

**कोल इण्डिया लिमिटेड**  
(भारत सरकार का उपक्रम)  
**COAL INDIA LIMITED**  
(A Govt. of India Enterprise)  
**कोल भवन "COAL BHAWAN"**  
Premise No. 04, MAR, Plot No. AF-III  
Action Area-1A, Newtown, Rajarhat  
KOLKATA-700156 (WB)



**एक महारत्न कंपनी**  
A Maharatna Company

**PERSONNEL DIVISION**  
**POLICY CELL**  
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(An ISO 9001:2015, ISO 14001:2015 & ISO 50001:2011 Certified Company)

संदर्भ सं: CIL/C5A (PC)/ED (IICM)/673

दिनांक: 15.06.2021

## कार्यालय आदेश

**विषय: Amendment in the Selection Methodology for engagement of Executive Director (IICM) on fixed tenure contract basis**

In reference to CIL OO No. CIL/C5A(PC)/ED (IICM)/571 & 577 dated 19.02.2021 & 02.03.2021 respectively, the Competent Authority of CIL has approved the following procedural changes in the engagement of Executive Director (IICM) on fixed tenure contract basis:

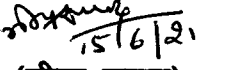
1. Selection Process: A short advertisement of vacancies would be issued minimum in 1 National Daily English Newspaper, 1 National Daily Hindi Newspaper and in Employment News/ Rozgar Samachar. The detailed advertisement in website of CIL would be displayed prior to selection.
2. Consequential changes in application form/ Addition in the list of Enclosures to be attached by the applicants:
  - (i) Self-attested copy of Experience Certificates supporting the details given in the application.
  - (ii) Copy of necessary documents depicting experience in training and development functions.
  - (iii) For candidates from Private Sector-Copy of physical and financial summary as mentioned in the Annual Report.
3. Further, for smooth execution, the following is approved:
  - (i) A fresh advertisement may be published upon cancellation of the existing one and the cancellation notice may be uploaded in CIL website,
  - (ii) Those candidates who had applied in the previous Notification/ Advt. No. 01/2021 for the post of ED(IICM) will be required to apply afresh which will be mentioned in the fresh Notification/ Advertisement to be issued in this regard and
  - (iii) If any applicant has not submitted the requisite number of documents along with the application but otherwise found eligible, his candidature may be considered provisionally for interview purpose provided he furnishes the same at the time of interview.

Further, the Competent Authority of CIL has also approved the following amendments in the Selection Methodology for engagement of Executive Director (IICM) on fixed tenure contract basis:

Cl. No.	Existing provision	Amended provision
1 (Eligibility Conditions)	<p><b>Minimum qualification</b> Degree in Engineering (any discipline)/ CA/ MSW/ MBA or equivalent.</p> <p>Added advantage: Ph.D. or Doctorate degree in Management/ HRM/ Behavioural Science.</p> <p><b>Minimum Experience</b> Minimum 25/ 28 years' (25 years for candidates of Govt./ PSEs &amp; 28 years for candidates of Private sector) of post qualification experience, out of which half of the overall experience should be in academic area of a Management Institute with minimum 2 years as Head/ 2<sup>nd</sup> in Command of Management Institute.</p> <p>(or)</p> <p>Minimum 25/ 28 years' (25 years for candidates of Govt./ PSEs &amp; 28 years for candidates of Private sector) of post qualification experience in Government/ PSEs/ Private Organizations, out of which atleast 5 years' of experience in the last 10 years should be from any corporate HRD setup with flair for training and development functions.</p> <p>(or)</p> <p>Minimum 25 years' of post qualification experience in Government/ PSEs, out of which atleast 2 years' of experience should be as a member of Board of Directors of atleast Miniratna Category – I CPSE with flair for training and development functions.</p> <p><b>Added advantage:</b> Published papers in reputed journals of National/ International significance.</p>	<p><b>Minimum qualification</b> Essential:</p> <p>(1) Degree in Engineering (any discipline) (or)</p> <p>(2) MSW (or)</p> <p>(3) MBA or equivalent of MBA from a recognized University/ Institution (or)</p> <p>(4) Chartered Accountant from Institute of Chartered Accountants of India (or)</p> <p>(5) Post-graduation in Management/ HRM/ Behavioural Sciences/ Finance &amp; Accounts.</p> <p>Added Advantage: Doctorate degree or equivalent in Management/ HRM/ Behavioural Sciences/ Finance &amp; Accounts/ Engineering.</p> <p><b>Minimum Experience</b></p> <p>i. Minimum 25 years of overall experience in Executive cadre/ Officer grade, out of which</p> <p>a) Minimum 10 years of experience with the last 2 years in a reputed Management Institute/ Management Training Institute/ Govt. Officers Training Institute (or)</p> <p>b) Minimum 2 years as Dean/ Head of Dept./ Professor-in-charge during 10 years of experience in the Institutes as in (a) above. (or)</p> <p>ii. Minimum 25 years of overall experience in Executive cadre/ Officer grade of Govt./ PSEs/ Private Organizations, out of which atleast 4 years' out of last 8 years should be from any corporate HRD/ T&amp;D setup. (or)</p> <p>iii. Minimum 25 years of overall experience in Government/ PSEs in Executive cadre/ Officer grade, out of which atleast</p> <p>a) 2 years' of experience should be as a full-time member of Board of Directors of minimum Miniratna Category–I CPSE and was in-charge of training and development functions (or)</p> <p>b) 2 years as CMD of minimum Miniratna Category–I CPSE.</p> <p><b>Added advantage:</b> Published papers in reputed journals of National/ International significance.</p>

1 (Note) (i)	The applications of candidates from Private sector will be considered only if the candidate is having a minimum of 28 years' of post qualification experience against the required 25 years as in the case of candidates of PSEs/ Govt. sector.	The applications of candidates from Private sector will be considered only if the candidate is having a minimum of 25 years' of overall experience in Executive Cadre/ Officer grade read with other eligibility conditions prescribed under Clause 1.										
1 (Note) (ii)	<p>The applications of candidates from PSEs/ Government sector will be considered only if:</p> <p>a. The candidate is having minimum two years' experience in E8 grade or equivalent in either of the following scales or equivalent:</p> <p>(i) ₹120000-280000 (IDA) Post 01.01.2017</p> <p>(ii) ₹144200-218200 (Level 14) CDA Post 01.01.2016</p> <p>Note: Applicants of other PSEs who are having the required two years' experience in the above mentioned pay scale but not in E8 grade will not be eligible.</p> <p>b. The applications against the notification are received through proper channel or with No Objection Certificate.</p>	<p>(a) The applications of candidates from PSEs/ Government sector will be considered only if:</p> <p>(1)The candidate is having minimum two years' cumulative experience in E8 and/ or E9 grade in either of the following scales or equivalent/ higher scales:</p> <p>(i) ₹120000-280000 (IDA) Post 01.01.2017</p> <p>(ii) ₹144200-218200 (Level 14) CDA Post 01.01.2016</p> <p>Note: Applicants of PSEs who are having the required experience in the above mentioned pay scale but not in E8/ E9 grade will not be eligible.</p> <p>(2)Candidates employed with Government/ Semi-Govt./ Public Sector Undertaking/ Autonomous body must produce No Objection Certificate (NoC) from the present employer.</p> <p>(b) For candidates from Private Sector/ Organization: Should be from a large Public limited Company from Mining Sector/ manufacturing sector such as Coal, Power, Steel, Petroleum &amp; Gas having net worth of minimum ₹500 Crores with Executive Manpower of 1000 or more. Preference would be given to candidates from listed Companies.</p>										
2 (d)	<p><b>Selection Process</b> Distribution of Marks under Qualification criteria</p> <table border="1" data-bbox="395 1628 871 2007"> <tr> <td data-bbox="395 1628 651 1816">i. Ph.D. or Doctorate degree in Management/ HR/ Behavioural Science</td> <td data-bbox="651 1628 759 1816">10 marks</td> <td data-bbox="759 1628 871 1816" rowspan="2">Max. 10 marks</td> </tr> <tr> <td data-bbox="395 1816 651 2007">ii. Degree in Engineering (any discipline)/ CA/ MSW/MBA or equivalent</td> <td data-bbox="651 1816 759 2007">7 marks</td> </tr> </table>	i. Ph.D. or Doctorate degree in Management/ HR/ Behavioural Science	10 marks	Max. 10 marks	ii. Degree in Engineering (any discipline)/ CA/ MSW/MBA or equivalent	7 marks	<p><b>Selection Process</b> Distribution of Marks under Qualification criteria</p> <table border="1" data-bbox="893 1628 1385 1945"> <tr> <td data-bbox="893 1628 1155 1787">i. Ph.D. or Doctorate degree in Management/ HR/ Behavioural Science</td> <td data-bbox="1155 1628 1264 1787">10 marks</td> <td data-bbox="1264 1628 1385 1787" rowspan="2">Max. 10 marks</td> </tr> <tr> <td data-bbox="893 1787 1155 1945">ii. Degree in Engineering (any discipline)/ CA/ MSW/MBA or equivalent</td> <td data-bbox="1155 1787 1264 1945">8 marks</td> </tr> </table>	i. Ph.D. or Doctorate degree in Management/ HR/ Behavioural Science	10 marks	Max. 10 marks	ii. Degree in Engineering (any discipline)/ CA/ MSW/MBA or equivalent	8 marks
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This is for kind information and compliance by CIL Recruitment department.

  
15/6/21

(नीला प्रसाद)

महाप्रबंधक (का./ नीति)

ई-मेल के माध्यम से वितरण:

1. D(T)/ D (P&IR)/ D (F)/ D(M), CIL
2. CVO, CIL
3. ED (Co-ordination), CIL
4. GM(P/EE)/ (P/Rect), CIL