

RECRUITMENT FOR EXPERIENCED PERSONNEL

(HRD/Rectt./Advt./2018-19/05)

Engineers India Limited, a Navratna PSU and an Engineering Consultancy Company is looking for dynamic professionals with a passion for excellence and the drive to partner in the Nation's Growth story. The Company over the last 50 years has executed some of India's major projects in refineries, petrochemicals, pipelines, offshore, metallurgy, infrastructure & fertilizer sectors. The Company has embarked on an expansion plan into sunrise sectors such as Nuclear, Solar, Water & Waste Management and is increasing its international presence in over 13 countries world-wide. EIL is looking for suitably qualified, experienced and motivated individuals in the following disciplines: -

<u>CODE</u>	<u>DISCIPLINE</u>	<u>POSITION</u>	<u>NO OF VACANCIES</u>
18-19/05/A	Legal	Senior Manager	1
18-19/05/B		Legal Officer	5
18-19/05/C	HR	Deputy Manager	1
		HR Officer	4
		Total	11

BREAK-UP OF VACANCIES:

<u>POSITION</u>	<u>NO OF VACANCIES</u>	<u>BREAKUP OF VACANCIES *</u>
Officer	9	UR - 5 SC - 2 ST - 1 OBC - 1
Deputy Manager	1	OBC - 1
Senior Manager	1	UR - 1

* Reservation for PwDs (Persons with Disability) exist as per GoI (Government of India) directives

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• **ELIGIBILITY & DESIRED QUALIFICATION/ EXPERIENCE AS ON 25.07.2018:**

	POSITION	UPPER AGE LIMIT (IN YEARS)	MINIMUM EDUCATIONAL QUALIFICATION	POST QUALIFICATIONS EXPERIENCE
LEGAL (18-19/05/A)	Sr. Manager	40	Degree in law (full time) from recognized university/Institute in India with minimum 50% marks or eqv. CGPA / CPI.	<p>12 years post-qualification experience as an Executive / Officer in the Legal set up of the Government / Semi Government/ Public Sector Undertaking/ Nationalized Banks/ Listed Companies* and should have sound knowledge of Civil / Commercial / Industrial /Labour/ Company Laws etc.</p> <p>*Listed Companies would mean and include Companies listed on NSE or Group A & B of BSE.</p> <p>The candidates with following experience will be preferred:</p> <ol style="list-style-type: none"> 1. Drafting /scrutinizing/vetting of tenders & other bidding documents, commercial deeds/documents including inter-alia instrument, affidavits, deeds, agreements, contracts, indemnity bonds, bank guarantees, consortium & collaboration agreements etc as well as pleadings. 2. Rendering legal opinion/ advice on various matters. 3. Handling legal/court cases including court, arbitration, domestic enquiry proceedings, service matters, labour cases etc. 4. Ensuring compliance with statutory requirements under various laws including SEBI compliances. 5. Experience of land acquisition matters and reviewing property related documents including title deeds etc. 6. International laws pertaining to registration of corporate offices abroad, setting-up of joint ventures / Consortium/ Amalgamation & restructuring.

LEGAL (18-19/05/B)	Legal Officer	28	<p>Degree in law (full time) from recognized university/Institute in India with minimum 55% marks or eqv. CGPA / CPI.</p>	<p>1(One) year post-qualification experience as an Executive / Officer in the Legal set up of the Government / Semi Government/ Public Sector Undertaking/ Nationalized Banks/ Listed Companies* and should have sound knowledge of Civil / Commercial / Industrial /Labour/ Company Laws etc.</p> <p>*Listed Companies would mean and include Companies listed on NSE or Group A & B of BSE.</p> <p>The candidates with following experience will be preferred:</p> <ol style="list-style-type: none"> 1. Drafting /scrutinizing/vetting of tenders & other bidding documents, commercial deeds/documents including inter-alia instrument, affidavits, deeds, agreements, contracts, indemnity bonds, bank guarantees, consortium & collaboration agreements etc as well as pleadings. 2. Rendering legal opinion/ advice on various matters. 3. Handling legal/court cases including court, arbitration, domestic enquiry proceedings, service matters, labour cases etc. 4. Ensuring compliance with statutory requirements under various laws including SEBI compliances. 5. Experience of land acquisition matters and reviewing property related documents including title deeds etc. 6. International laws pertaining to registration of corporate offices abroad, setting-up of joint ventures / Consortium/ Amalgamation & restructuring.
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HR 18-19/05/C	Deputy Manager (HR)	32	<p>a) MBA Degree with specialization in HR /Personnel Management</p> <p style="text-align: center;">OR</p> <p>PG Degree / PG Diploma in HR / PM&IR / Labour Welfare</p> <p style="text-align: center;">OR</p>	<p>4 (Four) years' post-qualification experience as an Executive / Officer in the HR set up of the Government / Semi Government/ Public Sector Undertaking/ Private Sector Undertaking of repute.</p> <p>The candidate should have experience in handling HR functions viz employee relations, maintaining and updating all statutory compliances, HR Policy implementation, compensation policies, contract labour management, wage settlement & compliances, dealing with employee collectives etc. The candidate should possess conceptual clarity, excellent inter-personal, leadership and negotiation skills.</p>
	HR Officer	28	<p>Master in Social Works with specialization in HR /Personnel Management</p> <p>b) The above qualification (with min. 65% marks or eqv. CGPA / CPI) should be obtained from a recognized Institute / University (except through correspondence)</p>	<p>1 (One) year post-qualification experience as an Executive / Officer in HR set up of the Government / Semi Government/ Public Sector Undertaking / Private Sector Undertaking of repute.</p> <p>The candidate should have experience in handling HR functions viz Industrial Relations, Employee Welfare, contract management, administration functions etc. The candidate should have knowledge of labour laws, HR policies/ practices/ rules & regulations and should possess conceptual clarity, excellent inter-personal and negotiation skills.</p>

Note:

- The cut-off date for educational qualification, required experience (if applicable) and upper age is **25-07-2018**.
- Candidates must have secured the minimum percentage of marks as mentioned in the table above (equivalent CGPA / CPI of percentage of marks on various point of scale is given below).
- The specified qualification should have been acquired in minimum number of years.
- Please round off percentage of the marks to lower whole number e.g. for 65.9 , write 65
- Please round off CGPA to the lower decimal e.g for 5.95, write 5.9

Percentage of Marks in the qualifying examination	Equivalent CGPA / CPI on 10 point scale	Equivalent CGPA / CPI on 9 point scale	Equivalent CGPA / CPI on 8 point scale	Equivalent CGPA / CPI on 7 point scale	Equivalent CGPA / CPI on 6 point scale	Equivalent CGPA / CPI on 5 point scale	Equivalent CGPA / CPI on 4 point scale
50%	5.4	4.3	3.9	3.4	2.9	2.4	1.7
55%	5.9	4.9	4.4	3.8	3.3	2.7	2
65%	7	6	5.3	4.6	4	3.3	2.5

• **EMOLUMENTS**

Designation	Pay Scale (Rs.)	Total CTC (approx) p.a in Rs (lacs)
Senior Manager	90000-240000	21.65
Deputy Manager	70000-200000	16.80
Legal Officer/HR Officer	60000-180000	14.30

CTC shall include Basic Pay, DA, HRA, Other Perks & Allowances, encashment of earned leaves and Retirement benefits as applicable. (Post-Retirement Medical Coverage Scheme is applicable to candidates who are 45 years of age or below as on date on which they come on the regular rolls of the Company. However, this condition shall not be applicable in case of candidates who join after resigning from any CPSE, provided the total of past service in the CPSE and future service in the company till the date of normal retirement is 15 years or more).

• **CONCESSIONS/RELAXATIONS**

- The upper age limit mentioned under “Eligibility and desired qualification/experience” is relaxable by 5 years for SC/ST, 3 years for Other Backward Classes (OBC – Non Creamy Layer) and 10 years for Persons with disabilities.
- Upper age limit is relaxable for Ex-Servicemen.
- Upper age limit is relaxable for Departmental candidates.
- PhD in Business Administration will be given relaxation in experience by two years from that applicable for post-graduation, provided such PhD is relevant to the job description for the post.

• **CRITERIA FOR DEPARTMENTAL CANDIDATES**

- The candidate should have served EIL for a minimum period of two years at the time of selection.
- The candidate should have served at least one year in the present level at the time of selection.
- The present level of the candidate should not be more than one level below the position applied / advertised.
- The candidate should not already have been given the advantage of Rationalization Clause at any level.

• **PLACE OF POSTING**

The place of posting for Legal positions and Deputy Manager (HR) may be at Head Office New Delhi / Gurugram. Place of posting for HR Officer shall be at construction sites only.

However, the place of posting can be anywhere in India and abroad depending upon the exigency of work.

- **MODE OF SELECTION**

The mode of selection for all the positions will be through interview, preferably at Delhi.

- **STEPS FOR APPLYING**

STEP 1: Eligible candidates need to apply through on-line registration system on EIL website. To apply visit the career link in EIL website i.e <http://www.engineersindia.com>

STEP 2: Read CAREFULLY all the instructions given on the website.

STEP 3: Fill in the online form with all the relevant correct details.

STEP 4: The candidate before starting online registration should keep the properly scanned copies (readable form), of the following documents / certificates ready for uploading during registration of application:

a) Latest Passport size colour photograph in .jpg/.jpeg format of not more than 75 KB size

b) Signature in .jpg/.jpeg format of not more than 25 KB size

c) All qualifying degree certificate, all years/semester marksheets and experience certificates of not more than 900 KB each in .jpg/.jpeg/.pdf format

d) Disability certificate (PwD), if applicable of not more than 500 KB each in .jpg/.jpeg/.pdf format

e) Caste certificate (SC/ST/OBC- Non Creamy Layer), if applicable, of not more than 500 KB each in .jpg/.jpeg/.pdf format

STEP 5: The candidates are not required to send the print out of the registered application form filled on line. They need to retain a copy of the printout of the application form which will be required at the time of Personal Interview, if short listed for.

STEP 6: The cut-off date of post-qualification relevant experience and upper age is 25.07.2018.

Note: In case a candidate wishes to apply in more than one area, he should fill separate applications for each post/area. All applications should be complete in all respects, as each will bear separate registration number.

- **GENERAL INSTRUCTIONS**

1. Online submission of application will be permitted on the website between **0000 hrs on 25.07.2018 till 2359 hrs on 17.08.2018.**

2. The e-mail address specified in the application should be valid/ functional for at least **24** months from the date of the submission of application. **Intimation for Interview shall be sent by email. Kindly ensure that your email is valid and operational.**

3. Any change in advertisement (including extension of the last date of online submission of application-if any) shall be published in EIL's website www.engineersindia.com only.

4. Candidates are informed that it is mandatory to attach the documents as per list mentioned above alongwith online application. All positions being advertised are subject to specific eligibility criteria such as subjects studied/ degrees/ no. of years of experience, hence properly scanned education (all year marksheets and certificates) and experience documents may be attached alongwith online application to avoid rejection of incomplete applications.

5. EIL may restrict the no. of candidates to be called for interview. Only short-listed candidates will be informed for further interview.

6. Candidates should take print out and retain a copy of online application form(s) for future reference.
7. Copy of the online application **is not to be sent by post**. The print out of application should be retained by candidate & four copies of the application is required to be submitted **at the time of Interview**.
8. Those short listed for **Interview** shall be intimated through e-mail. In the absence of any of the documents mentioned below, the candidate will not be allowed to appear for interview and in that case, no travel expenses shall be reimbursed. They are required to bring the **following original certificates** along with attested photocopies as documentary proof at the time of **Interview**:
 - Proof of Age,
 - Educational Qualifications (All year/semester Mark sheets & Certificates)
 - Service Certificate of past employment & proof of date of joining & its continuity in the present Organization (if applicable).
 - Last Salary Certificate (if applicable)
 - Medical Certificate / Persons with Disability Certificate with photograph issued by the competent authority satisfying the minimum degree of disability of 40% in respective categories, if applicable.
 - Copy of Scheduled Caste/ Scheduled Tribe/ Other Backward Class (OBC) (Non-creamy layer) certificate (if applicable) from the Competent Authority. OBC certificate produced by candidates should clearly indicate that they do not belong to creamy layer.
9. **Only those who meet the prescribed eligibility criteria need apply**. If at any stage, it is found that the candidate does not meet the prescribed eligibility criteria, he/she will be disqualified. EIL reserves the right to reject any application without assigning any reason.
10. **Outstation** Candidates called for **Interview** for the post of Sr. Manager/Deputy Manager shall be entitled for to & fro rail fare limited to II AC sleeper rail fare and candidates called for the post of Legal Officer/HR Officer shall be entitled for to & fro rail fare limited to single 2nd class sleeper rail fare, from the **mailing address mentioned in the on-line application form** to the venue of interview by the shortest route as per rules. *Candidates providing mailing address of a country other than India, in the application form, will be reimbursed to and fro rail fare, as per entitlement mentioned above, from the port of arrival in India to the venue of interview by the shortest route as per rules.* The candidate will be required to fill in the Travelling Allowance (TA) form at the Interview Center and submit proof for travel undertaken.
11. In case it is found at any stage that the candidate is either not meeting the requirements as laid down in the advertisement or has given incorrect information while filling up the on-line application form, his/her candidature shall be cancelled and in that case no traveling expenses shall be reimbursed.
12. EIL shall not be responsible for any loss of email/communication letter sent, due to invalid/wrong email id/wrong postal address/postal delays/loss in transit etc. No request in this regard will be entertained.
13. Court of jurisdiction for any dispute will be at Delhi.
14. EIL reserves the right to cancel the advertisement and/or the selection process there under without assigning any reason.
15. Provisions of the Persons with Disability Act are being complied with. In case of PwD candidates, persons with 40% or more disability only are eligible to apply.
16. Screening and selection will be based on the details provided in the on-line application form, hence it is necessary that only accurate, full and correct information is furnished by the applicants. Furnishing of

wrong/false information will be a disqualification and EIL will **NOT** be responsible for disqualification as a consequence of furnishing of such wrong/false information.

17. The applicant should essentially have proficiency in computer knowledge.
18. Candidates working in PSU / Govt. Sector shall be required to forward their application through proper channel or submit NOC (No Objection Certificate) from their present employer at the time of interview (if shortlisted).
19. Avenues for Career growth in the organization shall be governed by the prevailing rules & practices depending on the qualification and performance.