



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

Advt. No.: E/2/2023

Recruitment of Executives 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 on regular and FTC basis. For FTC executives, the fixed term contract will be for a period of 3 years which may be extended on year to year basis up till 5 years based on requirement.

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 or Mechanical or Instrumentation Engineering/ Electronics Engineering/ Electronics & Telecommunication Engineering/ Electronics & Communication Engineering/ Electronics & Instrumentation/ Applied Electronics & Instrumentation/ Control & Instrumentation or Electrical/ Electrical & Electronics Engineering discipline with minimum 60% marks	55	25
2	Vice President (Production)	2	Barauni, Gorakhpur	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 (Marketing)	1	Delhi	B.Sc (Agriculture)/ B.E / B.Tech. (any discipline) with minimum 60% marks and MBA / PGDBM in Marketing / Agri-Business Management/ Rural Marketing with minimum 60% marks.	50	20
5	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



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Sr	Position	Vacancy	Location	Educational Qualification	Upper Age Limit (in Years)	Minimum Experience (in Years)
6	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
7	Vice- President (Contract & Materials)	1	Delhi	Engineering Graduate in any discipline with minimum 60% marks. Candidates with addl. Qualification of PG Diploma in Materials Mgt. or MBA in Materials Management may be given preference.	50	20
8	Chief Manager (Process)	1	Barauni	Engineering Graduate in Chemical discipline with minimum 60% marks	45	15
9	Manager (Engineering Services)	1	Barauni	Engineering Graduate in Mechanical /Electrical /Electrical & Electronics/ Instrumentation/ Electronics / Electronics & Telecommunication / Electronics & Communication / Electronics & Instrumentation/ Control & Instrumentation/ Applied Electronic & Instrumentation discipline with minimum 60% marks.	40	10
10	Manager (Mechanical)	1	Sindri	Engineering Graduate in Mechanical discipline with minimum 60% marks.	40	10
11	Asstt. Manager (Process)	3	Sindri, Gorakhpur	Engineering Graduate in Chemical discipline with minimum 60% marks	35	5
12	Engineer (Process)	3	Gorakhpur, Barauni, Sindri	Engineering Graduate in Chemical discipline with minimum 60% marks	30	2
13	Engineer (Quality Assurance & Inspection-Mechanical)	1	Barauni	Engineering Graduate in Mechanical discipline with minimum 60% marks	30	2
14	Engineer (Project Planning & Management)	2	Sindri, Barauni	Engineering Graduate in any discipline with minimum 60% marks	30	2
15	Executive Grade-4 Law (FTC- basis)	1	Delhi	Bachelor degree in Law (LLB or equivalent-full time degree from recognized Indian	45	15



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Sr	Position	Vacancy	Location	Educational Qualification	Upper Age Limit (in Years)	Minimum Experience (in Years)
16	Executive Grade-1 Law (FTC-basis)	4	Delhi, Gorakhpur, Barauni, Sindri	University/Institute) with minimum 60% marks. Candidates with 5-year integrated law degree shall be given due preference. Candidates should be registered with Bar council.	30	2

- 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 30.04.2023 and will remain unchanged irrespective of any reason whatsoever.
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- 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.
- 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.
- 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 final and binding.
- The detailed job-description for each position can be seen on the website 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. 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 for regular positions 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.



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For FTC executives the continuity of the contract on year-to-year basis shall depend on your performance being rated at least satisfactory and HURL requirement.

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	CTC (Rs.in Lakhs)
1	Sr. Vice President	48 Lakhs
2	Vice President	32 Lakhs
3	Chief Manager	24 Lakhs
4	Manager	16 Lakhs
5	Assistant Manager	11 Lakhs
6	Officer/Engineer	7 Lakhs

Executive Grade-4 will be equivalent to Chief Manager and Executive Grade-1 will be equivalent to Officer.

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

1. **Before applying, candidates should ensure that they satisfy all 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 **Naukri.com portal**. Position-wise link is provided on the website.
3. 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.
4. 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
5. No application will be entertained after the expiry of last date of receipt of Application Form.
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 only and application once submitted cannot be altered.
8. If any claim made by a candidate is found to be incorrect, his/her candidature shall be summarily rejected.



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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 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 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 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.



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Important Dates

S. No.	Particular	Date
1	Start date of submitting application	03.05.23
2	Last date of submitting application	24.05.23
3	Cut-off date for calculating Age & Experience	30.04.23