

RECRUITMENT FOR EXPERIENCED PERSONNEL

(HRD/Rectt./Advt./2018-19/02)

Engineers India Limited, a Navratna PSU and an Engineering Consultancy Company is looking for dynamic professionals with a passion for excellence and the drive to partner in the Nation's Growth story. The Company over the last 50 years has executed some of India's major projects in refineries, petrochemicals, pipelines, offshore, metallurgy, infrastructure & fertilizer sectors. The Company has embarked on an expansion plan into sunrise sectors such as Nuclear, Solar, Water & Waste Management and is increasing its international presence in over 13 countries world-wide. EIL is looking for suitably qualified, experienced and motivated individuals in the following disciplines: -

Position Code	Discipline	Position	Tentative Vacancy
18-19/02/A	Construction(Civil)	Engineer	10
		Dy Manager	15
18-19/02/B	Construction(Mechanical)	Engineer	10
		Dy Manager	10
18-19/02/C	Construction(Electrical)	Engineer	5
		Dy Manager	5
18-19/02/D	Construction (Instrumentation)	Dy Manager	5
18-19/02/E	Construction (Safety)	Engineer	5
		Dy Manager	12
18-19/02/F1	Construction (Warehouse) – for Diploma in Engg.	Store Officer	5
18-19/02/F2	Construction (Warehouse) – for B.A		
18-19/02/F3	Construction (Warehouse) – for B.Sc/B.Com		
18-19/02/F1	Construction (Warehouse) – for Diploma in Engg.	Dy Manager (Store)	7
18-19/02/F2	Construction (Warehouse) – for B.A		
18-19/02/F3	Construction (Warehouse) – for B.Sc/B.Com		
18-19/02/G	Construction (Welding/ NDT)	Engineer	5
		Dy Manager	6
18-19/02/H	Planning(Mechanical)	Engineer	5
18-19/02/I	SCM (Contracts & Purchase)	Engineer	9
		Dy Manager	6
18-19/02/J	Mass Transfer	Engineer	1
18-19/02/K	Heat Transfer (Fired Eqpt) / Heat Exchangers (Thermal)	Engineer	1
		Dy Manager	1
18-19/02/L	Power Plant/Boilers	Dy Manager	2
18-19/02/M	Non-Conventional Energy (Solar/Wind/Wave Energy)	Dy Manager	1
18-19/02/N	2G Ethanol/Biofuels/Waste to Fuel/Energy	Engineer	1
18-19/02/O	Process Design	Engineer	2
		Dy Manager	1
18-19/02/P	Co Secretary	DGM	1
18-19/02/Q	Jr Accountant	Jr Accountant	10
Total			141

BREAK-UP OF VACANCIES :

POSITION	NO OF VACANCIES	BREAKUP OF VACANCIES *
Engineer/Officer	59	UR - 30 SC - 10 ST - 4 OBC -15
Dy Manager	71	UR - 37 SC - 10 ST - 5 OBC -19
DGM	1	UR - 01
Junior Accountant	10	UR - 7 SC - 1 OBC -2
Total	141	UR - 75 SC - 21 ST - 9 OBC - 36

* Reservation for PwDs (Persons with Disability) exist as per GoI (Government of India) directives

DETAILS:

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ELIGIBILITY & DESIRED QUALIFICATION/ EXPERIENCE (IF APPLICABLE) AS ON 30.05.2018:

Position Code	Position	Upper age limit (years)	MINIMUM EDUCATIONAL QUALIFICATION	MINIMUM POST QUALIFICATION EXPERIENCE	RELEVANT POST QUALIFICATION EXPERIENCE
18-19/02/A	Engineer (Construction -Civil)	28	BE/ B. Tech/ B.Sc. (Engg.) in Civil discipline with minimum 65% marks or eqv. CGPA/ CPI	1 yr	Relevant Post Qualification Experience in Construction related activities in Hydrocarbon/Fertilizers / Infrastructure/Pipelines/Metallurgical Plants/Power Plants/Nuclear plants etc.
	Dy Manager (Construction – Civil)	32		4 yr	
18-19/02/B	Engineer (Construction - Mechanical)	28	BE/ B. Tech/ B.Sc. (Engg.) in Mechanical discipline with minimum 65% marks or eqv. CGPA/ CPI	1 yr	Relevant Post Qualification Experience in Construction related activities in Hydrocarbon/Fertilizers /Infrastructure / Pipelines / Metallurgical Plants / Power Plants/ Nuclear plant etc.
	Dy Manager (Construction - Mechanical)	32		4yrs	
18-19/02/C	Engineer (Construction- Electrical)	28	BE/ B. Tech/ B.Sc. (Engg.) in Electrical discipline with minimum 65% marks or eqv. CGPA/ CPI	1 yr	Relevant Post Qualification Experience in Construction related activities in Hydrocarbon/Fertilizers /Infrastructure / Pipelines / Metallurgical Plants / Power Plants/Nuclear plant etc.
	Dy Manager (Construction- Electrical)	32		4 yrs	
18-19/02/D	Dy Manager (Construction- Instrumentation)	32	BE/ B. Tech/ B.Sc. (Engg.) in Instrumentation discipline with minimum 65% marks or eqv. CGPA/ CPI.	4 yrs	Relevant Post Qualification Experience in Construction related activities in Hydrocarbon/Fertilizers /Infrastructure / Pipelines / Metallurgical Plants / Power Plants/Nuclear plant etc.

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18-19/02/E	Engineer (Construction -Safety)	28	BE/ B. Tech/ B.Sc. (Engg.) in Engineering with minimum 65% marks or eqv. CGPA/ CPI with additional qualification of recognized Degree/Diploma in Industrial Safety with one paper in construction safety (as elective subject)	2 yrs	Relevant Post Qualification Experience in Construction related activities in Hydrocarbon/Fertilizers / Infrastructure/ Pipelines/ Metallurgical Plants/ Power Plants/ Nuclear plant etc.
	Dy Manager (Construction -Safety)	32		4 yrs	
18-19/02/F1	Construction – Warehouse (Store Officer) - Diploma	35	Diploma in Engineering with 65% marks	8 yrs	Relevant Post Qualification Experience in Construction related activities in Hydrocarbon/ Fertilizers/ Infrastructure/ Pipelines/ Metallurgical Plants/ Power Plants/ Nuclear plant etc. Candidates having working experience in Computer environment, exposure to SAP system and additional qualification of Diploma in Materials Management from a reputed institute will be preferred.
	Construction – Warehouse (Dy Manager -Stores) - Diploma	39		12 yrs	
18-19/02/F2	Construction – Warehouse (Store Officer) - BA	35	Graduate in Arts with 55% marks	8 yrs	Relevant Post Qualification Experience in Construction related activities in Hydrocarbon/ Fertilizers/ Infrastructure/ Pipelines/ Metallurgical Plants/ Power Plants/ Nuclear plant etc. Candidates having working experience in Computer environment, exposure to SAP system and additional qualification of Diploma in Materials Management from a reputed institute will be preferred
	Construction – Warehouse (Dy Manager -Stores) - BA	40		13 yrs	
18-19/02/F3	Construction – Warehouse (Store Officer) – B.Sc/B.Com	35	Graduate in Science/ Commerce with 60% marks	8 yrs	Relevant Post Qualification Experience in Construction related activities in Hydrocarbon/ Fertilizers/ Infrastructure/ Pipelines/ Metallurgical Plants/ Power Plants/ Nuclear plant etc. Candidates having working experience in Computer environment, exposure to SAP system and additional qualification of Diploma in Materials Management from a reputed institute will be preferred
	Construction – Warehouse (Dy Manager -Stores) – B.Sc/B.Com	40		13 yrs	

Position Code	Position	Upper age limit (years)	MINIMUM EDUCATIONAL QUALIFICATION	MINIMUM POST QUALIFICATION EXPERIENCE	RELEVANT POST QUALIFICATION EXPERIENCE
18-19/02/G	Engineer (Construction-Welding/NDT)	28	BE/ B. Tech/ B.Sc. (Engg.) in Mechanical/Metallurgy discipline with minimum 65% marks or eqv. CGPA/ CPI. AND Possessing valid ASNT/ISNT NDT LEVEL II Certification in RT and UT	1 yr	Relevant Post Qualification Experience in Construction related activities in Hydrocarbon/ Fertilizers/ Infrastructure/ Pipelines/ Metallurgical Plants/ Power Plants, Nuclear plant etc
	Dy Manager (Construction-Welding/NDT)	32		4 yrs	
18-19/02/H	Engineer (Planning - Mechanical)	28	BE/ B. Tech/ B.Sc. (Engg.) in Mechanical discipline with minimum 65% marks or eqv. CGPA/ CPI.	1 yrs	Post qualification experience in Project Planning, Scheduling & Monitoring of large Petroleum Refineries, Petrochemicals, Energy, Metallurgical or Cross Country Pipeline Projects. Candidate should be well conversant with computer software like MS-Word, Excel & Power Point & should have good communication skill and thorough knowledge of CPM/PERT techniques using Primavera, MS-Project etc. Exposure to Risk Analysis software, Bulk Material Control at sites and Capital Cost Estimation & Control shall be given preference.
18-19/02/I	Engineer (SCM – Contracts & Purchase)	28	BE/ B. Tech/ B.Sc. (Engg.) in Mechanical/Electrical/Civil discipline with minimum 65% marks or eqv. CGPA/ CPI.	1 yr	Post qualification experience in the area of Contract/Purchasing preferably with EPC contracting companies or consultants. Qualification in Materials Management shall be an added advantage. Candidate should have appropriate relevant experience of selection of potential agencies, formulation of commercial terms, evaluation of offers and various other activities upto award of job. He should be well aware of various taxation aspects, domestic as well as international trade transactions and procedures.
	Dy Manager (SCM – Contracts & Purchase)	32		4 yrs	
18-19/02/J	Engineer (Mass Transfer)	28	BE/ B. Tech/ B.Sc. (Engg.) in Chemical discipline with minimum 65% marks or eqv. CGPA/ CPI.	1 yr	Post qualification experience in the field of design engineering of Trays & Packed tower system, vessels.
18-19/02/K	Engineer (Heat Transfer (Fired Eqpt) / Heat Exchangers (Thermal))	28	BE/ B. Tech/ B.Sc. (Engg.) in Chemical discipline with minimum 65% marks or eqv. CGPA/ CPI.	1 yrs	Post qualification experience in the field of thermal design of fired heaters / Boilers /Waste Heat Recovery Systems, heat exchangers/ air coolers.

Position Code	Position	Upper age limit (years)	MINIMUM EDUCATIONAL QUALIFICATION	MINIMUM POST QUALIFICATION EXPERIENCE	RELEVANT POST QUALIFICATION EXPERIENCE
18-19/02/K	Dy Manager (Heat Transfer -Fired Eqpt / Heat Exchangers - Thermal)	32	BE/ B. Tech/ B.Sc. (Engg.) in Chemical discipline with minimum 65% marks or eqv. CGPA/ CPI.	4 yrs	Post qualification experience in the field of thermal design of fired heaters / Boilers /Waste Heat Recovery Systems, heat exchangers/ air coolers.
18-19/02/L	Dy Manager (Power Plant/Boilers)	32	BE/ B. Tech/ B.Sc. (Engg.) in Chemical discipline with minimum 65% marks or eqv. CGPA/ CPI.	4 yrs	Post qualification experience in the field of design of GTG/STG based Power Plant / Boilers.
18-19/02/M	Dy Manager (Non-Conventional Energy-Solar/Wind/Wave Energy)	32	BE/ B. Tech/ B.Sc. (Engg.) in Chemical discipline with minimum 65% marks or eqv. CGPA/ CPI	4 yr	Post qualification experience in the field of design of non-conventional energy systems (solar/wind/wave energy)
18-19/02/N	Engineer (2G Ethanol/Bio-Fuels/Waste to Fuel/Energy)	28	BE/ B. Tech/ B.Sc. (Engg.) in Chemical discipline with minimum 65% marks or eqv. CGPA/ CPI	1yr	Post qualification experience in the field of design of 2G Ethanol/Bio-Fuels/Waste to Fuel/Energy.
18-19/02/O	Engineer (Process Design)	28	BE/ B. Tech/ B.Sc. (Engg.) in Chemical discipline with minimum 65% marks or eqv. CGPA/ CPI	1 yr	Post qualification experience in the design/engineering or operations & technical support services in process units of refinery, oil & gas production facilities, fertilizers including derivatives & niche petrochemical plants.
	Dy Manager(Process Design)	32		4 yr	

Position Code	Position	Upper age limit (years)	MINIMUM EDUCATIONAL QUALIFICATION	MINIMUM POST QUALIFICATION EXPERIENCE	RELEVANT POST QUALIFICATION EXPERIENCE
18-19/02/P	DGM (Co-Secretary)	47	Graduate in Commerce with Company Secretary (CS) qualification with minimum 55% marks or eqv. CGPA/ CPI from Institute of Company Secretaries of India (ICSI) & an Associate/Fellow Member of ICSI	19 yrs	<p>Post qualification experience in Secretarial matters including statutory and regulatory compliances, corporate governance, board/committee/general meetings, management of investor relations, etc. Compliances relating to Companies Act 1956/2013 alongwith rules and secretarial standards, Listing Regulations, Stock exchanges compliances, SEBI laws, dividend etc. Knowledge of drafting/amendments in documents such as Agenda and Minutes, Delegation of powers, Agreements, MoUs, Memorandum and Articles of Association, Resolutions, FPOs/buy back/bonus/split of shares, Formation of JVs and Subsidiaries/Mergers/De-mergers, coordination with Statutory/regulatory bodies/authorities, etc. Should be well versed with powers available with Navratna PSUs, DPE & Govt. guidelines. The incumbent will be required to possess good communication/ presentation skills and to assist Company Secretary in all the secretarial matters.</p> <p>single 2nd class sleeper rail fare</p> <p>Preference will be given to candidates who are currently working in a Listed CPSEs for atleast 3-4 years or having atleast 10 years experience in a Listed company of a size comparable with EIL.</p>
18-19/02/Q	Finance (Jr Accountant)	30	Graduate in Commerce with minimum 50% marks or eqv. CGPA/ CPI in aggregate	3 yrs	<p>Post qualification experience in scrutiny of employees/worker claims, Processing of supplier/contractor invoices, invoices to clients, maintenance of accounts, pre and post audit of transaction/proposals etc. Those having exposure to computerized accounting shall be preferred.</p>

Note:

- The cut-off date for educational qualification, required experience (if applicable) and upper age is **30.05.2018**.
- Candidates must have secured the minimum percentage of marks as mentioned in the table above (equivalent CGPA / CPI of percentage of marks on various point of scale is given below).

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 in minimum number of years.
- Please round off percentage of the marks to lower whole number e.g. for 65.9 , write 65
- Please round off CGPA to the lower decimal e.g for 5.95, write 5.9

• **EMOLUMENTS**

Designation	Pay Scale (Rs.)	Total CTC (approx) p.a in Rs (lacs)
Engineer/Officer	60000-180000	14.31
Deputy Manager	70000-200000	16.81
DGM	120000-280000	28.93
Jr Accountant	13800-38500	6.79

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) and 10 years for Persons with disabilities.
- 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 at the time of selection.
- The candidate should have served at least one year in the present level at the time of selection.
- The present level of the candidate should not be more than one level below the position applied / advertised.
- 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 Engineers/Officers 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 mode of selection for all the positions (except for Jr Accountant) will be through Interview preferably at Delhi.
- For Jr Accountant position, the mode of Selection shall be Written Test(s).

- **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) All qualifying degree certificate, all years/semester marksheets and experience certificates of not more than 900 KB each in .jpg/.jpeg/.pdf format
- d) Disability certificate (PwD), if applicable of not more than 500 KB each in .jpg/.jpeg/.pdf format
- e) Caste certificate (SC/ST/OBC- Non Creamy Layer), if applicable, of not more than 500 KB each in .jpg/.jpeg/.pdf format

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 written test/ Personal Interview, if short listed for.

STEP 6: The cut-off date of post-qualification relevant experience and upper age is 30.05.2018.

Note: In case a candidate wishes to apply in more than one area, he should fill separate applications for each post/area. All applications should be complete in all respects, as each will bear separate registration number.

- **GENERAL INSTRUCTIONS**

1. Online submission of application will be permitted on the website between **0000 hrs on 30.05.2018 till 2359 hrs on 20.06.2018.**
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 written test/ 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.
4. **Candidates are informed that it is mandatory to attach the documents as per list mentioned above alongwith online application. All positions being advertised are subject to specific eligibility criteria such as subjects studied/ degrees/ no. of years of experience, hence properly scanned education (all year marksheets and certificates) and experience documents may be attached alongwith online application to avoid rejection of incomplete applications.**
5. 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 no. of candidates to

be called for written test/ interview. Only short-listed candidates will be informed for further interview.

6. Candidates should take print out and retain a copy of online application form(s) for future reference.
7. Copy of the online application **is not to be sent by post**. The print out of application should be retained by candidate & four copies of the application is required to be submitted **at the time of written test /interview**.
8. Those short listed for written test **/interview** shall be intimated through e-mail. In the absence of any of the documents mentioned below, the candidate will not be allowed to appear for written test/interview and in that case, no travel expenses shall be reimbursed. They are required to bring the **following original certificates** along with attested photocopies as documentary proof at the time of written test/ **interview**:
 - Proof of Age,
 - 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).
 - Last Salary Certificate (if applicable)
 - Medical Certificate / Persons with Disability Certificate with photograph issued by the competent authority satisfying the minimum degree of disability of 40% in respective categories, if applicable.
 - Copy of Scheduled Caste/ Scheduled Tribe/ Other Backward Class (OBC) (Non-creamy layer) certificate (if applicable) from the Competent Authority. OBC certificate produced by candidates should clearly indicate that they do not belong to creamy layer.
9. **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.
10. **Outstation** Candidates called for written test/ **interview for the post of Jr Accountant/Engineer/Officer** shall be entitled for to & fro rail fare limited to 2nd class sleeper rail fare and the candidates called for interview for the post of Dy Manager / DGM shall be entitled for to & fro rail fare limited to II AC sleeper rail fare, from the **mailing address mentioned in the on-line application form** to the venue of written test/ 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 written test/ interview by the shortest route as per rules.* The candidate will be required to fill in the Travelling Allowance (TA) form at the written test/ interview Center and submit proof for travel undertaken.
11. 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 shall be reimbursed.
12. 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.
13. Court of jurisdiction for any dispute will be at Delhi.
14. EIL reserves the right to cancel the advertisement and/or the selection process there under without assigning any reason.

15. Provisions of the Persons with Disability Act are being complied with. In case of PwD candidates, persons with 40% or more disability only are eligible to apply.
16. 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.
17. The applicant should essentially have proficiency in computer knowledge.
18. 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 written test/ interview (if shortlisted).
19. Avenues for Career growth in the organization shall be governed by the prevailing rules & practices depending on the qualification and performance.