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RECRUITMENT FOR EXPERIENCED PERSONNEL

(HRD/Rectt./Advt./2024-25/01)

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

Position Code	**Discipline**	**Position**	**Tentative Vacancies***
24-25/01/A	Chemical (Process)	Senior Manager	2
24-25/01/B	Chemical (Mass Transfer)	Manager/ Senior Manager	1
24-25/01/C	Mechanical (Static & Machinery Equipment)	Senior Manager	1
24-25/01/D1 & 24-25/01/D2	Chemical/ Mechanical (Fired Equipment)	Manager	2
24-25/01/E	Electrical	Manager	1
24-25/01/F	Architecture	Architect	2
24-25/01/G	Chemistry (R&D)	Scientific Officer	1
24-25/01/H	Mechanical (Supply Chain Management)	Engineer	1
		Deputy Manager	1
24-25/01/I	Civil (Supply Chain Management)	Engineer	1
		Deputy Manager	1
24-25/01/J	Electrical (Supply Chain Management)	Deputy Manager	1
24-25/01/K	Construction (Civil)	Deputy Manager	11
		Manager	5
24-25/01/L	Construction (Mechanical)	Deputy Manager	10
		Manager	5
24-25/01/M	Construction (Electrical)	Deputy Manager	5
		Manager	3

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24-25/01/N	Construction (Instrumentation)	Deputy Manager	2
		Manager	3
24-25/01/O	Construction (Safety)	Deputy Manager	2
		Manager	4
24-25/01/P	Projects (Mechanical/ Civil)	Senior Manager	2
24-25/01/Q	Projects (Mechanical/ Electrical/ Instrumentation)	Senior Manager	2
24-25/01/R1; 24-25/01/R2 & 24-25/01/R3	Projects (Metallurgy)	Senior Manager	4
24-25/01/S1	Finance	Officer	1
24-25/01/S2		Deputy General Manager	2
24-25/01/T	Library	Manager	1

BREAK-UP OF VACANCIES:

POSITION	**NO OF VACANCIES**	**BREAKUP OF VACANCIES ***
Engineer/Officer/ Scientific Officer/ Architect	6	UR - 3 OBC - 1 EWS - 2
Deputy Manager	33	UR - 14 SC - 6 ST - 2 OBC - 8 EWS - 3
Manager	24	UR - 10 SC - 4 ST - 2 OBC - 6 EWS - 2
Senior Manager	12	UR - 5 SC - 2 ST - 1 OBC - 3 EWS - 1
Deputy General Manager	2	UR - 2

* Reservation for PwDs (Persons with Disabilities) candidates shall be as per GoI (Government of India) guidelines.

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DETAILS:

- **ELIGIBILITY & DESIRED QUALIFICATION/ EXPERIENCE (AS APPLICABLE) AS ON 31.07.2024**
- **EMOLUMENTS**
- **CONCESSIONS/ RELAXATIONS**
- **CRITERIA FOR DEPARTMENTAL CANDIDATES**
- **PLACE OF POSTING**
- **MODE OF SELECTION**
- **STEPS FOR APPLYING**
- **GENERAL INSTRUCTIONS**

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ELIGIBILITY & DESIRED QUALIFICATION/ EXPERIENCE (IF APPLICABLE) AS ON 31.07.2024:

Position Code	Position	Upper age limit (years)	MINIMUM EDUCATIONAL QUALIFICATION	RELEVANT POST QUALIFICATION EXPERIENCE
24-25/01/A	Senior Manager (Chemical -Process)	40	BE/B.Tech/B.Sc (Engg.) in Chemical Engineering with minimum 65% marks	Minimum 12 years experience in Pre-commissioning & Commissioning of Refinery, Petrochemicals & Chemical Plants
24-25/01/B	Manager (Chemical-Mass Transfer)	36	BE/B.Tech/ Bsc. (Engg) in Chemical Engineering with minimum 65% marks and M.Tech with minimum 65% marks in Chemical Engineering	Minimum 7 years experience in Off-shore process engineering in a reputed organisation with hands on experience in Design & Engineering of Offshore oil & gas system, Process simulations, design calculations and exposure of off shore platform operation and commissioning.
	Senior Manager (Chemical-Mass Transfer)	40		Minimum 11 years experience in Off-shore process engineering in a reputed organisation with hands on experience in Design & Engineering of Offshore oil & gas system, Process simulations, design calculations and exposure of off shore platform operation and commissioning.
24-25/01/C	Senior Manager (Mechanical- Static & Machinery Equipment)	40	BE/B.Tech/B.Sc.(Engg.)in Mechanical Engineering with minimum 65% marks	Minimum 12 years experience in Steel sector and Material handling (Power/Steel/NFM)
24-25/01/D1	Manager (Chemical/Mechanical - Fired Equipment) – Renewable Energy	36	BE/B.Tech/ BSc.(Engg.) in Chemical/ Mechanical Engineering with minimum 65% marks	Minimum 8 years experience in Design, Engineering & Implementation of Renewable Energy (Solar & Wind Power plant). Field & Commissioning experience will be an added advantage.

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Position Code	Position	Upper age limit (years)	MINIMUM EDUCATIONAL QUALIFICATION	RELEVANT POST QUALIFICATION EXPERIENCE
24-25/01/D2	Manager (Chemical/Mechanical - Fired Equipment)- Power Plant	36	BE/B.Tech/ BSc.(Engg.) in Chemical/ Mechanical Engineering with minimum 65% marks	Minimum 8 years experience in Design, Engineering & Implementation of Thermal Power Plant. Field & Commissioning experience of supercritical power plant will be an added advantage.
24-25/01/E	Manager (Electrical)	36	BE/B.Tech/ BSc.(Engg.) in Electrical Engineering with minimum 65% marks and M. Tech with minimum 65% marks in Power System	Minimum 7 years experience in Transmission line project.
24-25/01/F	Architect	28	B. Arch with minimum 65% marks	Minimum 1 year relevant post qualification experience
24-25/01/G	Scientific Officer (Chemistry-R&D)	30	PhD in Chemistry/Chemical Sciences (PhD work should be related to the development of catalyst & process in the area of hydrocarbon processing, bio fuels, renewables)	NIL
24-25/01/H	Engineer (Mechanical-Supply Chain Management)	28	BE/B.Tech/ BSc.(Engg.) in Mechanical Engineering with minimum 65% marks	Minimum 1 year relevant post qualification experience in Contracts & Purchase
	Deputy Manager (Mechanical-Supply Chain Management)	32		Minimum 4 years relevant post qualification experience in Contracts & Purchase
24-25/01/I	Engineer (Civil-Supply Chain Management)	28	BE/B.Tech/ BSc.(Engg) in Civil Engineering with minimum 65%	Minimum 1 year relevant post qualification experience in Contracts & Purchase

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Position Code	Position	Upper age limit (years)	MINIMUM EDUCATIONAL QUALIFICATION	RELEVANT POST QUALIFICATION EXPERIENCE
	Deputy Manager (Civil-Supply Chain Management)	32	marks	Minimum 4 years relevant post qualification experience in Contracts & Purchase
24-25/01/J	Deputy Manager (Electrical-Supply Chain Management)	32	BE/B.Tech/ BSc (Engg) in Electrical Engineering with minimum 65% marks	Minimum 4 years relevant post qualification experience in Contracts & Purchase
24-25/01/K	Deputy Manager (Construction-Civil)	32	BE/B.Tech/B.Sc (Engg.) in Civil with minimum 65% marks	Minimum 4 years experience in Construction Management at Project Site. Additional experience in LNG Port, Offshore & Jetty Project site shall be an added advantage.
	Manager (Construction-Civil)	36		Minimum 8 years experience in Construction Management at Project Site. Additional experience in LNG Port, Offshore & Jetty Project site shall be an added advantage.
24-25/01/L	Deputy Manager (Construction-Mechanical)	32	BE/B.Tech/B.Sc (Engg.) in Mechanical with minimum 65% marks	Minimum 4 years experience in Construction Management at Project Site. Additional experience in LNG Port, Offshore & Jetty Project site shall be an added advantage.
	Manager (Construction-Mechanical)	36		Minimum 8 years experience in Construction Management at Project Site. Additional experience in LNG Port, Offshore & Jetty Project site shall be an added advantage.
24-25/01/M	Deputy Manager (Construction-	32	BE/B.Tech/B.Sc (Engg.) in Electrical	Minimum 4 years experience in Construction Management at Project Site. Additional experience in

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Position Code	Position	Upper age limit (years)	MINIMUM EDUCATIONAL QUALIFICATION	RELEVANT POST QUALIFICATION EXPERIENCE
	Electrical)		with minimum 65% marks	LNG Port, Offshore & Jetty Project site shall be an added advantage.
	Manager (Construction-Electrical)	36	BE/B.Tech/B.Sc (Engg.) in Electrical with minimum 65% marks	Minimum 8 years relevant experience in Construction Management at Project Site. Additional experience in LNG Port, Offshore & Jetty Project site shall be an added advantage.
24-25/01/N	Deputy Manager (Construction-Instrumentation)	32	BE/B.Tech/ B.Sc (Engg.) in Instrumentation with minimum 65% marks	Minimum 4 years relevant experience in Construction Management at Project Site. Additional experience in LNG Port, Offshore & Jetty Project site shall be an added advantage.
	Manager (Construction-Instrumentation)	36		Minimum 8 years relevant experience in Construction Management at Project Site. Additional experience in LNG Port, Offshore & Jetty Project site shall be an added advantage.
24-25/01/O	Deputy Manager (Construction-Safety)	32	BE/B.Tech/ B.Sc (Engg.) minimum 65% marks and Diploma in Industrial Safety	Minimum 4 years relevant experience in Construction Management at Project Site. Additional experience in LNG Port, Offshore & Jetty Project site shall be an added advantage.
	Manager (Construction-Safety)	36		Minimum 8 years relevant experience in Construction Management at Project Site. Additional experience in LNG Port, Offshore & Jetty Project site shall be an added advantage.

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Position Code	Position	Upper age limit (years)	MINIMUM EDUCATIONAL QUALIFICATION	RELEVANT POST QUALIFICATION EXPERIENCE
24-25/01/P	Senior Manager (Projects-Mechanical/ Civil)	40	BE/B.Tech/B.Sc (Engg.) in Mechanical / Civil with minimum 65% marks	Minimum 12 years experience with at least 5 yrs. experience in Offshore Project Management. ME/ M.Tech shall be an added advantage
24-25/01/Q	Senior Manager (Projects-Mechanical/ Electrical/ Instrumentation)	40	BE/B.Tech/B.Sc (Engg.) in Mechanical / Electrical/ Instrumentation with minimum 65% marks	Minimum 12 years experience with at least 5 yrs. experience in LNG Project Management. ME/ M.Tech shall be an added advantage
24-25/01/R1	Senior Manager (Projects-Metallurgy)-Aluminum	40	BE/B.Tech/ B.Sc (Engg.) in Metallurgical Engineering with minimum 65% marks	Minimum 12 years post qualification experience in Aluminum Smelter and Fabrication
24-25/01/R2	Senior Manager (Projects-Metallurgy)-Copper			Minimum 12 post qualification experience in Copper Refining / Smelting
24-25/01/R3	Senior Manager (Projects-Metallurgy)-Steel			Minimum 12 years post qualification experience in Steel Sector
24-25/01/S1	Officer (Finance)	28	Graduate in any discipline with CA/CWA (with minimum 55% marks)	Minimum 1 year relevant Post Qualification experience
24-25/01/S2	Deputy General Manager (Finance)	47	Graduate in any discipline with CA/ CWA (with minimum 50% marks)	Minimum 19 years of experience of working in Finance. Candidate should be capable of handling preparation of accounts, budget, receivable management, payable management, Employees' salary & tax planning, various MIS, financial vetting of proposals, direct & indirect taxes, treasury and fund

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Position Code	Position	Upper age limit (years)	MINIMUM EDUCATIONAL QUALIFICATION	RELEVANT POST QUALIFICATION EXPERIENCE
				management, foreign payment, project appraisal. These fields/ experiences are not exhaustive and are indicative in nature.
24-25/01/T	Manager (Library)	40	B. Sc. (Physical Science) and Post Graduate Degree in Library Science or equivalent	Minimum 14 years of experience of working in a Library, preferably in a library attached to a PSU/ Govt. Department/ large corporate house/ company/ institution/ college with knowledge on computers.

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Note:

- A candidate can submit only one application against one post only. In case of multiple applications from a candidate, the latest one shall be considered as final, and the older applications shall be rejected without any notice.
- The cut-off date for educational qualification, required experience (if applicable) and upper age is **31.07.2024.**
- Candidates are required to specify the percentage marks of the qualification. Wherever CGPA/OGPA/CPI or letter grade is awarded by the University/ Institute, equivalent percentage of marks should be indicated as per the norms adopted by University/ Institute. Candidate will be required to submit documentary proof/ certificate to this effect from the Institute/ University at the time of Interview.

  In case, the candidate is not able to produce the documentary proof/ certificate to this effect from the Institute/University in support of the percentage marks entered at the time of Interview, the percentage will be calculated as per the table given below and eligibility of the candidate for appearing in Interview shall be established accordingly:

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
60%	6.5	5.4	4.8	4.2	3.6	3.0	2.2
65%	7	6	5.3	4.6	4	3.3	2.5

- The specified qualification should have been acquired within the prescribed minimum course duration.
- Please round off percentage of the marks to lower whole number e.g. for 65.9 , write 65

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- **EMOLUMENTS**

Designation	Pay Scale (Rs.)	Total CTC* (approx) p.a in Rs (lacs)
Engineer/Officer/ Scientific Officer/ Architect	60000-180000	19.04
Deputy Manager	70000-200000	22.31
Manager	80000-220000	25.35
Senior Manager	90000-240000	28.65
Deputy General Manager	120000-280000	38.28

*CTC calculated on lower scale of basic pay.

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), 10 years for PwD- General/ EWS, 13 years for PwD-OBC (NCL) and 15 years for PwD-SC/ST.
- Upper age limit is relaxable for Ex-Servicemen.
- Upper age limit is relaxable for Departmental candidates.
- Post-graduates in engineering (relevant to the post) will be given relaxation in experience by one year where minimum requirement of qualification is B.E / B.Tech / B.Sc. (Engg.)
- Ph.D in engineering (relevant to the post) will be given relaxation in experience by four years where minimum requirement of qualification is B.E / B.Tech / BSc.(Engg.)

- **CRITERIA FOR DEPARTMENTAL CANDIDATES**

- The candidate should have served EIL for a minimum period of two years as on the cut off date i.e 31.07.2024.
- The candidate should have served at least one year in the present level as on the cut off date i.e 31.07.2024.
- The present level of the candidate should not be more than one level below the position applied / advertised.

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- The candidate should not already have been given the advantage of Rationalization Clause at any level.

- **PLACE OF POSTING**

The place of posting for Construction discipline in all levels shall be at construction sites/offices and for others may be at Head Office New Delhi / Gurugram, Regional Offices at Chennai, Vadodara, Kolkata, Branch Office at Mumbai, Inspection Offices and Construction Sites etc.

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

- **MODE OF SELECTION**

- The prescribed qualification/experience are the minimum and mere possession of the same does not entitle a candidate for participating in the selection process. EIL may restrict the number of candidates to be called for interview by raising the percentage of marks obtained in qualifying examinations and/or relevance of experience required for the post etc. Only short-listed candidates will be informed for interview through email.

- The mode of selection **for all the positions will be through Interview at Delhi** or through video conferencing. (Venue/ Mode of interview shall be intimated separately to the shortlisted candidates).

- **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) Document in support of date of birth proof- Class X Certificate/ Class X Marksheet in jpg/.jpeg format

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

d) Caste certificate OBC/SC/ST/EWS certificate, if applicable, of not more than 500 KB in .jpg/.jpeg/.pdf format

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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 shortlisted.

STEP 6: The cut-off date of post-qualification relevant experience and upper age is 31.07.2024.

- **GENERAL INSTRUCTIONS**

1. Online submission of application will be permitted on the website between **0000 hrs on 21.08.2024 till 2359 hrs on 04.09.2024**.
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. No separate notification shall be issued in press/ other medium.
4. Candidates are informed that it is mandatory to attach the documents as per list mentioned above along with online application.
5. Candidates should retain a copy of online application form(s) for future reference.
6. Copy of the online application **is not to be sent by post**. The print out of application should be retained for reference by candidate **and shall be submitted at the time of personal interview** (for interview carried out through modes other than Video Conferencing).
7. Those short listed for interview shall be intimated through e-mail. They are required to bring/furnish the **following original certificates** along with self-attested photocopies as documentary proof at the time of interview or as communicated
   - Proof of Age- Certificate issued for passing Matriculation/ Higher Secondary mentioning date of birth
   - 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). Failure to submit supporting work experience details will render claim of experience invalid & make candidate ineligible from further consideration.
   - Last Salary Certificate (if applicable)
   - Persons with Disability Certificate with photograph issued by the competent authority satisfying the minimum degree of disability of 40% in respective categories, if applicable. Certificate should be as per format prescribed by Ministry of Social Justice & Empowerment.
   - Scheduled Caste/ Scheduled Tribe/ OBC (NCL)/ EWS certificate (if applicable) from the Competent Authority.
   - Adhaar Card
   - Candidates who have undergone Apprenticeship Training under The Apprenticeship Act, 1961, shall produce the certificate issued by the Statutory Body (NATS / NAPS) and by the Organization in which he/she has undergone the training.

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In absence of any of the documents mentioned above, the candidate will not be allowed to appear for interview and in that case, no travel expenses shall be reimbursed (for personal interview carried out through modes other than Video Conferencing).

8. **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. No correspondence shall be entertained in this regard.
9. In case physical presence is required for the interview**,** Outstation Candidates called for interview for the position of Engineer/ Officer/ Scientific Officer/ Architect shall be entitled to III AC sleeper rail fare and Outstation Candidates called for interview for the position of Deputy Manager/ Manager/ Senior Manager/ Deputy General Manager shall be entitled to IInd AC 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.
10. 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 (if applicable) shall be reimbursed.
11. 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.
12. Court of jurisdiction for any dispute will be at Delhi.
13. EIL reserves the right to cancel the advertisement and/or the selection process there under without assigning any reason.
14. Provisions of the Persons with Disability Act are being complied with. In case of PwD candidates, persons with 40% or more permanent nature of disability only are eligible to apply under PwD category.
15. 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.
16. The applicant should essentially have proficiency in computer.
17. 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). In case, the application of candidate is not

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forwarded through proper channel or candidate fails to produce NOC from present employer at the time of document verification, his/ her candidature shall not be considered & no Travelling allowance (TA) shall be paid to such candidate.

18. Avenues for Career growth in the organization shall be governed by the prevailing rules, practices and all amendments/changes depending on the qualification and performance.
19. In case of any doubt/ clarification pertaining to documents submitted/ eligibility of candidate, EIL reserves the right to ask for additional documents. Failure to submit the same may render cancellation of candidature.