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HINDUSTAN URVARAK & RASAYAN LIMITED
A JV OF IOCL, NTPC, CIL, FCIL, HFCL

Advt. No. NE/1/2022

Recruitment of Non-Executives

Hindustan Urvarak & Rasayan Limited (HURL) is a joint venture company incorporated by Indian Oil Corporation Limited (IOCL), NTPC Limited (NTPC) and Coal India Limited (CIL), with Fertilizer Corporation of India Limited (FCIL) and Hindustan Fertilizer Corporation Limited (HFCL) with a prime objective to establish and operate state of the art environment friendly and energy efficient Natural Gas based Fertilizer Complexes (Ammonia-Urea) of 2200 MTPD Ammonia and 3850 MTPD Urea (1.27 MMTPA neem coated urea) at Gorakhpur(Uttar Pradesh), Sindri (Jharkhand) & Barauni (Bihar), and simultaneously market their products, thus spurring economic growth.

Online applications are invited from energetic young technically qualified Indian Nationals for recruitment to following positions in non-Executive cadre in HURL:

VC No	Discipline	Position	Essential Qualification	Vacancies	Upper Age Limit (in years)	Minimum Experience (in years)
01/22	Ammonia	Junior Engineer Assistant (II)	Full Time B.Sc. (Chemistry) with 40% marks in aggregate / Three-years Full Time Diploma in **Chemical** Engineering from a recognized Institute / University with minimum 40% marks in aggregate. Preference will be given to Diploma.	30	30	5
02/22		Engineer Assistant (I)		45	35	10
03/22	Urea	Junior Engineer Assistant (II)	Full Time B.Sc. (Chemistry) with 40% marks in aggregate / Three-years Full Time Diploma in **Chemical** Engineering from a recognized Institute / University with minimum 40% marks in aggregate. Preference will be given to Diploma.	15	30	5
04/22		Engineer Assistant (I)		30	35	10

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VC No	Discipline	Position	Essential Qualification	Vacancies	Upper Age Limit (in years)	Minimum Experience (in years)
05/22	Offsite & Utilities	Junior Engineer Assistant (II)	Full Time B.Sc. (Chemistry) with 40% marks in aggregate / Three-years Full Time Diploma in **Chemical / Mechanical** Engineering from a recognized Institute / University with minimum 40% marks in aggregate. Preference will be given to Diploma.	15	30	5
06/22		Engineer Assistant (I)		30	35	10
07/22	Urea Product Handling	Junior Engineer Assistant (II)	Full Time B.Sc. (Chemistry) with 40% marks in aggregate /Three-years Full Time Diploma in **Chemical** Engineering from a recognized Institute / University with minimum 40% marks in aggregate. Preference will be given to Diploma	15	30	5
08/22		Engineer Assistant (I)		15	35	10
09/22	Mechanical	Junior Engineer Assistant (II)	Three-years Full Time Diploma in **Mechanical** Engineering from a recognized Institute / University with minimum 40% marks in aggregate.	33	30	5
10/22		Engineer Assistant (I)		36	35	10
11/22	Electrical	Engineer Assistant (I)	Three-years Full Time Diploma in **Electrical/ Electrical & Electronics** Engineering from a recognized Institute/ University with minimum 40% marks in aggregate.	18	35	10
12/22	Instrumentation	Junior Engineer Assistant (II)	Three-years Full Time Diploma in **Instrumentation/ Instrumentation & Control/ Electronics & Communication/Electronics & Instrumentation** Engineering from a recognized Institute / University with minimum 40% marks in aggregate.	24	30	5
13/22		Engineer Assistant (I)		24	35	10

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VC No	Discipline	Position	Essential Qualification	Vacancies	Upper Age Limit (in years)	Minimum Experience (in years)
14/22	Store	Junior Store Assistant (II)	Full Time **B.A/B.SC/B.Com** from a recognized Institute /University with minimum 40% marks in aggregate	3	30	5
15/22		Store Assistant (I)		6	35	10
16/22		Store Assistant (II)		3	40	15
17/22	Environment & Quality Control	Junior Lab Assistant (II)	Full Time **B.SC in Chemistry** from a recognized Institute / University with minimum 40% marks in aggregate.	18	30	5
18/22		Lab Assistant (I)		18	35	10
19/22	Quality Assurance & Inspection	Junior Quality Assistant (II)	Full Time **B.SC in Physics/Chemistry/ Mathematics** with 40% marks in aggregate **or** Three-years Full Time Diploma in **Mechanical** Engineering from a recognized Institute / University with minimum 40% marks in aggregate.	6	30	5
20/22		Quality Assistant (I)		6	35	10

Date of reckoning eligibility criteria

The cut-off date for determining eligibility criteria in respect of age and post qualification experience shall be 31.03.2022 and will remain unchanged irrespective of any reason whatsoever.

Important Instructions

- The qualifying diploma/degree should be full time and regular. Candidates holding a qualification acquired through part-time/correspondence/distance education mode are not eligible.
- The prescribed qualification should be from recognised Indian University/Institute as recognized by AICTE / appropriate statutory authority with minimum 40% marks in aggregate.
- Wherever CGPA/OGPA/DGPA or Letter Grade in a degree is awarded; equivalent percentage of marks should be indicated in the application form as per norms adopted by University/Institute. The documentary proof in support of the same must be submitted at the time of verification. Where no norms have been specified, the CGPA/OGPA will be presumed to have been provided on a 10-point scale.

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- For calculation of percentage in the qualifying degree, the guidelines given by University/College will be used. In case there are no such guidelines or documentary proof for the same, then the marks obtained in all the semesters will be used to calculate the final percentage.
- No qualification equivalent to the qualification prescribed shall be considered for the above posts.
- Diploma under recognized lateral entry scheme (Class-XII(Sc)/ITI admitted in 2nd year of Diploma course) shall also be considered eligible subject to meeting criteria of prescribed percentage of marks on the basis of aggregate of 4 semesters in the Diploma course.
- Work experience should be after acquiring relevant educational qualification and should be in-line/relevant experience. Training, teaching/lectureship, part-time jobs, apprenticeship and internship will not be considered for calculating work experience.
- The candidature of the applicant would be provisional and subject to subsequent verification of certificates/ testimonials etc. Candidate has to meet the minimum eligibility criteria and Job Description as advertised.
- The detailed job description for each position can be seen on the online application portal. Job description for each position is to be read in conjunction with the contents of the Advertisement.
- Only one Online application is required to be submitted by an applicant. In case, more than one application of an applicant is detected at any stage, then only first application will be considered, all other applications will be rejected.

Nature & period of Engagement

1. Candidates selected would be required to work in general and/or rotating shift depending on work requirement and exigencies.
2. Selected candidates will be appointed on probation basis for a period of 1 year and shall have to attend any training program provided by company. Candidates will be required to get satisfactory performance rating for confirmation of their services at the end of the probation period and also satisfactory completion of training, if any, as provided by the company. Those who fail to achieve so, their probation period may be extended and further action may be taken in accordance with the policy of the Company.

Remuneration

HURL offers an attractive and one of the best in the industry compensation package, pay and perks to its employees. An indicative average pay drawn at various levels is as below. The final pay shall be commensurate to the individual's profile.

Grades	**CTC p.a.**
Minimum Experience 5 years	Average 4.1 Lakhs
Minimum Experience 10 years	Average 4.9 Lakhs
Minimum Experience 15 years	Average 5.8 Lakhs

Company contribution towards PF & Gratuity is over and above CTC.

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Selection Process

1. The selection will be based on the **computer-based-test** as detailed below.
2. Candidature of all the applicants would be provisional and would be allowed to be appear in Computer Based Test on the presumption that they meet the eligibility criteria for the post which they have applied based on the online data only. Their candidature would however, be subject to meeting of advertised eligibility criteria and verification of certificates & testimonials etc. submitted, as & when called for.
3. Candidates will be required to appear for **computer based objective type test**, on the day, date, time & venue as mentioned in the **Admit card**, which shall be issued before the date of online examination. No request for change in venue, date, test centre shall be entertained. Test centres shall be located in Delhi only.
4. Candidates shortlisted on the basis of the result of computer-based test will further be shortlisted on the basis of their experience profile with respect to eligibility criteria and the job description advertised for the posts.
5. Final selection will be on the basis of the merit obtained in the computer-based test subject to meeting the eligibility criteria and the job description advertised for the posts. Candidates will be issued offer letters in the order of merit considering the number of vacancies. The offers will be issued to the waitlisted candidates in case the candidates higher in the merit do not join.
6. The candidates will be allowed to appear in Computer Based Test only if they possess the valid Photo Admit Card indicating roll number, name & address of the allocated test centre and guidelines for the CBT.
7. Photo Admit Card in respect of eligible candidates will be made available on www.hurl.net.in -> Careers -> Recruitment of Non – Executives. Candidates will also be intimated for the same through SMS on their mobile number. Candidates have to download their Admit Card from the website for appearing in CBT. **Admit Cards will not be sent by post.** HURL will not be responsible for any delay or non-delivery of intimation sent electronically through SMS or e-mail, as the case may be or inactiveness of e-mail account submitted by the candidate during online registration. No other communication will be sent to such candidates for this purpose. Hence, candidates are advised to regularly checking their e-mail account (including junk mailbox) and HURL website for any communication from HURL. Responsibility of receiving, downloading and printing of admit card/any other information shall be of the candidate.
8. Applicants should keep sufficient copies of same photographs in reserve for future use, which they are using during the Online Registration.
9. **The computer-based test will be conducted at any one of the centres** in Delhi.
10. Candidates have to make their own arrangement for travelling, lodging and boarding for appearing in computer-based test to be conducted at the assigned test centre and no TA/DA will be paid in this regard.
11. The CBT for the advertised posts will be held on the same day unless it is not possible to conduct the same due to any unforeseen or technical reasons. In case of any mis-happening or delay or rescheduling the CBT at any or all of the test centres, candidates would be communicated fresh date of CBT and no queries will be entertained in this regard. In the event of rescheduling of CBT or change of any test centre due to unforeseen or technical reasons, candidates would have to make their own arrangement to attend the CBT and HURL shall not be held liable for such delay/rescheduling of CBT and no TA/DA will be paid for appearing in the CBT on this account also.
12. Mere issuance of Admit card shall not imply acceptance of candidature. Candidature of a registered candidate is liable to be rejected at any stage of recruitment process or even

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after joining, if any information provided by the candidate is found to be false or not in conformity with the eligibility criteria at any stage.

13. The Computer Based Test shall be of Objective and MCQ (Multiple Choice Questions) type of **two hours duration** consisting of 100 questions comprising of Section 1 consisting of Subject knowledge (40 marks), General English (10 marks), Quantitative Aptitude (10 marks), Logical reasoning (10 marks), General Knowledge/Awareness (10 marks) together carrying 80% weightage and Section-2 consisting of Trade test (20 marks) with questions relevant to the job requirement with 20% weightage. The qualifying marks in each section will be 50%. Merit will be made on the basis of the total score obtained in the two sections.
14. All questions would be multiple-choice objective type with 4 options each. All questions shall carry equal weightage (1 mark each). The CBT shall be bilingual i.e., Hindi and English.
15. The candidature of the applicant would be provisional and subject to subsequent verification of certificates/ testimonials, experience etc. At any stage of the selection process, if it is found that the candidate has furnished false or incorrect information, the candidature/appointment of the candidate will be cancelled or withdrawn.
16. Filling up of vacancies is solely at the discretion of the management based on suitability of candidates and no claim will arise for appointment, if some of these vacancies are not filled due to unsuitability of available candidates or insufficiency of number of eligible candidates.
17. The decision of the management will be final and binding on all matters relating to eligibility, acceptance or rejection of the application, mode of selection, cancellation, curtailment of the selection process in part or full etc. No correspondence will be entertained in this regard.
18. Candidates should also keep the following documents ready with themselves for any future requirement. (Self-attested copies):
    - Copy of online application form
    - Proof of Date of Birth (X class certificate/ Birth Certificate)
    - Documents related to Essential Qualification (Passing Certificate & Mark sheets.)
    - Documents related to Other Qualifications (Passing Certificate and Mark sheets)
    - Proof of norms adopted by the University/ Institute to convert CGPA/OGPA/DGPA into percentage.
    - Experience certificate
    - Proof of ID
    - Any other relevant document
19. Candidate will have to bring these documents along with originals for verification at the time of Document verification / Medical examination/ Joining, if called for.

Physical Fitness:

Appointment of selected candidates will be subject to their being found medically fit in the Medical Examination to be conducted as per HURL Rules and Standards of Medical Fitness for the relevant post.

Venue, Date & Time of Computer Based Test

Date, time and details of venue of the Computer Based Test and all other correspondence shall be displayed on the admit card.

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General Information & Instructions

1. Only Indian Nationals are eligible to apply.
2. The candidate should ensure that he/she fulfills the eligibility criteria and other norms mentioned in this advertisement.
3. All qualifications should be from an Indian university/ Institute recognized by AICTE/ appropriate statutory authority.
4. The number of vacancies is tentative and may increase or decrease at the absolute discretion of HURL. Accordingly, depending upon the requirement, the Company reserves the right to fill or not to fill or partially fill any of the above vacancies; if need so arises, without any further notice and without assigning any reason thereof.
5. The mere fact that a candidate has submitted application against the advertisement and apparently fulfilling the criteria as prescribed in the advertisement would not bestow on him/her the right to be definitely called for further selection process.
6. Candidature of a candidate is liable to be rejected at any stage of recruitment/selection process without any notice or if joined services are liable to be terminated, if any information provided by the candidate is not found in conformity with the eligibility criteria notified or HURL comes across any evidence/knowledge, that the qualification/experience/any other particulars indicated in application/resume/other forms/formats are not recognized /false/misleading and /or amounts to suppression of information/particulars which should have been brought to the notice of HURL or that the candidate has been shortlisted for next stage in the process/has secured employment in HURL through any unfair means. No modifications are allowed after candidate submits the online application form. If any discrepancies are found in the data filled by the candidate online and that of the original testimonies, the candidature of such candidates is liable to be rejected. Hence, utmost care should be taken to furnish correct details before submitting the online application.
7. The candidates must have an active E-mail Id & Mobile number which must remain valid for at least next one year. All future communications with the candidates will take place only through e mail. Candidates have to ensure accuracy of their E-mail id & Mobile number. No change in E-mail Id & Mobile number as declared in the online application will be allowed.
8. HURL reserves the right to raise the minimum eligibility standards and reserves the right to fill or not to fill or partially fill any of the above vacancy without assigning any reasons whatsoever. HURL reserves the right to cancel/ restrict/ enlarge/ modify/ alter the recruitment process at any stage, without issuing any further notice or assigning any reason thereafter.
9. Any modification/amendments/ corrigendum in the advertisement will be given in HURL's website www.hurl.net.in only
10. Candidates are also advised not to respond to unscrupulous advertisements appearing in any newspaper. For authenticity of any advertisement the candidate may check on HURL's website www.hurl.net.in only.
11. Canvassing by a candidate in any form at any stage of the selection process shall disqualify his/her candidature.
12. The decision of HURL Management in all matters relating to eligibility, acceptance or rejection of applications, penalty for false information, mode of selection, conduct of examination(s)/interviews, allotment of examination centres, selection and posting of selected candidates will be final and binding on the candidates and no enquiry/correspondence will be entertained in this regard.

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13. Any dispute with regard to recruitment against this advertisement will be settled within the jurisdiction of Delhi only.
14. The link for instructions for filling the application form is displayed on portal.

Important Dates

S. No.	Particular	Date
1	Cut-off date for calculating age	31.03.2022
2	Cut-off date for calculating experience	31.03.2022