

No.7/61 /2011-PESB  
Government of India  
Public Enterprises Selection Board  
(Department of Personnel & Training)

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Block No. 14, CGO Complex, PE Bhavan  
New Delhi - 110003, the 5th October, 2011

**Sub: Selection for the post of Director (HR), Engineers India Limited (EIL) Co. in schedule "A" of the CPSE.**

The Public Enterprises Selection Board (PESB) is seeking qualified candidates for the post of **Director (HR) , Engineers India Limited (EIL)** in schedule "A" of the CPSE, the scale of pay of the post being **Rs.75,000-100,000/-(Revised)**. A copy of the job description for the post is enclosed.

2. It is requested that names of candidates seniority-wise who are found suitable for the said post as per the requirements indicated in the job description alongwith their up-to-date bio-data (in the prescribed form) duly endorsed may kindly be forwarded to PESB by **5<sup>th</sup>, DECEMBER, 2011**. It is also requested that advance action may be taken to keep the ACRs for last 5 years, of those candidates ready alongwith their latest vigilance profile [(i) penalty imposed, if any during the last 10 years (ii) details of disciplinary action initiated/being initiated if any, etc.] to be furnished as and when the selection meeting is scheduled.

3. In case the relevant details are not received within the stipulated time, it will be assumed that there are no eligible candidates to be sponsored for the post.

(VEDANTAM GIRI)  
DIRECTOR

1. All Chief Executives of other Central PSUs (including subsidiaries) for circulation among the eligible candidates.
2. All Chief Secretaries of State Govt.s /UT's (for circulating the vacancy among Govt.Officers and State PSU's)

No. 7/ 61 /2011-PESB  
भारत सरकार  
Government of India  
लोक उद्यम चयन बोर्ड  
Public Enterprises Selection Board  
(कार्मिक एवं प्रशिक्षण विभाग)  
(Department of Personnel and Training)  
Block No.14, C.G.O. Complex, Lodhi Road  
New Delhi - 110003

पी.एस.यू. का नाम <b>NAME OF THE PSU</b>	: इंजीनियर्स इंडिया लिमिटेड : <b>ENGINEERS INDIA LTD.</b>
पद का नाम <b>NAME OF THE POST</b>	: निदेशक (मानव संसाधन) : <b>DIRECTOR (HR)</b>
रिक्ति की तारीख <b>DATE OF VACANCY</b>	: 01 -10 - 2012
सी.पी.एस.ई. की अनुसूची <b>SCHEDULE OF THE CPSE</b>	: 'ए' : 'A'
पद का वेतनमान <b>SCALE OF THE POST</b>	: Rs. 75,000—1,00,000/- (Revised / संशोधित)

## 1. COMPANY PROFILE

Engineers India Limited (EIL) was established under Indian Companies Act, 1956 as a consultancy engineering company with M/s. Bechtel Corporation of USA. In the year 1967 it became a wholly-owned Government of India Undertaking. It is a premier engineering consultancy organization providing services in the field of refineries petrochemicals, pipelines, offshore, metallurgy, infrastructure, fertilizer etc. The Company has worked in Algeria, Bahrain, Iran, Iraq, Kuwait, Korea, Malaysia, Norway, Qatar, Saudi Arabia, Sri Lanka, UAE, Vietnam etc. It is a Schedule-'A' Miniratna CPSE under the administrative control of Ministry of Petroleum and Natural Gas.

Its Registered and Corporate offices are at New Delhi.

The authorized and paid up capital of the Company was Rs.100 crore and Rs.56.16 crore respectively as on March 31, 2010.

The Shareholding of Government of India in the Company is 90.40%.

## 2. JOB DESCRIPTION AND RESPONSIBILITIES:

Director (HR) is a member of Board of Directors and reports to the Chairman and Managing Director. He has an overall evolving, coordinating and implementing personnel & Industrial Relation Policies, management, administrative functions etc., in the organization.

### 3. ELIGIBILITY

#### I. AGE: On the date of occurrence of vacancy

(i) Minimum 45 years.

(ii) Not more than 58 years for internal candidates and not more than 57 years for others.

The age of superannuation is 60 years.

#### II. QUALIFICATION AND EXPERIENCE:

The incumbent should be a graduate with good academic record from a recognized university. The candidates should have atleast two years cumulative experience during the last ten years in Human Resources/Personnel Management at a senior level in an organization of repute.

Persons with Post graduate Degree/Diploma in personnel Management or Business Administration with Personnel Management/Industrial relations as an elective subject from a recognized university or institute or degree in law or industrial engineering will have an added advantage.

He should have adequate experience and exposure at a senior level with various aspects of Personnel Management and Industrial Relation in an organization of repute

Minimum qualification is relaxable in the case of internal candidate with sound and adequate background and experience.

#### III. PAY SCALE/TURNOVER:

##### (a) Central Public Sector Executives.

Executives holding posts in the pay scale of:

Rs. 7250-8250 (IDA)

Rs. 9500--11500 (IDA) Post 01.01.1992

Rs. 20500--26500 (IDA) Post 01.01.1997

Rs. 51300--73000 (IDA) Post 01.01.2007

Rs. 18400-22400 (CDA)

Rs. 37400--67000 + GP Rs. 10000 (CDA)

The minimum length of service required in the eligible scale will be one year for internal candidates, and two years for others as on the date of vacancy.

##### (b) State Public Sector Executive

Executives working in companies where the annual turnover is in excess of Rs. 100 crore.

##### (c) Private Sector Executives

Private Sector Executives must fulfill each of the following criteria:

(i) Executives working in companies where the annual turnover is in excess of Rs.100 crore

(ii) Executives working at Board level position or non-board level position reporting directly to the Board i.e. one level below Board;

ii) Executives working in Private Companies listed on Stock Exchange.

#### (d) Government Officers

Notwithstanding the qualifications and experience prescribed, Government Officers of the level of Joint Secretary in Govt. of India or on equivalent scale of pay or Officers of the level of Major General in the Army or equivalent rank in Navy/Air Force on the date of vacancy with adequate experience in the relevant field will be eligible for consideration on immediate absorption basis.

#### **4. DURATION OF APPOINTMENT**

The appointment shall be for a period of five years or upto the date of superannuation whichever is earlier.

#### **5. SUBMISSION OF APPLICATIONS**

Prospective candidates from the Central Public Sector and Government officers shall send their applications, through proper channel, in the format at Annexure I.

State Public Sector Executives/Private Sector Executives shall submit their applications, in the format at Annexure II, alongwith

(i) a write up on the significant contributions made by them during their present/past assignments and their suitability for the post.

(ii) the annual report for the last audited financial year, or annual turnover figures duly certified by the Company Secretary/CFO.

(iii) The applications for various categories of the officers are routed through proper channel as follows:

- a) For Government Servants through Cadre Controlling authority.
- b) For CMD's/MD's/Director's in CPSE, the concerned administrative ministry.
- c) For below Board level in CPSE, the concerned CPSE.
- d) For CMD/MD in State PSE, State Government.
- e) State PSE/State Joint Venture, the concerned SPSE.

#### **In addition to the above, Private Sector Executives must submit the following documents alongwith the application form**

- (i) Attested copies in support of age and qualifications;
- (ii) Annual Reports of the Company for the last 5 years;
- (iii) Evidence of listing on the Stock Exchange;
- (iv) Evidence of working at Board level or reporting directly to the Board i.e. one level below Board level;
- (v) The details of Job handled in the past with details/particular references.

State Public Sector Executives must route their applications through proper channel.

#### **6. CERTIFICATION BY CANDIDATE**

a) Candidate has to submit his/her willingness for the post at the time of interview itself clearly stating that he/she will join the post, if selected. If any candidate, does not initially give his/her willingness, he/she will not be interviewed.

b) If any of the candidates who appeared for the interview and is selected by the PESB, gives his/her unwillingness after the interview is held, but before the appointment is processed, would be debarred for a period of two years for being considered for a Board

level post in any PSE other than the one to which the candidate belongs.

c) If any candidate gives his/her unwillingness after the issue of offer of appointment, he/she would be debarred for a period of two years from the date of offer of appointment from being considered for a Board level post in any PSE other than the one to which the candidate belongs.

d) In the above cases, no request for relaxation or otherwise would be entertained.

**Annexure-I and Annexure-II may be downloaded from the website of PESB.**

**Last date of receipt of applications in PESB is 5<sup>th</sup> December, 2011. No application shall be entertained under any circumstances after the stipulated date. Incomplete applications are liable to be REJECTED.**

**Board reserves the right to shortlist candidates for interview.**

Applications are to be addressed to DR. (MRS) P. S. BEHURIA, Secretary, Public Enterprises Selection Board, Public Enterprises Bhawan, Block No. 14, CGO Complex, Lodhi Road, New Delhi-110003.

ALL CORRESPONDANCE WITH THE PUBLIC ENTERPRISES SELECTION BOARD SHOULD BE ADDRESSED TO **SECRETARY, PUBLIC ENTERPRISES SELECTION BOARD ONLY.**