

I/3004052/2019

F. No. P-52011/4/2019-CHEM. III-CPC
Government of India
Ministry of Chemicals & Fertilizers
Department of Chemicals & Petrochemicals

Shastri Bhawan, New Delhi
Dated: 11/11/2019

To,

CMD, HOCL / CMD, HIL / MD, BCPL / MD, HFL

Subject: Selection for the post of Director (Marketing), HIL (India) Limited (HIL), a schedule 'C' CPSE –reg.

Sir,

Please find enclosed herewith a copy of PESB OM No.7/90/2019-PESB dated 05-11-2019 circulating the vacancy for the post of Director (Marketing), HIL (India) Limited. The last date for submission of application to PESB is **27.12.2019 by 15.00 hours**. In this regard, it is requested that seniority-wise names of Functional Directors of your PSU satisfying the eligibility criteria and interested in applying for the post of Director (Marketing), HIL, along with their applications in the PESB prescribed format duly verified, may be forwarded to this Department **latest by 20.12.2019**. Applications of eligible below Board level candidates from your PSU may be sent directly to Secretary, PESB.

2. Further, it is requested that advance action may be taken to keep the ACRs for last 10 years of the candidates ready along with their latest vigilance profile [(i) penalty imposed, if any during the last 10 years (ii) details of disciplinary action initiated/being initiated if any, etc.] to be furnished as and when the selection meeting is scheduled.

Yours faithfully,

(Ram Prabhakar)
Under Secretary to the Govt. of India
Tel.No.23388635

Encl: As above

Copy to: NIC, DCPC - with the request that the enclosed PESB OM dated 05-11-2019 may be uploaded on the Department's website under 'Recruitment' with the title 'Advertisement for the post of Director (Marketing), HIL (India) Limited, a Schedule 'C' CPSE'

Signature Not Verified

Digitally signed by RAM
PRABHAKAR
Date: 2019.11.11 15:14:39 IST



Secretary (C&PC)
Dy. No. 110821
Date 06-11-19

F.No. 7/90/2019-PESB

भारत सरकार / Government of India

कार्मिक एवं प्रशिक्षण विभाग / Department of Personnel & Training

लोक उद्यम चयन बोर्ड / Public Enterprises Selection Board

ब्लॉक संख्या 14, सी जी ओ कॉम्प्लेक्स, लोदी रोड
Block No.14, C.G.O. Complex, Lodhi Road

नई दिल्ली / New Delhi – 110003,

दिनांकित / Dated: 05-11-2019

Subject: Selection for the post of Director (Marketing), HIL (India) Limited, a schedule 'C' CPSE

The Public Enterprises Selection Board (PESB) is seeking qualified candidates for the post of Director (Marketing), HIL (India) Limited, a schedule 'C' CPSE, the scale of pay of the post being Rs 51,300-73,000/-. A copy of the job description for the post is enclosed.

2. It is requested that names of all candidates seniority-wise for the said post along with their applications, in the prescribed format, duly verified may kindly be forwarded so as to reach the PESB by 15.00 hours on **27th December, 2019**. *The applications of all candidates are to be addressed to Ms. Kimbuong Kipgen, Secretary (PESB), Room No. 523, Public Enterprises Bhawan, Block No. 14, CGO Complex, Lodhi Road, New Delhi.* It is also requested that advance action may be taken to keep the ACRs for last 10 years of the candidates ready along with their latest vigilance profile [(i) penalty imposed, if any during the last 10 years (ii) details of disciplinary action initiated/being initiated if any, etc.] to be furnished as and when the selection meeting is scheduled. It is further requested that the vacancy for the post may also be uploaded on the website of the Ministry/Department for wider publicity.

3. If the relevant details are not received within the stipulated time, it will be assumed that there are no applications received to be sponsored for the post.

Encl.: As above

05-11-19

(Girish Chandra)

Deputy Secretary to the Govt. of India

24362936

Department of Chemicals & Petrochemicals,
(Shri P. Raghavendra Rao, Secretary)
Shastri Bhawan, New Delhi.

Pl do the needful.

Shri/mis

JS(C) on tour

Dis (DHM)

for n.s. pl.

Ch.HK

Shri VSK/CA III

21/11/19

Advt.No. - 6/500

No. : 7/90/2019-PESB

भारत सरकार
Government of India
कार्मिक एवं प्रशिक्षण विभाग
Department of Personnel & Training
(लोक उद्यम चयन बोर्ड)
(Public Enterprises Selection Board)

ब्लॉक संख्या 14, सी.जी.ओ. कॉम्प्लेक्स, लोदी रोड
 Block No 14, C.G.O. Complex, Lodhi Road
 नई दिल्ली / New Delhi- 110003
 Dated : 05/11/2019

| | |
|---|---------------------|
| सी. पी. एस. ई. का नाम NAME OF THE CPSE | HIL (India) Limited |
| पद का नाम NAME OF THE POST | Director(Marketing) |
| रिक्ति की तारीख DATE OF VACANCY | 30/09/2019 |
| सी. पी. एस. ई. की अनुसूची SCHEDULE OF THE CPSE | Schedule C |
| पद का वेतनमान SCALE OF THE POST | Rs. 51300-73000 |

I. COMPANY PROFILE

HIL(India) Limited was incorporated in 1954 for manufacturing DDT and its formulations for meeting the demand of National Malaria Eradication Programme launched by the Govt. of India. The company has also diversified into agro business over a period of time. Apart from public health, presently the company is operating in all the three key agro inputs i.e. agro chemicals, seeds and fertilizers. HIL is a profit making Schedule "C" CPSE in the Chemical Sector with the administrative jurisdiction of Department of Chemicals & Petrochemicals.

The authorized and paid up capital of the Company was Rs. 100 crore and Rs. 91.33 crore respectively as on March 31, 2019.

Its Registered and Corporate offices are at New Delhi.

The shareholding of the Government of India in HIL is 100%.

The company employed 774 regular employees [Executives 258, Non-executives 516] as on 31.03.2019.

II. JOB DESCRIPTION AND RESPONSIBILITIES

Director (Marketing) is a member of the Board of Directors and reports to the Chairman and Managing Director. He is jointly responsible to meet the corporate goals in coordination with the other Functional Directors. He is primarily responsible for formulation, implementation and monitoring of marketing policies to achieve the targets of the Marketing Division by ensuring sales

of company's products in both the retail and direct/ bulk segments.

III. ELIGIBILITY

1. **AGE** : On the date of occurrence of vacancy (DOV)

| Age of superannuation 60 years | | | |
|--------------------------------|--|---------|--|
| Internal | | Others | |
| Minimum | Maximum | Minimum | Maximum |
| 40 | 2 years of residual service as on the date of vacancy w.r.t. the date of superannuation. | 40 | 3 years of residual service as on the date of vacancy w.r.t. the date of superannuation. |

2. EMPLOYMENT STATUS:

The applicant must, on the date of application, as well as on the date of interview, be employed in a regular capacity – and **not** in a contractual/ad-hoc capacity – in one of the followings:-

(a) Central Public Sector Enterprise (CPSE) (including a full-time functional Director in the Board of a CPSE);

(b) Central Government including the Armed Forces of the Union and All India Services;

(c) State Public Sector Enterprise (SPSE) where the annual turnover is ***Rs 500 crore or more**;

(d) Private Sector in company where the annual turnover is ***Rs 500 crore or more**.

(* The average audited annual turnover of three financial years preceding the calendar year in which the post is advertised shall be considered for applying the approved limits)

3. QUALIFICATION:

The applicant should be a graduate with good academic record from a recognized University/ Institute.

Applicant with MBA/PGDM qualifications will have added advantage.

4. EXPERIENCE:

The applicant should have at least five years of cumulative marketing experience during the last ten years in an organization of repute.

Applicant having experience in the area of Market Research, Product development, Sales Forecasting and Planning in Chemical & Agro-input Industry will have added advantage.

5. PAY SCALE/ RANK/ LEVEL:

The minimum length of service required in the eligible scale/rank/level will be one year for internal candidates, and two years for others as on the date of vacancy.

(a) **Applicants from CPSEs** should be working in the following or a higher pay scale:

Eligible Scale of Pay

- (i) Rs. 5550-6870 (IDA) Pre 01/01/1992
- (ii) Rs. 7500-9900 (IDA) Post 01/01/1992
- (iii) Rs. 17500-22300 (IDA) Post 01/01/1997
- (iv) Rs. 36600-62000 (IDA) Post 01/01/2007
- (v) Rs. 90000-240000 (IDA) Post 01/01/2017

(vi) Rs. 12000-16500 (CDA) Pre-revised

(vii) Rs. 15600-39100 + GP 7600 (CDA)

(viii) Rs. 78800-209200 (Level 12) CDA

(b)

(i) **Applicants from Central Govt. / All India Services** should be holding a post of the level of Deputy Secretary in Govt. of India or carrying equivalent scale of pay.

(ii) **Applicants from the Armed forces of the Union** should be holding a post of the level of Lieutenant Colonel in the Army or equivalent rank in Navy/Air Force.

(c)

Applicants from State Public Sector Enterprises/ Private Sector should be working at Board level position or at least a post of the level immediately below the Board level.

6. CONDITION OF IMMEDIATE ABSORPTION FOR CENTRAL GOVERNMENT OFFICERS

Central Government Officers, including those of the Armed Forces of the Union and the All India Services, will be eligible for consideration only on immediate absorption basis.

IV. DURATION OF APPOINTMENT

The appointment shall be for a period of five years from the date of joining or upto the date of superannuation or until further orders, whichever is earlier.

V. SUBMISSION OF APPLICATIONS

All applicants should send their applications as per the format.

1. The applicants should submit their applications through proper channel as follows:

(a) Government Officers, including those of the Armed Forces of the Union and All India Services: through Cadre Controlling authority;

(b) CMDs/MDs/Functional Directors in CPSE: through the concerned Administrative Ministry;

(c) Below Board level in CPSE: through the concerned CPSE;

(d) CMDs/MDs/Functional Directors in State PSE: through the concerned Administrative Secretary and Cadre Controlling Authority, if any, of the State Government;

(e) Below Board level in SPSE: through the concerned SPSE

(f) Private Sector: directly to the PESB.

2. Applicants from Private Sector must submit the following documents along with the application form:

(a) Annual Reports of the Company in which currently working for the 3 financial years preceding the calendar year in which the post is advertised (please provide URL or attach/enclose copies);

(b) Whether the company is listed or not; if yes, the documentary proof (please provide URL or attach/enclose copies);

(c) Evidence of working at Board level or at least a post of the level immediately below the Board level;

(d) Self-attested copies of documents in support of age and qualifications;

(e) Relevant Jobs handled in the past with details.

VI. UNDERTAKING BY THE APPLICANT

An applicant has to give an undertaking as a part of the application that he/she will join the post, if selected. If an applicant does not give such undertaking, the application would be rejected.

1. For candidates from Central Government/Armed Forces of the Union/ All India Services

- (a) The appointment is on immediate absorption basis.
- (b) If a candidate conveys his/her unwillingness to join after the interview is held, he/she would be debarred for a period of two years from the date of interview, for being considered for a Board level post in any CPSE.
- (c) Further, if a candidate conveys his/her unwillingness to join after the issue of offer of appointment, he/she would be debarred for a period of two years from the date of offer of appointment for being considered for a Board level post in any CPSE.

2. For candidates from CPSE

- a. If a candidate conveys his/her unwillingness to join after the interview is held, he/she would be debarred for a period of two years from the date of interview, for being considered for a Board level post in any CPSE other than the one to which the candidate belongs.
- b. Further, if a candidate conveys his/her unwillingness to join after the issue of offer of appointment, he/she would be debarred for a period of two years from the date of offer of appointment for being considered for a Board level post in any CPSE other than the one to which the candidate belongs.

3. For candidates from SPSE/ Private Sector

- a. If a candidate conveys his/her unwillingness to join after the interview is held, he/she would be debarred for a period of two years from the date of interview, for being considered for a Board level post in any CPSE.
- b. Further, if a candidate conveys his/her unwillingness to join after the issue of offer of appointment, he/she would be debarred for a period of two years from the date of offer of appointment for being considered for a Board level post in any CPSE.

4. In the above cases, no request for relaxation or otherwise would be entertained.

VII. THE APPLICANTS CAN EITHER

(a) fill up the Application Form online against this Job Description on the website of PESB - <https://pesb.gov.in/> and thereafter forward it online, as specified in para V(1);

Or

(b) fill up the Application Form online against this Job Description on the website of PESB - <https://pesb.gov.in/>, take a printout and send it offline, as specified in para V(1).

Last time/date of receipt of complete application duly forwarded to PESB is **by 15.00 hours on 27/12/2019**. No application shall be entertained under any circumstances after the stipulated time/date. Incomplete applications and applications received after the stipulated time/date shall be **REJECTED**. Board reserves the right to shortlist applicants for interview.

Applications are to be addressed to

Smt Kimbuong Kipgen

Secretary,

Public Enterprises Selection Board, Public Enterprises Bhawan,
Block No. 14, CGO Complex, Lodhi Road, New Delhi-110003.

111010/2019/CHEM III CPC

ALL CORRESPONDENCE WITH THE PUBLIC ENTERPRISES SELECTION BOARD SHOULD BE
ADDRESSED TO **SECRETARY, PUBLIC ENTERPRISES SELECTION BOARD ONLY.**