



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

Recruitment of Experienced Professionals

Hindustan Urvarak & Rasayan Limited (HURL) is a joint venture company incorporated by Coal India Limited (CIL), NTPC Limited (NTPC) and Indian Oil Corporation Limited (IOCL) 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:

| Sr. | DEPARTMENT/ POSITION | DESIGNATION | VACANCIES | EDUCATIONAL QUALIFICATION | UPPER AGE LIMIT (in years) | MINIMUM EXPERIENCE (in years) |
|-----|-------------------------|----------------------|-----------|--|----------------------------------|-------------------------------------|
| 1 | Project Head | Sr. Vice-President | 1 | B. E/ B.Tech/ B.Sc.(Engineering) in Chemical Engineering with min 60% | 55 | 25 |
| 2 | Production Head | Vice-President | 3 | B. E/ B.Tech/ B.Sc.(Engineering) in Chemical Engineering with min 60% | 50 | 20 |
| 3 | Technical Head | Vice-President | 3 | B. E/ B.Tech/ B.Sc.(Engineering) in Chemical Engineering with min 60% | 50 | 20 |
| 4 | Maintenance Head | Vice-President | 2 | B. E/ B.Tech/ B.Sc.(Engineering) in Mechanical/ Electrical/ Instrumentation Engineering with min 60% | 50 | 20 |
| 5 | Ammonia | Chief Manager | 3 | B. E/ B.Tech/ B.Sc.(Engineering) in Chemical Engineering with min 60% | 48 | 15 |
| 6 | | Assistant Manager | 8 | | 35 | 5 |
| 7 | | Engineer | 25 | | 30 | 2 |
| 8 | Urea | Chief Manager | 1 | B. E/ B.Tech/ B.Sc.(Engineering) in Chemical Engineering with min 60% | 48 | 15 |
| 9 | | Assistant Manager | 5 | | 35 | 5 |
| 10 | | Engineer | 10 | | 30 | 2 |
| 11 | Offsites & Utilities | Manager | 1 | B. E/ B.Tech/ B.Sc.(Engineering) in Chemical/Mechanical Engineering with min 60% | 40 | 10 |
| 12 | | Assistant Manager | 5 | | 35 | 5 |
| 13 | | Engineer | 9 | | 30 | 2 |
| 14 | Process Engineering | Chief Manager | 2 | B. E/ B.Tech/ B.Sc.(Engineering) in Chemical Engineering with min 60% | 48 | 15 |
| 15 | | Assistant Manager | 4 | | 35 | 5 |
| 16 | Mechanical | Chief Manager | 1 | B. E/ B.Tech/ B.Sc.(Engineering) in Mechanical Engineering with min 60% | 45 | 15 |
| 17 | | Manager | 3 | | 40 | 10 |
| 18 | | Assistant Manager | 9 | | 35 | 5 |
| 19 | | Engineer | 14 | | 30 | 2 |



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| 20 | Electrical | Chief Manager | 3 | B.E./B.Tech/B.Sc (Engineering) in Electrical/ Electrical & Electronics Engineering with min 60% | 45 | 15 |
| 21 | | Manager | 3 | | 40 | 10 |
| 22 | | Assistant Manager | 4 | | 35 | 5 |
| 23 | | Engineer | 5 | | 30 | 2 |
| 24 | Instrumentation | Chief Manager | 3 | B.E./B.Tech/B.Sc (Engineering) in Instrumentation Engineering/ Electronics Engineering/ Electronics & Telecommunication Engineering/ Electronics & Communication Engineering/ Electrical & Instrumentation/ Control & Instrumentation with min 60% | 45 | 15 |
| 25 | | Manager | 3 | | 40 | 10 |
| 26 | | Assistant Manager | 6 | | 35 | 5 |
| 27 | | Engineer | 9 | | 30 | 2 |
| 28 | Safety | Manager | 2 | B.E./B.Tech/B.Sc (Engineering) in Chemical /Mechanical /Electrical /Civil / Instrument /Electronic / Fire & Safety / Fire with min 60% with Diploma in Industrial Safety from CLI/ RLI | 40 | 10 |
| 29 | | Officer | 2 | | 30 | 2 |
| 30 | Engineering Services | Assistant Manager | 6 | B.E./B.Tech/B.Sc (Engineering) in Mechanical/ Electrical/ Instrumentation Engineering with min 60% | 35 | 5 |
| 31 | Urea Product Handling | Manager | 3 | B.E./B.Tech/B.Sc (Engineering) in Chemical or Mechanical Engineering or Diploma in Chemical or Mechanical / B.Sc. with Physics Chemistry or Math with Min 60%. | 40 for B.E./B.Tech/B.Sc (Engineering)and 50 for Diploma / B.Sc | Minimum Experience required is 10 years for B. Tech and 20 years for Diploma / B.Sc. |
| 32 | | Assistant Manager | 15 | | 35 B.E./B.Tech/B.Sc (Engineering)and 45 for Diploma / B.Sc | Minimum Experience required is 5 years for B. Tech and 15 Years for Diploma / B.Sc. |
| 33 | | Officer | 3 | | 30 B.E./B.Tech/B.Sc (Engineering)and 35 for Diploma / B.Sc | Minimum experience required is 2 years for B. Tech and 7 years for Diploma / B.Sc. |



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|----|-------------------------------|-------------------|---|--|----|----|
| 34 | Environment & Quality Control | Manager | 3 | Master of Science (Chemistry) with min 60%. Preference will be given to PhD. | 40 | 15 |
| 35 | | Assistant Manager | 9 | | 35 | 10 |
| 36 | Project Planning & Monitoring | Assistant Manager | 3 | B.E./B.Tech/B.Sc (Engineering) in any Engineering discipline with min 60% | 35 | 5 |
| 37 | | Engineer | 4 | | 30 | 2 |
| 38 | Information Technology | Manager | 2 | B.E./B.Tech/B.Sc (Engineering) in Computer Science Engineering with min 60% | 40 | 10 |
| 39 | Human Resources | Chief Manager | 2 | MBA/Master Degree or Post Graduate Diploma equivalent to MBA with HRM/Personnel Management & Industrial Relations as major subjects or Master degree in HRM/IR/Labour Welfare/ Social Work with specialization in Personnel Management & Labour Welfare with min 60%. Degree in Law will be preferred. | 45 | 15 |
| 40 | | Assistant Manager | 3 | | 35 | 5 |
| 41 | | Officer | 4 | | 30 | 2 |
| 42 | Contracts & Materials | *Coming Soon | | B. E/ B.Tech/ B.Sc.(Engineering) in any discipline with min 60% | 50 | 20 |
| 43 | | | | | 35 | 5 |
| 44 | Finance | | | Member of Institute of Chartered Accountants or Cost Accountants of India (CA/CMA) or Two years full time MBA with min 60% | 45 | 15 |
| 45 | | | | | 40 | 10 |
| 46 | | | | | 35 | 5 |
| 47 | | | | | 30 | 2 |
| 48 | Purchase | | | Graduate in any discipline with min 60% | 40 | 10 |
| 49 | | | | | 30 | 2 |
| 50 | Stores | | | Graduate in any discipline with min 60% | 40 | 10 |
| 51 | Civil | | | B. E/ B.Tech/ B.Sc.(Engineering) in Civil Engineering with min 60% | 40 | 10 |
| 52 | Marketing | *Coming Soon | | | | |

- The cut-off date for determining eligibility criteria in respect of age and post qualification experience shall be 3rd March, 2020 and will remain unchanged irrespective of any reason whatsoever.
- For the position of Project Head, Production Head, Technical Head and Maintenance Head upper age limit may be relaxed in exceptional cases.
- The detailed job-description for each position can be seen on the on-line application portal.
- Wherever CGPA/OGPA/DGPA OR Letter Grade in a degree is awarded; equivalent percentage of marks should be indicated in the application 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.



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- 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 for the same, then the marks obtained in all the semesters will be used to calculate the final percentage.
- Work experience should be after acquiring relevant educational qualification and should be in-line 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. Part-time jobs, internship and article ship will not be considered for calculating work experience.

Selection Process

Selection Process for experienced Personnel:

- Selection of Engineers/Officers having minimum experience of 2 years' will be on the basis of Personal interview, Behavioural Test, Group Discussion and Relevant Job Experience.
- Selection for all other positions requiring experience will be through Personal interview only.

Physical Fitness:

Appointment of selected candidates will be subject to their being found medically fit in the Medical Examination to be conducted as per HURL Rules and Standards of Medical Fitness for the relevant post.

Nature & Period of Engagement

Selected candidates will be appointed on probation basis for a period of 1 year. Selected candidates shall be liable for posting to any of the three sites of HURL viz. Gorakhpur, Barauni & Sindri as per requirements of the Company.

Candidates will be required to get satisfactory performance rating for confirmation of their services at the end of the probation period. Those who fail to achieve so, their probation period may be extended and further action be taken in accordance with the policy of the Company.

Remuneration

| Designation | Annual CTC (Rs. In Lakhs.) |
|--------------------|----------------------------|
| Sr. Vice President | 48 - 70 |
| Vice President | 32-45 |
| Chief Manager | 24-30 |
| Manager | 16-22 |
| Asst. Manager | 11-14 |
| Officer /Engineer | 7-10 |

Candidates will be eligible for annual increment and Performance linked increment.

The company provides medical insurance cover to its employees and dependent family members over and above CTC.

How to Apply

1. **Before applying, candidates should ensure that they satisfy the necessary conditions and requirements of the position.**
2. Interested candidates fulfilling the above laid down eligibility criteria are required to apply online in the registration format available in the Career Section of HURL website, <http://www.hurl.net.in>.



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3. The **ORIGINAL TESTIMONIALS/DOCUMENTS ALONG WITH ONE SELF-ATTESTED COPY** of the following documents will have to be produced by the candidates at the time of interview if called:
 - a. 2 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. Any other document in support of your candidature
 - f. Experience certificates
4. No application will be entertained after the expiry of last date of receipt of Online Application Form.
5. Candidates not fulfilling the minimum laid down criteria advertised with respect to educational qualifications, age and experience for selection to the respective post, would not be able to register online.
6. Candidates should submit only one application for one vacancy and application once submitted cannot be altered. A valid e-mail ID is essential for submission of the online application. HURL will not be responsible for bouncing of any e-mail sent to the candidates. However, candidates can apply for any number of vacancies.
7. If any claim made by a candidate is found to be incorrect, his/her candidature shall be summarily rejected.

Venue & Time

Date, time and details of venue of the selection and all other correspondence shall be communicated to shortlisted candidates through email.

General Information & Instructions

1. Only Indian Nationals are eligible to apply.
2. The candidate should ensure that he/she fulfills the eligibility criteria and other norms mentioned in this advertisement.
3. All qualifications should be from an Indian university/ Institute recognized by AICTE/ appropriate statutory authority.
4. Candidature of a registered candidate is liable to be rejected at any stage of recruitment process or after recruitment or 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.
5. No modifications are allowed after candidate submits the online application form. If any discrepancies are found in the data filled by the candidate online 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 the online application.
6. 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 online application will be allowed.
7. HURL reserves the right to raise the minimum eligibility standards and reserves the right to fill or not to fill or partially fill any of the above vacancy without assigning any reasons whatsoever. HURL reserves the right to cancel/ restrict/ enlarge/ modify/ alter the recruitment process at any stage, without issuing any further notice or assigning any reason thereafter.
8. Any modification/amendments/ corrigendum in the advertisement will be given in HURL's website www.hurl.net.in only



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9. Candidates are also advised not to respond to unscrupulous advertisements appearing in any newspaper. For authenticity of any advertisement the candidate may check on HURL's website www.hurl.net.in only.
10. Canvassing by a candidate in any form shall disqualify his/her candidature.
11. Depending on the requirement, the Company reserves the right to cancel/ restrict/enlarge/curtail the recruitment process without any further notice and without assigning any reason thereof.
12. Any dispute with regard to recruitment against this advertisement will be settled within the jurisdiction of Delhi only.
13. Candidates called for interview will be reimbursed the travelling expense by shortest route from the corresponding address as filled in the Application form, for TO & FRO journey, subject to a maximum limit of 2nd AC rail fare for candidates applying for positions of Manager & Below and Economy Class Air fare/ 2nd AC rail fare for candidates applying for positions of Chief Manger & above, on production of tickets. In case you have travelled by any other means, the reimbursement will be restricted to entitled fare admissible or actual, whichever is lower. The local travel expenses will not be reimbursed.
14. 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 examination(s) and interviews, allotment of examination centers, 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 recruitment process would be made available on the e-mail address provided by the candidate at the time of registration 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 corphr@hurl.net.in.

Important Dates

| S. No. | Particular | Date |
|--------|---|------------|
| 1 | Start date of online registration | 17/02/2020 |
| 2 | Last date of online registration | 03/03/2020 |
| 3 | Cut-off date for calculating Age & Experience | 03/03/2020 |