional character depending on his/her past experience with previous organization(s)/employer(s).



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15. The decision of HURL Management in all matters relating to eligibility, acceptance or rejection of applications, penalty for false information, mode of selection, conduct of interviews, selection and posting of selected candidates will be final and binding on the candidates and no enquiry/correspondence will be entertained in this regard.

**Communication with HURL**

Any information regarding this engagement process would be made available on the e-mail address provided by the candidate in the Biodata form and/or shall be uploaded on HURL website. Candidates are advised to periodically check the site for further updates.

**Queries if any should be sent to [ftc@hurl.net.in](mailto:ftc@hurl.net.in)**

**Important Dates**

<b>S. No.</b>	<b>Particular</b>	<b>Date</b>
1	Last date for receipt of application in prescribed Biodata form through e-mail	15.09.2021
2	Cut-off date for Age, Qualification & Experience	03.09.2021