For more job news visit : www.kpscvaani.com

हिन्दुस्तान कॉपर लिमिटेड
Hindustan Copper Limited
Regd. Office : Tamra Bhavan, 1, Ashutosh Chowdhury Avenue,
Kolkata – 700 019
CIN: L27201WB1967GOI028825, Tel: 033 2283-2226
E-mail: careers@hindustancopper.com, Website: www.hindustancopper.com

Advt. No. Estt. /1/2026/2025-26 Date: 11/08/2025

Notification for appointment as Graduate Engineer Trainee (GET) through GATE Score

1. Hindustan Copper Limited (HCL) invites applications from Indian Nationals for appointment to the post of Graduate Engineer Trainee in various disciplines / cadres. Eligible & Interested candidates are required to **apply online on HCL's website.** Schedule of the opening & closing date for submitting online application is as under.

Opening date for submission of online application	Last date of submission of online application
12/08/2025 (11.00 AM Onwards)	**02/09/2025 (11.59 PM)**

2. Cadre / Discipline wise total vacancies and reservation break-up:

A. Cadre / Discipline wise vacancies with category -

SN	Cadre / Disciplines	Total	SC	ST	OBC (NCL)	EWS	UR
1	Mining	**10**	1	1	2	1	5
2	Geology	**6**	1		2	1	2
3	Metallurgy	**1**					1
4	Electrical	**2**	1[BL]				1
5	Mechanical	**7**	1[BL]	1	1[BL]		4
6	System	**1**					1
	Total	**27**	**4**	**2**	**5**	**2**	**14**

BL – Backlog vacancy.

B. Cadre/Discipline wise reservation for Persons with Benchmark Disabilities (PwBDs)

i. Disablement categories identified for appointment in various disciplines / cadres are as under.

Cadre/Discipline	Identified Categories of PwBD
Mining	a) LV, b) OA, OL, SD/SI (Without), SD/SI (With)- OA/OL, LC, Dw, AAV, MD, c) ASD, SLD, MI d) Multiple disabilities amongst above
Geology	a) HH, b) OA, OL, SD/SI (Without), SD/SI (With)- OA/OL, LC, Dw, AAV, MD, c) ASD, SLD, MI d)Multiple disabilities amongst above
Metallurgy	a) OA, OL, SD/SI (Without), SD/SI (With) – OA / OL, LC, Dw, AAV, MD, b) ASD, SLD, MI c) Multiple disabilities among the above

For more job news visit : www.kpscvaani.com

Electrical	a) HH, b) OL, SD/SI (Without), SD/SI (With)- OL, LC, Dw, AAV, MD, c) ASD, SLD, MI d) Multiple disabilities amongst above
Mechanical	a) HH, b) OL, SD/SI (Without), SD/SI (With)- OL, LC, Dw, AAV, MD, c) SLD, MI, d) Multiple disabilities amongst above
System	a) LV, b) HH, c) OA, OL, BL, OAL, SD/SI (Without), SD/SI (With)- OA/OL/BL/OAL, LC, Dw, AAV, MD, d) ASD, SLD, MI e) Multiple disabilities amongst above

Abbreviations used: B – Blind; LV – Low Vision; HH – Hard of Hearing; OA – One Arm; OL – One Leg; BL-Both Leg; OAL – One Arm and One Leg; LC – Leprosy cured; Dw – Dwarfism; AAV – Acid Attack Victims; SD/SI (Without)-Spinal Deformity/ Spinal Injury without any associated neurological/ limb dysfunction; SD/SI (With)-Spinal Deformity/ Spinal Injury with associated neurological/ limb dysfunction; ASD-Autism Spectrum Disorder ; SLD-Specific Learning Disabilities; MI-Mental Illness and ; MD- Muscular Dystrophy

ii. Vacancies reserved for PwBDs are as follows.

Category	Number of Post/s
Hard of Hearing (HH)	1

iii. The PwBDs appointed will be adjusted against the vacancy of respective categories, viz., UR/SC/ST/OBC/EWS.

iv. Only such persons, who suffer from not less than 40% of relevant disability will be eligible to be considered under PwBDs.

3. Eligibility Criteria:

A. Applicant **should have qualified the GATE Examination in either of the year 2023/2024/2025 and has valid GATE score of 2023 / 2024 / 2025** in the same discipline as the qualifying degree discipline mentioned in Essential qualification table under Para [3 (B)(ii)].

B. Qualification

i. Applicants should have **60% marks (55% for SC/ST)** in aggregate in the qualifying degree mentioned in the essential qualification table for each cadre / discipline from University / Institutions recognized by Government / UGC / AIU/ AICTE.

ii. Essential Qualification for the post of Graduate Engineering Trainee in different cadres / disciplines is as under.

SN	Cadre / Disciplines	Essential Qualification with 60% marks (55% for SC/ST) in the qualifying degree
1	Mining	Full time Bachelor Degree in Mining Engineering
2	Geology	Post-Graduation (full time) in Geology from a recognized Indian University/Institution
3	Metallurgy	Full time Bachelor Degree in Engineering / Technology (Metallurgy / Material Science / Chemical)
4	Electrical	Full time Bachelor Degree in Engineering / Technology (Electrical).
5	Mechanical	Full time Bachelor Degree in Mechanical Engineering / Mining Machinery.

For more job news visit : www.kpscvaani.com

6	System	Full time Bachelor Degree in Engineering / Technology (Information Technology / Computer Science) or MBA with specialization in Systems / IT or MCA.

iii. Final year students of the above-mentioned qualifying degree for each cadre / discipline, whose results are awaited, but otherwise eligible (fufilling all eligibility criteria) may also apply. However, Candidate should not have any backlog papers at the end of prescribed period of course and must submit the qualifying degree result / marksheet before 30/06/2026.

C. Age Limit (as on 01/08/2025)

Maximum Age required as on 01/08/2025 for the post of **Graduate Engineer Trainee is 28 years.** However, relaxation in age for the candidates belonging to SC / ST / OBC / PWD / Ex-servicemen categories shall be as under.

Category	Age Relaxation (in years)
SC / ST	5
OBC (Non-Creamy Layer)	3
PWD – General / EWS	10
PWD – OBC (Non-Creamy Layer)	13
PWD – SC / ST	15
Ex. Servicemen	As per Govt. Guideline

4. Selection Process

i. The selection process to the post of Graduate Engineer Trainee will be a two-step process with the weightage assigned to each step is as under.

Steps	Weightage in %
1. GATE Score / Marks	70%
2. Personal Interview	30%

ii. Candidates will be called for Personal Interview in the ratio of 1:5; i.e., for each advertised vacancy, 05 candidates will be called for Personal Interview. In case there is single vacancy, then 10 candidates will be shortlisted for Personal Interview. However, in case the number of applications received are less than the ratio prescribed above for conducting interview, decision in respect of conducting personal interview with the less number of candidates will be taken by HCL separately.

iii. Shortlisting of candidates for Personal Interview for the post of Graduate Engineer Trainee will be done in the order of merit drawn on the basis of valid GATE – 2023, GATE-2024 and GATE-2025 scores.

GATE Score of GATE 2023 / 2024 / 2025 shall be considered with equal weightage for each year. Therefore, applicant may apply with the best score from either GATE-2023 or GATE – 2024 or GATE – 2025 score.

In case two or more candidates have secured same marks in same discipline and category which eventually would result in the increase of 1:5 ratio, then all such candidates will be called for Personal Interview, irrespective of the above-mentioned ratio.

For more job news visit : www.kpscvaani.com

iv. Further, in case, candidates are not available in the mentioned ratio for conducting Personal Interview due to less turn-up in the Interview or Non-availability of candidates in the Merit list for issuing Offer of Appointment, HCL may further shortlist the candidate in order of merit to call for interview to fill-up the post/s.

v. In case applicants have more than one GATE score card - viz. GATE-2023 / GATE-2024 and GATE-2025, **they are required to upload the GATE score card of only that one year in which they have the highest score** (either GATE-2023 / GATE-2024 or GATE-2025) **while submitting the online application**.

vi. GATE Score prior to 2023 shall not be considered.

vii. Final merit list shall be prepared for the candidates actually interviewed by the selection committee on the date specified by HCL.

viii. Tie breaking principle:

In the event of a tie in two or more than two candidates in the merit list, following criteria will be adopted for deciding position in merit list.

a) GATE Score (higher the marks, higher the rank in the merit), if tie not broken then
b) Qualifying Examination Marks (Higher the percentage, higher the rank in the merit), if tie not broken then
c) 12th Marks (Higher the percentage, higher the rank in the merit), if tie not broken then
d) 10th Marks (Higher the percentage, higher the rank in the merit), if tie not broken then
e) Age (Older the age, higher the rank in the merit)

5. Compensation Package

i. Selected candidates will be placed in the pay scale of Rs.40000-3%-140000/- during one year of training with starting basic pay of Rs.40,000/- irrespective of their previous experience or last drawn basic pay in previous organization. There won't be any protection of pay. Upon successful completion of training, they will be absorbed as Assistant Manager at E-1 grade on Probation in the pay scale of Rs. 40000-3%-140000/-.

ii. The training / probation tenure shall be extendable for a period as decided by the HCL Management based on performance during training / probation period.

iii. Upon successful completion of probation, appointment as Assistant Manager at E-1 grade in the pay scale of Rs. 40000-3%-140000/- shall be confirmed by the HCL Management as per prevailing rule from time to time.

iv. During Training Period - besides the Basic Pay, the selected GET candidates shall be entitled to IDA, HRA / Bachelor's accommodation in the Units, Perks & Allowances, Gratuity, etc. and medical benefits for self only as per the Company Rules.

6. Training details

During one-year training selected candidate shall be on induction training at different departments / Units / on job training in his/her discipline.

For more job news visit : www.kpscvaani.com

7. Service Agreement Bond

Appointed candidates are required to serve the company for a minimum period of 03 years from the date of joining the company. The candidates will be required to execute a service agreement bond of Rs.3 Lakhs (Rupees Three Lakhs) at the time of joining.

In the event of failure to serve the Company by the Employee / Trainee for the minimum period of 03 years, he / she would be liable to deposit the bond amount.

8. Interview Schedule and Document Verification

i. Intimation of interview date / time / venue will be communicated to shortlisted candidates through e-mail. Call letter for appearing in Interview will be made available for shortlisted candidates for downloading through their registered account on HCL website.

ii. Once information in respect of interview date, time & venue is shared with the candidates through their call letter for Personal Interview, request for change in date, time and venue shall not be entertained by HCL.

iii. Following original documents will be verified at the time of interview. Non-production of original documents will debar the candidates from appearing for the interview.

a) Date of Birth proof –

- Xth Standard Passing Certificate indicating Date of Birth **OR**
- School Leaving Certificate

b) XIIth Standard Marksheet / Passing Certificate

c) Mark Sheet of Graduate Degree and / or Post Graduate Degree as applicable.

d) Final Graduate Degree / Post Graduate Degree Certificate as applicable (Provisional in case Final Degree Certificate is not available).

e) Applicants, who have been awarded CGPA / GPA / SGPA or letter grades, should provide the documentary evidence of converting CGPA / GPA / SGPA to percentage duly issued by the University / Institute.

f) GATE - 2023 / GATE - 2024 / GATE - 2025 Admit Card and Score Card, as the case may be.

g) Applicants appearing in the final year/semester examination should bring their identity card of the Institute/College/University at the time of appearing for interview.

h) Caste Category Certificates –

- SC/ST/OBC (Non-Creamy Layer) candidates must produce caste/category certificate, as per the format prescribed by the Government of India.
- The EWS applicants are required to submit requisite certificate in the format prescribed by Government of India valid for the year 2025-26, from a competent authority.

For more job news visit : www.kpscvaani.com

- The OBC applicants have to indicate their status as “Creamy Layer” or “Non-Creamy Layer” as the case may be while filling online application. The applicants who belong to “Creamy Layer” are not entitled for relaxations & concessions admissible to OBC Category (Non-Creamy Layer). The OBC (Non-Creamy Layer) applicants are required to submit requisite certificate in prescribed format of Government of India, from a competent authority issued on or after 01.04.2025. Further, OBC applicants, if called for interview will have to give an undertaking indicating that they belong to OBC (Non-Creamy Layer) Category at the time of reporting for interview.
- PwBD candidates are required to submit Disability Certificate issued by an authority as prescribed in the Rights of Persons with Disabilities Rules, 2017, failing which their candidature as PwBD candidate will not be considered.
- If the EWS/SC/ST/OBC/PwBD certificate has been issued in a language other than English/Hindi, then the candidates will be required to submit a self-certified translated copy of the same in either English or Hindi.

9. Medical Fitness

Applicants appointment to the post of Graduate Engineer Trainee is subject to being found medically fit by such Medical Authority as may be prescribed by the HCL Management.

10. Application Fee

The General, OBC & EWS Candidates are required to pay non-refundable application processing fee of Rs.**500/- (Five Hundred Only)** and all other candidates are exempted from paying fees including PwBDs.

The application processing fee plus applicable Bank charges shall be paid by the applicant using the Payment Gateway / NEFT On-line Transfer through HCL’s website only. No other form of remittance shall be accepted.

11. Amendments / Modification / Corrigendum

Any amendment / modification / corrigendum in respect of recruitment through this Advertisement shall only be communicated through the Company’s website (www.hindustancopper.com) and not through publication in newspaper. Hence, candidates are advised to keep themselves updated by visiting the website from time-to-time for updates, etc.

12. How to Apply

i. To apply for the posts of Graduate Engineer Trainee, candidates fulfilling eligibility criteria must register themselves on HCL website (www.hindustancopper.com) under career section (on the link provided for online application on the page).

ii. **Before filling the online application, candidates are advised to carefully read the instructions contained in “How to fill the Online Application form”** provided on the website. They may click on the ‘Career’ button to get the instruction for online application submission.

iii. It is mandatory to put in all the relevant information such as GATE 2023 / GATE 2024 / GATE-2025 **Registration Number as mentioned on GATE Admit Card of the candidate**, qualifying degree details, percentage of marks, **GATE Marks out of 100 as given in GATE score card**, email address and mobile no., address for

For more job news visit : www.kpscvaani.com

correspondence, soft copy of scanned photograph and signature (JPEG) to complete the online application process and get the Application number. Therefore, applicants are advised to keep such information ready before applying online.

iv. Exact percentage of marks should be mentioned in qualification table and rounding off of marks should not be done.

v. **After submitting the online application, the candidates should print the Computer-Generated Online Application and the Acknowledgement Slip and keep a copy for their reference and records. Copy of Online Application and Acknowledgment Slip need to be submitted at the time document verification.**

vi. Since all the applications will be screened based on the data furnished in the online application and without any documentary evidence / proof, the candidate should ensure that they meet all the prescribed eligibility criteria and other conditions as mentioned in this advertisement.

vii. Candidates should note that the details provided by them in their application form are taken on their face value and the onus of proving the correctness and authenticity of the same as and when required lies with the applicant.

13. General Instructions

i. Only Indian Nationals of 18 (Eighteen) years of age and above are eligible to apply.

ii. The candidates are advised to **submit the Online Recruitment Application** well in advance without waiting for the closing date. No manual / paper application will be entertained.

iii. Candidates working in Central Government/State Government/ CPSEs/State PSEs/ other Govt. bodies should forward a copy of the online application with acknowledgement slip routed through proper channel or produce 'No Objection Certificate' at the time of interview.

iv. The internal candidates are eligible to apply as per HCL Rules.

v. Travelling Allowance shall be reimbursed only for those candidates who are actually interviewed.

vi. The candidates will have the option to opt out of the disclosure scheme provided under Right to Information Act, 2005. The option of opting out shall be taken at the time of filling the application.

vii. In case of variation in name / surname / name spelling mentioned in the application with that in the respective certificates pertaining to Qualification / Caste, etc., the applicant shall be required to submit an affidavit sworn-in before a First-Class Judicial Magistrate / appropriate authority to this effect along with the respective documents at the time of interview failing which the candidature shall be cancelled.

viii. HCL shall be free to reject any application at any stage of the recruitment process or candidature after selection process, if the candidate is found ineligible for the applied post.

ix. HCL reserves the right to fill or not fill or partly fill any of the above positions without assigning any reason whatsoever. HCL also reserves the right to cancel / restrict / modify / alter the recruitment process, if required, without issuing any further notice or assigning any reason whatsoever. The Company reserves the right to shortlist candidates depending upon the number of vacancies and application received, etc., and also to decide the modalities for recruitment.

x. The selected candidate shall be liable to serve the Company anywhere in India / abroad where it may have business interests.

xi. Appointment of the candidate in HCL is provisional and subject to verification of Character & Antecedents by the prescribed authorities.

For more job news visit : www.kpscvaani.com

xii. The candidate's appointment will remain provisional subject to caste/category certificates being verified from appropriate authorities and verification of other testimonials. The candidate's services will be liable to be terminated forthwith without assigning any reason in case the above verification reveals that her/his claim for belonging to EWS/SC/ST/OBC(NCL)/PwBD category and other testimonials is found false. HCL also reserves its right to take such further action against the candidate as it may deem proper, for production of such a false caste certificate/testimonial.

xiii. Category [SC/ST/OBC(NCL)/EWS/PwBD] once filled in the online application form will not be changed and no benefit of other category will be admissible during the process of recruitment / selection.

xiv. Original documents (for verification) and self-attested copies as detailed in the advertisement along with duly signed hard copy of the Online Application are required to be produced at the time of Personal Interview.

xv. Mere fulfilling the minimum eligibility criteria will not entitle any applicant to be called for interview/appointment.

xvi. **The email id and mobile number entered in the online application form should remain active till the process of recruitment is complete. No change in the email id will be allowed once entered. All future correspondence would be sent via email.**

xvii. **In case of multiple applications against same GATE Registration number, only the latest application will be considered.**

xviii. HCL shall not be liable for any delay or loss in postal transit for any reason whatsoever or non-receipt of HCL's communication due to wrong email address provided by the applicant / any other reason.

xix. In case of any doubt or discrepancy or conflict or confusion or ambiguity that may arise in Hindi version, the content of English version shall prevail.

xx. Any canvassing directly or indirectly by the applicant shall disqualify his / her candidature from any post.

xxi. Legal jurisdiction in case of any dispute arising out of this recruitment shall be Kolkata only.

xxii. HCL is an Equal Opportunity Employer and encourages workplace diversity.

-----xxxx-----