

No. : 7/43/2022-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 : 30/08/2022

सी. पी. एस. ई. का नाम NAME OF THE CPSE	Western Coalfields Ltd.
पद का नाम NAME OF THE POST	Director(Personnel)
रिक्ति की तारीख DATE OF VACANCY	01/08/2023
सी. पी. एस. ई. की अनुसूची SCHEDULE OF THE CPSE	Schedule B
पद का वेतनमान SCALE OF THE POST	Rs. 160000-290000 (IDA)

I. COMPANY PROFILE

WCL, Miniratna Cat. 1 PSU is a subsidiary of Maharatna Public Sector Undertaking- CIL. It came into existence on 1st November, 1975. It is engaged in mining of Coal through its mines spread in its 10 Areas located in the States of Madhya Pradesh and Maharashtra. Bifurcated in January 1986, SECL was carved out from WCL with 67 Mines producing 30.71 MT. With this bifurcation, WCL was left with 60 mines producing 18.17 MT. At present there are 55 producing mines viz 21 underground and 34 Opencast Mines. It is marketing Coal with a strong customer base comprising Power, Cement, Steel, Chemicals, Fertilizers. Paper and Brick Kilns etc in South, West and Central India. WCL has been conferred Mini Ratna status on 15th March 2007. It contributes nearly 8% of National Coal Production from nearly 6% of National Geological Coal Reserves. The reserves in WCL command area are deep seated and are of scattered nature thereby translating into highest stripping ratio amongst all subsidiaries of CIL and non-amenable to Mega Mines. After peaking its production in 2009-10 at 45.74 MT the down trend in production started culminating into 39.73 MT in 2013-14. Record 20 New Mines were thereafter opened in next 2 years coupled with subsequent opening of 5 more mines in later year resulting in consecutive growth of coal production year over year thereby attaining record production of 57.71 MT in 2021-22. Several out of box initiatives were pioneered in last six years earning WCL, a coveted tag of being an innovative Coal Company. The out of box ideas were successfully implemented and was later

chosen and directed for being replicated in other Mining Company not only in Coal Mining but for the Mining Industry as whole. Some of the prominent initiatives includes Sand from Overburden, Eco Mine Tourism, Gainful Utilization of Mine discharge water, Commercial Sale of Overburden etc.

The company employed 35327 regular employees (Executives- 2025 & Non-executives- 33302) as on 01.07.2022.

Its Registered and Corporate Offices are at Nagpur, Maharashtra.

The authorized and paid up share capital of the Company was Rs. 800 crore and Rs. 297.10 crore respectively as on 31.03.2022.

WCL is a wholly owned subsidiary of Coal India Limited.

II. JOB DESCRIPTION AND RESPONSIBILITIES

Director (Personnel) is a member of the Board of Directors of WCL and reports to Chairman and Managing Director of WCL. He is overall incharge of coordinating and implementing personnel and industrial relations policies, management functions, administrative control etc. in the organization.

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 residual service as on the date of vacancy w.r.t. the date of superannuation.	40	3 years 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 1,000 crore or more**;
- (d) Private Sector in company where the annual turnover is ***Rs 1,000 crore or more**.

Preference would be given to candidates from listed Companies.

(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.

Applicants with Post Graduate Diploma or Degree in Personnel Management/ Human Resources Management or Masters in Business Administration (MBA)/ Post Graduate Diploma/

Programme in Management (PGDM/PGPM) from a recognized University/ institution is desirable.

4. EXPERIENCE:

The applicant should have at least five years of cumulative experience/exposure during the last ten years in various aspects of HR/ Personnel Management/ Industrial Relations in an organisation of repute.

5. PAY SCALE:

(a) Central Public Sector Enterprises-

Eligible Scale of Pay

- (i) Rs. 6250-7475 (IDA) Pre 01/01/1992
- (ii) Rs. 8520-10050 (IDA) Post 01/01/1992
- (iii) Rs. 18500-23900 (IDA) Post 01/01/1997
- (iv) Rs. 43200-66000 (IDA) Post 01/01/2007
- (v) Rs. 100000-260000 (IDA) Post 01.01.2017
- (vi) Rs. 14300-18300 (CDA) Pre-revised
- (vii) Rs. 37400-67000 + GP 8700 (CDA)
- (viii) Rs. 123100-215900 (Level 13) CDA

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

(b)

(i) Applicants from Central Government / All India Services should be holding a post of the level of Director in Government of India or carrying equivalent scale of pay on the date of application.

(ii) Applicants from the Armed forces of the Union should be holding a post of the level of Brigadier in the Army or equivalent rank in Navy/Air Force on the date of application.

(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 on the date of application.

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

Applicants should submit their applications on-line only 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 only** 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 only** 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 09/11/2022. 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,

BlockNo. 14, CGO Complex, Lodhi Road, New Delhi-110003.

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