

Advt.No.HR/02/645
Date: 20.01.2021

KIOCL LIMITED

(A Government of India Enterprise)
Regd.Office: II Block, Koramangala, Bengaluru-560034
Ph:080-25531461-70 Ext:487, Fax:080-25532153/25535941
E-mail:career@kioclltd.com

(AN ISO 9001, 14001 & OHSAS 18001 COMPANY)

KIOCL Limited, Schedule 'A' Miniratna, 100% EOU, profit making CPSU, having its Pelletization Complex and Blast Furnace Unit at Mangaluru and Corporate Office at Bengaluru invites applications for the following posts:

GENERAL MANAGER (HR)/[E8]		No of Post 1 Unreserved
Scale of Pay	:	Rs.120000-3%-280000/- [E8]
Qualification	:	Graduate with full time MBA/MSW or equivalent with HR/IR specialization from a recognized University / Management Institution of repute [IIM, XLRI or equivalent].
Experience	:	Should have atleast 25 years post qualification experience out of which atleast 13 years at senior level in the area of <ul style="list-style-type: none">● Formulation and implementation of Human Resource Policies, Manpower Planning & Recruitment, Competency Mapping, Training & Development, Talent Management, Succession Planning, Performance Management System etc.● Industrial Relations, Trade Union Management, Statutory & legal Compliances, Contract Labour management, Welfare etc.● Implementation of People Capability & Maturity Model [PCMM], Corporate Social Responsibility, sound knowledge on ERP etc.● General Administration and Co-ordination with Govt.and Statutory Authorities Candidate should possess strong leadership and analytical skills, excellent oral as well as written communication skills. Should be self-driven and possess high coordination skill.
Age	:	Below 55 years as on 31.12.2020

JT.GENERAL MANAGER (FINANCE) / [E7]		No of Post 1
		UNRESERVED
Scale of Pay	:	Rs.120000-3%-280000/-[E7]
Qualification	:	Graduate from a recognized University and a member of the Institute of Chartered Accountants of India/Institute of Cost Accountants of India with consistently good academic record.
Experience	:	Should have atleast 23years post qualification experience out of which atleast 12 years at senior level in Finance and Accounts Function preferably in Corporate Financial Management and Planning, Project Appraisal, Project financing and Monitoring, Capital Budgeting, Costing, Budgetary Control, Working Capital management, Corporate Taxation, Foreign Exchange management. Exposure of working in ERP packages like SAP, Oracle etc. would be an added advantage. Candidate should also possess strong leadership and analytical skills, excellent oral as well as written communication skills. Should be self-driven and effective team player.
Age	:	Below 53 years as on 31.12.2020

Age: The upper age limit is relaxed by 5 years for SC/ST, 3 years for OBC (Non-Creamy Layer) categories. Age relaxation for Persons with Disabilities is 5 years for candidates belonging to General, 8 years for OBC and 10 years for SC/ST categories (degree of disability 40% or above).

GENERAL CONDITIONS:

I. Before applying, candidate should read the complete advertisement carefully and ensure that he / she fulfill eligibility criteria of post stated in the advertisement in all respects.

II. Only Indian Nationals need apply.

III. Candidates applying for the post are required to send a Demand Draft for Rs.500/- drawn in favour of KIOCL Limited payable at Bengaluru. Candidates belonging to SC/ST/PWD/Ex-Servicemen categories are exempted from submission of Demand Draft.

IV. Reservation for SC/ST/OBC/EWS candidates will be as per the Govt.of India guidelines.

V. Candidates claiming to belong to any particular category of SC/ ST/ OBC/PWD/EWS/Ex-Servicemen shall necessarily submit a copy of certificate, in proforma prescribed by Govt. of India, as the case may be, from a Competent Authority. Candidates belonging to OBC category but coming under the "Creamy Layer" are not entitled to apply against posts reserved for OBC (Non-creamy layer) category.

a) Note: OBC candidates: Candidates belonging to those communities which are recognized as 'Other backward class' by the Government of India for the purpose of reservation in posts under Government of India as per orders contained in Department of Personnel and Training Office Memorandum No.36012/ 22/93-Estt.(SCT) dated 08.09.1993 and as amended from time to time.

b) Non-Creamy Layer: The gross annual income of parents of the candidates should not be more than Rs.8.0 lakhs per annum in line with DOPT OM No.36033/1/2013-Estt[Res], dated 13.09.2017.

VI. The Management reserves right to limit the number of candidates to be called for interview, as also to fill the posts even at lower level.

VII. All qualifications should be from a recognized/reputed Indian University.

VIII. The candidates working in Government Departments /PSUs should route their application **through proper channel** or '**No Objection Certificate**' should be produced at the time of interview invariably.

IX. Candidates appearing for interview will be paid to & fro rail / road fare by shortest route limited to AC II Class rail fare on production of tickets/ receipts.

X. Only on-line applications are accepted.

HOW TO APPLY:

- The candidates need to apply online in Human Resources-Current Opening section of KIOCL website (www.kiocltd.in) from **27.01.2021 to 24.02.2021** Candidate should click on Online application link, read the instructions carefully and fill-in the online application form giving accurate information.
- No request with respect to change in any data entered by the candidate will be entertained once the application is submitted successfully. While applying online, candidate needs to upload the scanned copy of their recent passport size colour photograph and signature. In case candidate is called for interview, he/she will be required to produce his/her original certificate and other relevant documents for verification as mentioned in online application form.

- After applying on-line, the candidate is required to take the print out of filled online application form with **system generated application number**. Please note down your application number for the post applied, for future reference without fail.
 - The downloaded application with self-attested photocopies of all the documents in support of the information given by the candidate in their online application along with **Demand Draft** (if applicable) should reach Jt.General Manager(HR&A), HR Department, KIOCL Limited, Koramangala 2nd Block, Sarjapura Road, Bengaluru-560 034 on or before **01.03.2021** by post. **Candidate should write Advertisement Number, Name of the post applied for and system generated online application number on envelope used for sending the hard copy of application. No manual/paper application will be entertained directly unless applied online.**
 - The application must reach the address as mentioned above along with self-attested copy of all the documents in support of their age, qualification, experience, pay scale, monthly emoluments, CTC, Caste/PWD/EWS/Ex-servicemen certificate if any etc. by **01.03.2021**.
 - It may be noted that candidate's application in soft copy will not be entertained and will be rejected summarily if the hard copy of the application form along with other requisite self-attested photocopies of the relevant documents is not received on or before **01.03.2021**.
 - KIOCL is not responsible for any candidate for not being able to submit their online application within the last date on account of system error or for any other reasons.
 - KIOCL is not 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.
- XI. All future correspondence would be through E-mail ID, furnished by the applicant in the on-line application-form or by post as may be decided by KIOCL.
- XII. KIOCL reserves the right to cancel / restrict / enlarge/ modify the recruitment process, if need so arises, without assigning any reason.
- XIII. Canvassing in any form will be a disqualification.
- XIV. Mere meeting the conditions of the advertisement by the candidate(s) will not automatically entail them to be called for Interview/Selection and appointment.
- XV. Appearance of the short-listed candidates in the interview is provisional and it does not entitle them for any claim for the post. They will be treated as debarred ab-initio at any stage of the

recruitment process in case they do not fulfill essential eligibility criteria.

- XVI. Appointment of selected candidate(s) is subject to satisfactory Medical Fitness as per the standards prescribed by KIOCL Limited at the time of joining the post. The Management based on shortcomings/physical defects noticed, if any, during the probationary period, if required, the candidate will be medically examined to ascertain his medical fitness before regularizing his service in the Company. Further, the appointment in the Company will be subject to verification of Caste, Character and Antecedents from the concerned Authorities as required for appointments in posts under Government of India.
- XVII. Persons working in Government/PSUs who have put in a minimum of two years in the next below scale or equivalent only need to apply through proper channel.
- XVIII. The application is liable for rejection at any stage of recruitment process in case of suppression / furnishing of false information, without enclosing necessary documents & received after closing date for receipt of hard copy by post.

XIX. PAY PACKAGE

The above posts of regular appointment carries Basic Pay, Dearness Allowance, HRA, Perks (Maximum of 20% of basic pay), and benefits like Provident Fund, Gratuity, Performance Related Pay, Group Insurance Scheme, Group Personal Accident Scheme, Medical benefits etc., as per Company's rules and as amended from time to time.

SL NO	NAME OF THE POST/GRADE	PAY SCALE	TOTAL MONTHLY GROSS EMOLUMENTS (MINIMUM OF PAY SCALE, DA & PERKS AT CURRENT RATE)
1	GENERAL MANAGER (HR)/E8	Rs.120000-3%-280000/- [E8]	Rs.1,95,000/-
2	JGM(FINANCE)/E7	Rs.120000-3%-280000/- [E7]	Rs.1,95,000/-

MODE OF SELECTION:

- Personal Interview

The date, time and venue of interview will be intimated by e-mail. The candidates called for interview shall present mandatorily the following documents at the time of interview for certificates verification.

DOCUMENTS REQUIRED AT THE TIME OF INTERVIEW:

The following documents shall be produced in original with a set of photo copies for verification along with self-attested photo copies.

- Print out of On-line filled application form
- Recent passport size Photo
- Proof of age
- Proof of identity (Voter's id card / Aadhar card / PAN / Passport)
- Educational Qualifications (All year/semester Mark sheets & Certificates)
- Service Certificate of past employment & proof of date of joining & its continuity in the present Organization
- Proof of working in present pay scale for Govt./PSU employees
- Last Salary/Pay Certificate
- Medical Certificate / Persons with Disability Certificate with photograph issued by the competent authority satisfying the minimum degree of disability
- Scheduled Caste/ Scheduled Tribe/EWS/ Other Backward Class (OBC) (Non-creamy layer) certificate from the Competent Authority.
- OBC certificate produced by candidates should clearly indicate that they do not belong to Creamy Layer.
- Relevant Certificate (for Ex-Servicemen)
- Other supporting documents, if any.

IMPORTANT DATES:

a	Commencement of online submission of application by candidates	27.01.2021
b	Last date for submission of on line application by candidates	24.02.2021
c	Last date for receipt of hard copy of application along with requisite documents	01.03.2021
d	Interview date	Will be communicated by e-mail to eligible candidates only or visit our website for more information.

CAUTION TO ALL CANDIDATES:

Some unscrupulous elements may approach you with the assurance of procuring appointment for you in KIOCL through illegal gratification. You must not fall prey to such assurance or Exploitation and must not entertain or encourage such elements in any way; it is emphasized and re-assured that the selection exercise will be done on the basis of merit only and in transparent manner.

Please Note:

Corrigendum/Extension etc., if any, shall be published in our website www.kioclltd.in only.

JT.GENERAL MANAGER (HR&A)
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