



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

**Advt. No.: E/5/2022**

**Recruitment of Vice-Presidents 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:

Sr	Position	Vacancy	Location	Educational Qualification	Upper Age Limit (in Years)	Minimum Experience (in Years)
1	Sr. Vice President	1	Sindri/ Gorakhpur / Barauni	Engineering Graduate in Chemical discipline with minimum 60% marks	55	25
2	Vice President Production	1	Barauni	Engineering Graduate in Chemical discipline with minimum 60% marks	50	20
3	Vice President Technical Services	1	Delhi	Engineering Graduate in Chemical discipline with minimum 60% marks	50	20
4	Vice President Human Resources	1	Delhi	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.	50	20
5	Vice President Finance	1	Delhi	Member of Institute of Chartered Accountants or Cost Accountants of India (CA / CMA) or Two years MBA with specialization in Finance with minimum 60% marks. (Candidates with dual specialization or General MBA shall not be eligible to apply).	50	20

- Applicants from Fertilizer/ Chemical / Petrochemical / Energy sector companies will be preferred.
- Qualifying Degree/Diploma should be full time and regular.
- 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 and post qualification experience shall be 31.08.22 and will remain unchanged irrespective of any reason whatsoever.
- The detailed job-description for each position can be seen on the website [www.hurl.net.in](http://www.hurl.net.in). Job description for each position is to be read in conjunction with the contents of the Advertisement.
- Work experience should be after acquiring relevant educational qualification and 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.



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Teaching/ lectureship, Part-time jobs, apprenticeship, internship and articleship will not be considered for calculating work experience.

**Selection Process**

**Selection Process:**

Selection will be through Personal interview which may be conducted through video conferencing/ online mode.

**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. 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 will be taken in accordance with the policy of the Company.

**Remuneration**

HURL offers an attractive and one of the best in the industry compensation package, pay and perks to its employees. An indicative average pay drawn is as follows:

Sr	Designation	Average CTC (Rs.in Lakhs)
1	Sr. Vice President	59 Lakhs
2	Vice President	38 Lakhs

The final pay shall be commensurate to the individual's profile. In addition to the CTC offered, an amount equivalent to 15% of CTC as interim relief will be paid subject to adjustment as per pay revision, presently under management's consideration. The amount will be taxable as per IT rules and will be adjustable as per Management's decision on pay revision. The amount will be recoverable in case one leaves before finalization of pay revision.

Candidates will be eligible for annual increment @5% of CTC apart from performance linked increment. The company provides medical insurance cover to its employees and dependent family members over and above CTC.

**How to Apply**

- Before applying, candidates should ensure that they satisfy all the necessary conditions and requirements of the position.** Interested candidates fulfilling the above laid down eligibility criteria are required to send their detailed resume on email id [recruitment-ups@hurl.net.in](mailto:recruitment-ups@hurl.net.in) clearly specifying the post applied for the mail subject.  
The detailed resume must contain the following information besides other relevant information:
  - Date of Birth
  - Educational Qualification as required (specifying full time/ part time) with name of the university, total aggregate percentage and year of passing
  - Company(s) worked in (with start date and end date), post(s) held, pay scale/ CTC, job responsibilities, major achievements etc.
  - Current annual CTC
- The **ORIGINAL TESTIMONIALS/DOCUMENTS ALONG WITH ONE SELF-ATTESTED COPY** of the following documents will have to be produced by the candidates (physically/online mode) 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)
  - e. Experience certificates
  - f. Any other document in support of candidature



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3. No application will be entertained after the expiry of last date of receipt of Application Form.
4. 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.
5. Candidates should submit only one application for one position only and application once submitted cannot be altered.
6. If any claim made by a candidate is found to be incorrect, his/her candidature shall be summarily rejected.

**General Information & Instructions**

1. Only Indian Nationals are eligible to apply.
2. The candidate should ensure that he/she fulfils the eligibility criteria and other norms mentioned in this advertisement.
3. No modifications are allowed after candidate submits the application form. If any discrepancies are found in the data filled 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 the application.
4. 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 application will be allowed.
5. The number of vacancies is tentative and may increase or decrease as decided by HURL. Accordingly, depending on the requirement, the Company reserves the right to fill or not to fill or partially fill any of the above vacancies; cancel/ restrict/enlarge/curtail the recruitment/selection process, if need so arises, without any further notice and without assigning any reason thereof.
6. The posting location mentioned are indicative. HURL reserves the right to post candidates at any of its location/ Offices.
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. The management may offer the candidate a position in a lower level, subject to his/her affirmation, as deemed fit.
9. Any modification/amendments/ corrigendum in the advertisement will be given in HURL's website [www.hurl.net.in](http://www.hurl.net.in) only.
10. 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.
11. Canvassing by a candidate in any form at any stage of the selection process shall disqualify his/her candidature.
12. Any dispute with regard to recruitment against this advertisement will be settled within the jurisdiction of Delhi only.
13. Candidature is liable to be rejected at any stage of recruitment/ selection 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 application/ 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 secured employment in HURL through any unfair means.
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 employment and does not hold sound professional character depending on his/her past experience with previous organization(s)/employer(s).
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 examination(s) and



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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 recruitment process would be made available on the e-mail address provided by the candidate and/or shall be uploaded on HURL website. Candidates are advised to periodically check the site for further updates.

**Important Dates**

<b>S. No.</b>	<b>Particular</b>	<b>Date</b>
1	Start date of submitting application	17.08.22
2	Last date of submitting application	31.08.22
3	Cut-off date for calculating Age & Experience	31.08.22



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**JDs**

<b>Position</b>	Project Head (Sr Vice President)/L4
<b>Qualification</b>	Engineering Graduate in Chemical discipline with minimum 60% marks
<b>Work Experience</b>	<ul style="list-style-type: none"><li>➤ At least 25 years' experience in the Operation and Maintenance of Ammonia and Urea Plants of which last 3- 5 years as Project Head /General Manager/ Unit Head / Business Unit Head and should have led the execution of at least One major Engineering and Commissioning project related to capacity enhancement, energy revamp or feedstock conversion in Modern Ammonia and Urea Complex.</li><li>➤ Experience in the Functioning of Gas Turbines/ HRSG of Ammonia &amp; Urea, General HSE Guidelines of Fertilizer Industry, FICC related matters, Fire and Safety systems, Zero Effluent/discharge facilities.</li><li>➤ Experience in the administration and execution of Fertilizer Projects along with Contracting, Budgeting and Cost Control.</li><li>➤ Experience in Process Engineering of Modern Ammonia and Urea Complex, Environment Compliances, Material and Energy Balances and Material Handling</li></ul>
<b>Roles and Responsibilities</b>	<p>Develop and lead the Project team for commissioning of Greenfield Ammonia and Urea Project and be responsible for safe and timely completion.</p> <p>Upon successful commissioning take over from LSTK contractor and thereafter lead the Operation Team for sustained operations.</p>



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<b>Position</b>	Head Production (Vice-President)/L3
<b>Qualification</b>	Engineering Graduate in Chemical discipline with minimum 60% marks
<b>Work Experience</b>	<ul style="list-style-type: none"><li>➤ At least 20 years in operation of large capacity ammonia – urea complex, out of which at least 3 years must be in position of Head Production of a reputed organisation. Experience of execution of at least two major projects related to large capacity modern ammonia-urea plants</li><li>➤ Conversant with all aspects of operation of large capacity modern ammonia- urea plants, gas turbine /generators, large capacity compressors and pumps,</li><li>➤ Experience of Commissioning/start up and turnaround of Ammonia/ Urea plant is desirable.</li></ul>
<b>Roles and Responsibilities</b>	Leading, controlling and monitoring performance of production/ operation team of ammonia, urea and OSBL plants. Responsible for carrying out necessary action to achieve targets set by management, developing and maintaining operation and production team. Reporting and providing required input to higher management as and when required.



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<b>Position</b>	Head Technical Services (Vice President)/L3
<b>Qualification</b>	Engineering Graduate in Chemical discipline with minimum 60% marks
<b>Work Experience</b>	<ul style="list-style-type: none"><li>➤ At least 20 years in engineering and operation of large capacity ammonia – urea complex, out of which at least 3 years must be in position of Head Technical Services of a reputed organization. Experience of execution of at least two major projects related to large capacity modern ammonia-urea plants</li><li>➤ Conversant with all aspects of HSE/ safety guidelines, FICC related matters, zero effluent discharge facilities, neem oil coating requirements of large capacity modern ammonia- urea plants, troubleshooting / maintenance of gas turbine /generators, large capacity compressors and pumps etc.</li><li>➤ Management of liason with outside agencies like GAIL/IOC/RIL and with other Fertilizer Plants/ DOF/MOEF/state pollution control Board.</li><li>➤ Experience of Commissioning/start up and turnaround of Ammonia/Urea plant is desirable.</li></ul>
<b>Roles and Responsibilities</b>	Leading, controlling and monitoring performance of process / technical services team for ammonia, urea and OSBL sections. Responsible for carrying out necessary action to achieve targets set by management, developing and maintaining process / technical services team. Reporting and providing required input to higher management as and when required.



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<b>Position/Level</b>	➤ Vice President (HR)/L2
<b>Qualification</b>	➤ 2-year full time regular Course in 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 minimum 60% marks. Degree in Law will be preferred.
<b>Work Experience</b>	➤ 20 years post qualification experience, of which at least 2-3 years should be at Senior Management Level in Corporate Human Resource Management in medium and large industrial establishments of reputed companies in fertilizer/ manufacturing/ process/petrochemical/energy sector in the following areas: ➤ Compensation & Performance Management ➤ Statutory compliance of various labour laws & Implementation of labour welfare measures. ➤ Experience in Industrial Relations. ➤ General administration & welfare functions and liaison with statutory authorities. ➤ Work experience in brown / green field projects or Industrial Establishment will be preferred.
<b>Job Functions</b>	➤ Overall in-charge of HR Department.





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<b>Position</b>	<ul style="list-style-type: none"><li>➤ Vice President Finance/L3</li></ul>
<b>Qualification</b>	<ul style="list-style-type: none"><li>➤ Member of Institute of Chartered Accountants or Cost Accountants of India (CA/CMA) or Two years full time regular MBA with specialization in Finance with minimum 60% marks. (Candidates with dual specialization or General MBA shall not be eligible to apply.)</li><li>➤ Degree in Law will be preferred.</li></ul>
<b>Work Experience</b>	<ul style="list-style-type: none"><li>➤ Minimum 20 years of experience in Accounts, Finance &amp; Controllers functions, of which at least 2-3 years should be at Senior Management Level in Corporate Financial Management and Accounts in Large corporates. Candidates working in listed companies will only be considered</li><li>➤ Experience of working in SAP environment.</li><li>➤ Exposure to foreign currency transaction, LC, ECB etc, LSTK transactions, EPC transactions &amp; treasury experience in reputed company desirable.</li><li>➤ Those having exposure in all policy related &amp; subsidy release with concerned Government agencies will have added advantage.</li><li>➤ Preference shall be given to candidate having experience in Fertiliser Industry.</li></ul>
<b>Roles &amp; Responsibilities</b>	<ul style="list-style-type: none"><li>➤ Overall in charge of Finance, accounts &amp; funds management of the organization.</li><li>➤ Responsible for compliance with taxation laws like GST, Income Tax, Customs, FEMA etc.</li><li>➤ Scrutiny of various proposals before submission to higher Management.</li><li>➤ Coordination with Company secretary for Board resolution for Finance Department</li><li>➤ He will be responsible for compliance with various provisions on maintenance of books of accounts, finalisation of Annual accounts under IND AS, relevant accounts standards.</li></ul>