



# कोल इण्डिया लिमिटेड COAL INDIA LIMITED

(A Govt. of India Undertaking)  
(A Maharatna Company)

Date: 13.12.2024

Advertisement No. 09/2024

## **“Recruitment of Executive Director (Renewables)”**

**COAL INDIA LIMITED (CIL)** - a Schedule 'A' - MAHARATNA Public Sector Undertaking under Ministry of Coal, Government of India, with Corporate Hqrs, at Kolkata, is the single largest Coal producing company in the world contributing around 79% of the total coal production in India. CIL produced 773.06 MT of coal in the year 2023-24. It is one of the largest corporate employers of the country with manpower of around 2,25,000 Lakhs.

CIL is committed to playing a major role in achieving the Nation's energy security. It is committed to conducting business with the objective for preserving the environment, sustainable development, being a safe workplace and enrichment of the quality of life of employees, customers and the community and functions through 8 states of the Nation. It is now committed to diversify & expand to other verticals such as Solar Power, Thermal Power, Fertilizer, Surface Coal Gasification, Coal Bed Methane and Critical Minerals as business strategy, which will ensure greater value addition and thereby improving our operational & financial performance.

To further strengthen the talent pool of Coal India Limited and fuel its future growth as part of our commitment to expanding our renewable energy portfolio and contributing to the nation's sustainable development goals, we are seeking an accomplished and dynamic professional to join our leadership team as Executive Director (Renewables).

This is a unique opportunity to play a pivotal role in shaping the future of renewable energy at Coal India Limited, leading innovative projects and driving impactful changes. If you have a passion for clean energy and the expertise to lead large-scale initiatives, we invite you to be a part of our journey toward a greener, more sustainable future. Talented, motivated team leaders in energy sector and willing to contribute towards India's energy future by being part of our growth journey and looking for exciting career opportunities may apply for ED (Renewables).

### **A. IMPORTANT DATES:-**

Activity	Important Dates
Opening date for submission of Online Applications	16.12.2024 : 10.00 AM
Last date of submission of Online Applications	15.01.2025 : 11.59 PM

## **B. DETAILS OF VACANCIES:-**

Sl. No.	Name of the Post and Grade	Number of Post / category	Scale of Pay (₹)	Upper Age Limit
1	Executive Director (Renewables) in E-9 grade	01 / Unreserved	₹ 1,50,000/- to 3,00,000/-	55

## **C. FOR OUTSIDE / LATERAL CANDIDATES working in PSEs/ Govt Sector/Autonomous body:-**

- (1) The candidates presently working in E-8 grade or its equivalent grade in pay scale of ₹ 1,20,000 - 2,80,000/- under IDA scale, having minimum 2 years of working experience in E-8 grade or its equivalent grade are only eligible to apply.
- (2) For equivalency of CDA scale of pay with pay scale of ₹ 1,20,000-2,80,000/- under IDA scale to be considered for this recruitment will be as follows:

For 6th CPC w.e.f. 1.1.2006, Pay Scale level 14 of CDA scale in pay band of ₹ 37,400-67,000 with grade pay of ₹ 10000

Or

For 7th CPC w.e.f. 1.1.2016, Pay Scale level 14 of CDA scale of ₹ 1, 44,200 -2,18,000.

Candidates who are working in Public/Govt. Sector/Autonomous bodies should submit NOC from the Present Employer along with application, clearly mentioning the present grade, as well as scale of pay. It is desirable that the candidate for CDA equivalency should attach a certificate of equivalency with pay scale mentioned at point C (2) together with the pay matrix followed for such equivalency and the details (logic followed) for working out the equation so that same can be examined for its applicability and admissibility of the candidate for the advertised post. The acceptance or rejection of the provided documents will be at the discretion of CIL.

**NOTE:** It may be noted that CIL Pay Scale for E-8 grade w.e.f. 01.01.2017 is ₹ 1,20,000 - 2,80,000/-.

## **EDUCATIONAL QUALIFICATION & EXPERIENCE:**

### 1. Minimum Academic Qualification:

Full-time Regular Engineering Degree in any of the following branches of Engineering:

Electrical / Mechanical / Electrical & Electronics / Power / Instrumentation & Control / Power Systems / Power Systems & High Voltage / Electronics & Power / Power Electronics / Power Plant / Energy / Thermal / Civil / Structural.

### 2. Candidates with Minimum years of overall experience in Power Sector:

- a) From PSEs / Govt. Sector: 25 Years
- b) From Private Sector: 27 Years

(To determine nature of experience of the candidate whether from PSE/Govt. Sector or from Private Sector, his/her last /latest experience on the Cutoff date, will be considered. However experience in combination of PSE/Govt. and Private sector of an individual will be accepted).

### 3. **Mandatory experience in Renewable Energy Sector:**

At least 05 years of experience in the field of either Construction or Installation or Commissioning or Operation & Maintenance of Power Project / Renewable Energy projects in any company having an annual turnover of more than Rs.1000 crores. (To be ascertained based on its audited Balance Sheet along with details of Equity Share Capital and details of other equity and Profit/Loss account for immediate past 3 years of last 3 FYs)

**NOTE: Internal Candidates having required qualification and experience may also apply. There will be no age bar for on roll internal candidates.**

For external and internal candidates, experience of 6 Months and More as on the Cut-Off date i.e. 30.11.2024 of the selection will be treated as One year and Experience of less than 6 Months will be ignored.

**D. Cut-Off Date:-** The Cut-Off date for determining age, qualification, experience etc. will be **30.11.2024**.

#### **E. SELECTION CRITERIA:-**

- a) Selection will be on the basis of Qualification, Experience and Personal Interview.
- b) The applicant must submit his application through online portal along with NOC (if working in Govt. / PSU / Autonomous bodies) issued by present employer for submitting application against this advertisement.
- c) On selection, the Pay would be protected for the Outside Candidates coming from Govt. / PSU/Autonomous bodies/ Public Sector Banks and Financial institutions / Armed forces of Union.
- d) Deserving outside candidates may be given advance increments on recommendation of the Selection Committee as per Clause 1.13 of Recruitment Policy of Executives.

#### **F. SELECTION PROCEDURE:-**

- i. Mere fulfilment of eligibility conditions as laid down in the advertisement does not entitle a candidate to be called for Interview.
- ii. Shortlisting for interview will be on the basis of qualification and experience in the ratio of 1:10.
- iii. If suitable candidates are not found among the candidates interviewed, CIL reserves the right to call for interview from the remaining eligible applicants.
- iv. Candidates may note that mere empanelment does not make them entitled for recruitment.
- v. **Tie Breaker for Shortlisting for interview for Candidates:**
  1. Candidates whose experience is more will be called for interview.
  2. If there is still a tie after considering Sl. No. (i) Above, applicant who is senior in age will be called for interview.
- vi. **In case of Tie in Total Marks for selection** (Marks obtained against qualification experience and interview), the seniority will be decided on the following basis:
  1. The marks obtained in experience criteria will be considered i.e. candidate with higher marks in the experience criteria will be placed above in the merit panel.
  2. If the marks obtained in the experience criteria is same, then interview marks will be considered i.e. candidate with higher interview marks will be placed above in the merit panel.
  3. If both the above marks are same, candidates whose Date of Birth is earlier will be considered for placing above in the merit panel.

## **G. HOW TO APPLY:-**

- (i) Eligible candidates shall apply through online mode available on CIL website [www.coalindia.in](http://www.coalindia.in) only under Career with CIL >>>> Jobs at Coal India section as per the qualification and eligibility criteria indicated above.
- (ii) While applying online, candidate needs to upload the following: Scanned copy of the recent passport size colour photograph (not older than 3 weeks in jpg/jpeg format). Scanned copy of signature with Black ink pen (in jpg/jpeg format).

### **(iii) Documents to be attached with the Application:**

Self-attested scanned copies of the following documents (in pdf format), should be attached and will be scrutinized at the time of interview:

- 1) Graduation Certificate /Full-time Regular Engineering Degree in any of the following branches of Engineering: Electrical/ Mechanical/ Electrical & Electronics / Power / Instrumentation & Control/ Power Systems/ Power Systems & High Voltage/ Electronics & Power/ Power Electronics/ Power Plant/ Energy / Thermal/Civil/Structural.
- 2) Experience Certificate/s issued by employer in chronological order with details of pay scale and grades, turnover of the company.
- 3) Any one of the Photo identity proof viz. PAN Card/Valid Driving License / Voter ID/Government issued ID.
- 4) Candidates who are working in Public / Govt. Sector / Autonomous bodies should submit NOC from the Present Employer along with application, clearly mentioning the present grade, as well as scale of pay. It is desirable that the candidate for CDA equivalency should attach a certificate of equivalency with pay scale mentioned at point C (2) together with the pay matrix followed for such equivalency and the details (logic followed) for working out the equation so that same can be examined for its applicability and admissibility of the candidate for the advertised post. The acceptance or rejection of the provided documents will be at the discretion of CIL.
- 5) Candidates are advised to enclose clear and legible documents/certificates to avoid rejection at screening stage. These documents will be subjected to further verification with the original documents at the time of interview, if called for.
- 6) Certificate to establish the turnover of the Company. (To be ascertained based on its audited Balance Sheet along with details of Equity Share Capital and details of other equity and Profit/Loss account for immediate past 3 years of last 3 FYs).
- 7) Caste Certificate, if any.
- 8) Date of Birth (DoB) proof:
  - a) Xth Std. Passing / Matriculation Certificate from recognized Board indicating Date of Birth.

OR

  - b) School Leaving Certificate.
- 9) All Certificates/Mark Sheets for each Year/Semester in support of Educational/Professional Qualification, as prescribed.

- 10) Certificate/s establishing additional qualification if any i.e. M Tech, PhD, MBA & LLB may be attached as supporting document.
- 11) Applicants who are awarded gradation under the CGPA system are required to bring proof issued by the University/Institute converting the CGPA gradation in to appropriate percentage.
- 12) Non- uploading of required documents as per application format will be treated as incomplete application and will be rejected forthright.
- 13) It is mandatory to fill all the relevant information such as qualification details, experience details, percentage of marks, email address, contact mobile number, address for correspondence, Aadhar number/Pan Number/ Bank Account Details (Name of the Bank, Account Number, IFSC Code, MICRCode.) etc.
- 14) In case of variation of Name/ surname/name, spelling mentioned in the Application cum Bio-data with that of educational/ professional qualification certificates/caste certificates the applicant should submit Affidavit from 1<sup>st</sup> class Judicial Magistrate failing which the application will be liable to be cancelled.
- 15) Applicant is requested to enter her/his active email address and mobile phone number which should be valid at least one year from the last date of submission of application as all important communications will be sent to this Email ID and Mobile Number.

**NOTE: (Non Production of Original Documents at the time of interview, will debar the candidate from appearing for the interview)**

#### **H. TRAVELLING ALLOWANCE (TA) FOR APPEARING IN INTERVIEW:-**

- a) Only those outstation applicants, who are shortlisted and are called for Interview, will be reimbursed to and fro fare by the shortest Route on production of original tickets/boarding passes. Re-imbursement will be of Economy Class Air fare or AC 2 tier fare.
- b) The amount towards reimbursement of TA will be remitted to the bank account of the candidates.
- c) No cash payment shall be made. If applicant is not interviewed due to non-meeting the eligibility criteria or non-production of the required documents, no travelling expenses will be reimbursed.

#### **I. INTERVIEW CENTERS:-**

List of candidates who are shortlisted for interview will be uploaded in CIL website and they will be intimated about the date, time and venue of interview subsequently through email.

#### **J. GENERAL TERMS & CONDITIONS:-**

- (i) Only Indian Nationals are eligible to apply.
- (ii) **Mode of Selection** The final selection will be based on marks obtained against educational qualification, experience and interview. Shortlisting for interview will be purely provisional.
- (iii) Candidates should bring along 2 sets of photocopy of all documents at the time of interview.

- (iv) Age, Qualification & experience would be as on the Cut-Off date i.e. 30.11.2024 of Notification.
- (v) All qualifications should be recognized by AICTE/UGC/appropriate Indian Statutory Authorities. Degree obtained from foreign university should be recognized for appointment in PSE/Government posts.
- (vi) Before submitting the application form, the candidate must ensure that she/he fulfills all the required eligibility criteria for the post applied.
- (vii) In case of more than one application by candidate for the post, only latest application will be considered.
- (viii) No modifications are allowed after candidate submits the application form. If any discrepancy is found in the data filled by the candidate in the Application and that of the original testimonies, the candidature of such candidate is liable to be rejected. Hence, utmost care should be taken to furnish correct details while submitting the application.
- (ix) If suitable candidates are not found among the candidates interviewed, CIL reserves the right to call for interview from the remaining eligible applicants.
- (x) CIL reserves the right to cancel/restrict/enlarge/modify/alter the recruitment process, if need so arises, without assigning any reason thereof. CIL may at its discretion, re-conduct Interview in case of any eventualities.
- (xi) Appointment of the selected candidate will be subject to medical fitness by the Medical Officer of CIL as per company rules.
- (xii) Character and antecedent verification of the appointees will be done post appointment and in case of any discrepancy or concealment of information is found, the appointment will stand null and void abinito.
- (xiii) The posts advertised carries with it the liability to serve in any of the Subsidiary of Coal India Limited depending upon CIL requirement.
- (xiv) If, at any stage of the recruitment process or subsequently, it is found that, the applicant:
- a. has provided wrong information or submitted false documents or
  - b. has suppressed relevant information or
  - c. does not meet the eligibility criteria for this recruitment or
  - d. has resorted to unfair means during selection process or
  - e. is found guilty of impersonation or
  - f. Created disturbance affecting the smooth conduct of Personal Interview.
- She/he will be liable to be disqualified, prosecuted and debarred for all appointments in CIL and her/his application/appointment will be cancelled/rejected forthwith.
- (xv) Candidates applying in response to this advertisement may please visit CIL website as latest updates /any amendment / modification relating to this recruitment will be notified on CIL website only.
- (xvi) Canvassing in any form will be a disqualification.
- (xvii) Legal jurisdiction will be Kolkata only.
- (xviii) The selected candidate on appointment will be on probation for one year.
- (xix) The appointment of selected candidates may be subject to their being declared medically fit.

(xx) Candidates employed with Government /Semi-Govt./ Public Sector Undertaking/ Autonomous Body should submit their relieving letter from the present employer for issuance of Offer of Appointment.

(xxi) Candidates are advised to keep their e-mail ID active for receiving communications, viz. Call Letters/ Interview date advices etc. Candidates are advised to keep their e-mail ID active for receiving communications, viz. Call Letters/ Interview date advices etc. for one year.

**K. CONTACT US:-**

In case of any problems faced by the candidates in filling up the application, they may contact the help desk on mail to [lateral-recruitment.cil@coalindia.in](mailto:lateral-recruitment.cil@coalindia.in) from **16.12.2024 to 15.01.2025** till the closure of window of online portal.

Any further information/corrigendum/addendum etc., pertaining to recruitment will be uploaded on the website [www.coalindia.in](http://www.coalindia.in) only and as such, candidates are advised to visit the same frequently.

**L. CIL's DECISION FINAL:**

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

**General Manager (Personnel / Recruitment)  
Coal India Limited, "Coal Bhawan",  
Premise No-04-111, AF-III, Action Area-1A,  
New Town, Rajarhat, Kolkata-700156**

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