



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

Advt. No.: E/2/2024

Date: 16.04.2024

Hindustan Urvarak & Rasayan Limited (HURL) is a joint venture company incorporated by Indian Oil Corporation Limited (IOCL), NTPC Limited (NTPC), 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.

HURL needs dynamic, hard-working & talented professionals as under:

Employment Type: Regular

Sr. No.	Position/ Cadre	Discipline	Upper Age Limit (in Years)	No. of Vacancies	Minimum Educational Qualification	Post Qualification inline Executive Work-Experience (Domain of Experience)	Minimum Years of Executive Work Exp. Required
1	Manager/ (L2)	Contracts & Materials	40	03	Degree in Engineering (in any specialization) with 60% marks OR Full-time regular MBA (Materials Management) with 60% marks OR Full-Time PG Diploma in Materials Management with 60% marks (02 years regular course) (Recognized as equivalent to MBA by UGC/ AICTE).	Experience of Work on SAP system. MIS Preparation Knowledge of deviation, Scrap disposal, Life cycle of Tendering process Receipt of PR, Vendor Enlistment, TD vetting, Floating of Tender Enquiry, Re-tendering, Bid opening, CS Preparation, Negotiation, Award Proposal, Placement of PO, Payment & Closure of Case, Post award & Follow Up, Controlling material management activities such as purchasing, inventory control, material inspection, store- keeping, material handling, transportation, packing, import management, import substitution, Valve engineering, spare parts control, preferably in Fertilizer/ Chemical/ Petro- Chemical/ Hydrocarbon industry/PSU/Government organization only.	12
2	Manager/ (L2)	Chemical (O&U)	40	02	Full-time regular Engineering Degree, approved by AICTE/UGC or AMIE in Chemical/ Chemical Technology with a minimum aggregate of 60% marks. (Candidates having BOE (Boiler Operation Engineer) certification may be given preference)	Experience in the management of process operations, and troubleshooting in continuous operating plants i.e. candidate should be conversant with DCS Control in a large Ammonia & Urea plant or in a large petrochemical plant or in a large petroleum refinery only of State/ Central Government Undertaking(s) and/or in a Large Private Sector Organization(s) of repute.	12
3	Manager/ (L2)	Chemical (Ammonia)	40	02	Full-time regular Engineering Degree, approved by AICTE/UGC or AMIE in Chemical/ Chemical Technology with a minimum aggregate of 60 % marks.	Experience in the management of process operations, and troubleshooting in continuous operating plants i.e. candidate should be conversant with DCS Control in a large Ammonia & Urea plant or in a large petrochemical plant or in a large petroleum refinery only of State/ Central Government Undertaking(s) and/ in a Large Private Sector Organization(s) of repute.	12

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

4	Manager/ (L2)	Chemical(Urea)	40	03	Full-time regular Engineering Degree, approved by AICTE/UGC or AMIE in Chemical/ Chemical Technology with minimum aggregate of 60 % marks.	Experience in the management of process operations, and troubleshooting in continuous operating plants i.e. candidate should be conversant with DCS Control in a large Ammonia &Urea plant or in a large petrochemical plant or in a large petroleum refinery only of State/ Central Government Undertaking(s) and/or in a Large Private Sector Organization(s) of repute.	12
5	Manager/ (L2)	Chemical (Process Support)	40	02	Full-time regular Engineering Degree, approved by AICTE/UGC or AMIE in Chemical/ Chemical Technology with minimum aggregate of 60 % marks.	Experience in Process engineering of Ammonia,Urea Fertiliser Complex of State/ Central Government Undertaking(s) and/or in a Large Private Sector Organization(s) of repute. Knowledge of Process-related standards and working experience of Process engineering software packages, working knowledge of Health, Safety and Environment regulation (SHE) would be an added advantage.	12
6	Manager/ (L2)	Marketing	40	06	B.Sc. (Agri) with M.Sc. in agriculture with minimum 60% marks or (BSc. (Agri)/ B Tech in any discipline) with full time MBA/PGDBM (minimum Aggregate 60% marks) in (Marketing/Agri-Business Marketing/Rural Management) recognized by UGC/AICTE.	Marketing experience in sale of Agri Inputs Fertilizers, organic/Bio-Fertilizers, Agrochemicals, Seeds in the rural market in selling Crop Care Products (Pesticides/Bio pesticides/ Plant Growth Promoters) International Marketing/ Fertilizers Imports, Soil, and water analysis, Handling Soil testing Equipment's including Atomic Absorption Spectrophotometer, Laboratory Research of agriculture, etc in a company of repute.	12
7	Engineer/ (L-1)	Chemical(Urea)	30	08	Full-time regular Engineering Degree, approved by AICTE/UGC or AMIE in Chemical/ Chemical Technology with a minimum aggregate of 60 % marks.	Experience in the management of process operations, and troubleshooting in continuous operating plants i.e. candidate should be conversant with DCS Control in a large Ammonia &Urea plant or in a large petrochemical plant, or in a large petroleum refinery only of State/ Central Government Undertaking(s) and/ or in a large Private Sector Organization(s) of repute.	02
8	Engineer/ (L-1)	Chemical (Ammonia)	30	08	Full-time regular Engineering Degree, approved by AICTE/UGC or AMIE in Chemical/ Chemical Technology with a minimum aggregate of 60 % marks.	Experience in the management of process operations, and troubleshooting in continuous operating plants i.e. candidate should be conversant with DCS Control in a large Ammonia &Urea plant or in a large petrochemical plant or in a large petroleum refinery only of State/ Central Government Undertaking(s) and/ or in a Large Private Sector Organization(s) of repute.	02
9	Engineer/ (L-1)	Chemical(O&U)	30	08	Full-time regular Engineering Degree, approved by AICTE/UGC or AMIE in Chemical/ Chemical Technology with a minimum aggregate of 60% marks. (Candidates having BOE (Boiler Operation Engineer) certification may be given preference)	Experience in the management of process operations, and troubleshooting in continuous operating plants i.e. candidate should be conversant with DCS Control in a large Ammonia &Urea plant or in a large petrochemical plant or in a large petroleum refinery only of State/ Central Government Undertaking(s) and/or in a Large Private Sector Organization(s) of repute.	02
10	Engineer/ (L-1)	Instrumentation	30	10	Full-time regular Engineering Degree in (Instrumentation OR Instrumentation & Control OR Electronics & Instrumentation OR Electronics Instrumentation & Control OR Industrial Instrumentation OR Process Control Instrumentation OR Electronics & Electrical OR Electronics & Instrumentation OR Electronics & Communication OR Electronics & Control OR	In process control instrumentation in Fertilizer / Continuous Process Chemical / Petro - Chemical industries / Power Generation / commissioning / trouble-shooting of DCS / ESD systems, programming & calibration of SMART field instruments, Mass Spectrometer, gas chromatographs, analysers, electronic governors, anti-surge controllers will be an added advantage.	02

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

					Electronics & Communication) Engineering approved by AICTE/UGC or AMIE with minimum aggregate 60 % marks.		
11	Officer/ (L-1)	Safety	30	02	Full-time regular Engineering Degree in Fire Engg. / Safety & Fire Engg. OR Engineering Degree in Electrical / Mechanical / Chemical, approved by AICTE/UGC or AMIE with minimum aggregate 60 % marks and Diploma in Industrial Safety from CLI/ RLI OR Divisional Officers Course from National Fire Service College (NFSC), Nagpur	Experience in recognized Fire station/ Ammonia Urea fertilizer complex / Continuous process chemical / Petro Chemical refinery.	02
12	Officer/ (L1)	Marketing	30	05	B.Sc. (Agri) with M.Sc. in agriculture with minimum 60% marks or (BSc. (Agri)/ B Tech in any discipline) with full time MBA/PGDBM (minimum Aggregate 60% marks) in (Marketing/Agri-Business Marketing/Rural Management) recognized by UGC/AICTE.	Marketing experience in sale of Agri Inputs Fertilizers, organic/Bio-Fertilizers, Agrochemicals, Seeds in the rural market in selling crop care products (Pesticides/Bio pesticides/ Plant Growth Promoters) International Marketing/ Fertilizers Imports, Soil and water analysis, Handling Soil testing Equipment's including Atomic Absorption Spectrophotometer, Laboratory Research of agriculture.	02
13	Officer/ (L1)	Contracts & Materials	30	04	Degree in Engineering (in any specialization) with 60% marks OR Full-time regular MBA (Materials Management) with 60% marks OR PG Diploma in Materials Management with 60% marks (02 years regular course) (Recognized as equivalent to MBA by UGC/ AICTE).	Experience in Processing of PR., Processing of QR. Vendor enlistment. Tender enquiry floating. Opening of Tender Technical suitability. CS preparation, negotiation with party, preparation of award & its related approvals. Handling of SD, EMD & BG and proper disposal. Follow up & expedition of orders. Purchase accounting. Indent closing. Vendor registration & evaluation. Computerization / MIS System in /PSU/Government organization.	02
14	Officer/(L1)	Finance	30	03	Member of Institute of Chartered Accountants or Cost Accountants of India (CA/CMA) or Two years full time regular PGDM/ MBA with specialization in Finance with minimum 60% marks. (Candidates with dual specialization or General MBA shall not be eligible to apply.)	Experience in Preparation and Finalization of Accounts/Audit/Taxation including but not limited to GST, Income Tax etc./Treasury Management/Handling with banks and submission of required data to banks/Vendor and Tax Payments/ Due Diligence of proposals received from banks and other financial institutions, experienced in handling working capital management activities and submission of stock statement to banks Repayment of project term loans and compliance , hands on experience in dealing with accounting and financial matters/proposals and evaluation thereof and budgeting activities of company.	02
15	Manager(L2)	Finance	40	02	Member of Institute of Chartered Accountants or Cost Accountants of India (CA/CMA) or Two years full time regular PGDM/ MBA with specialization in Finance with minimum 60% marks. (Candidates with dual specialization or General MBA shall not be eligible to apply.)	At least 12 years' Experience related to at least two of the following area(s) in SAP/ERP environment hands on experience and exposure to executing and managing finance areas, out of which at least five years experience should be in a company/firm having annual turnover of at least Rs 100 Crores in any year of service, preferably in a manufacturing/process flow company/firm, Budgeting and Costing, Reporting and Budgetary Control/Analysis Cost Reporting, Monitoring and Audit/Analysis and Statutory compliances. Banking and Treasury Cash Flow Management Term Loan & Consortium management/ Management of working capital facilities and related matters/ Due Diligence of proposals received from banks and other financial institutions Credit rating of loan facilities from credit rating, Liaisoning and coordination with Company	12

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

						Secretary for agenda for Audit Committee and Board Approval. Credit Control & Debtors Management., Preparing and reviewing financial statements, Audit, forecasting & reporting to Management & Stakeholders/ Procurement Due Diligence thereof, Legal & statutory compliances, including direct and indirect taxes, Financial evaluation of proposals Accounting, reconciliation and control of trading of various Agri inputs. Preference will be given to candidates having additional professional qualifications and/or exposure and knowledge of the fertiliser sector or process industry.	
16	Chief Manager-(L3)	Finance	47	02	Member of Institute of Chartered Accountants or Cost Accountants of India(CA/CMA) or Two years full time regular PGDM/ MBA with specialization in Finance with minimum 60% marks. (Candidates with dual specialization or General MBA shall not be eligible to apply.)	<ul style="list-style-type: none"> ➤ At least 19 years post qualification experience out of which 5 years in a mid-management level, preferably in a SAP/ERP environment having In depth understanding and overall exposure to managing finance function including at least 2 or more of following areas, preferably in a mid/large manufacturing company/process industry/process industry with annual turnover of atleast Rs 100.00 Crore. In any year during the year of service. ➤ Budgeting and Costing Revenue Budgeting, Reporting and Budgetary Control Cost Reporting, monitoring, and Audit. ➤ Trade Finance ➤ Coordination with SAP coordinator for resolving day to day problems of Finance Department <p>Banking and Treasury Cash Flow Management Term Loan, Working Capital & Consortium management, arrangement of additional working capital, refinancing of loans. Due Diligence of proposals received from banks and other financial institutions Credit rating of loan facilities from Credit Rating Agencies</p>	19

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

						<p>Credit Control & Debtors Management</p> <ul style="list-style-type: none">➤ Preparing and reviewing financial statements, Audit, forecasting & reporting to Management & Stakeholders➤ Procurement Due Diligence thereof, Legal & statutory compliances, including direct and indirect taxes➤ Financial evaluation of proposals of the company.➤ To inform and guide top management with latest updates in finance and taxation areas. <p>Liaisoning and coordination with Company Secretary for agenda for Audit Committee and Board Approval.</p> <p>Preference will be given to candidates having additional professional qualifications and/or exposure and knowledge of the fertilizer sector or process industry.</p>	
--	--	--	--	--	--	---	--

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

Employment type: Fixed terms Contract (Initially for 3 Years extendable up to further 2 Years) on FTC Basis

Sr. No	Position/ Cadre	Discipline	Upper Age Limit (inYears)	No. of Vacancies	Minimum Educational Qualification	Post Qualification inline ExecutiveWork-Experience (Domain of Experience)	Minimum Years of Executive Work Exp. Required
1	Assistant Manager/ (L1) FTC	Corporate Communication	45	01	Full-time regular Degree or Post Graduate Diploma in Communication/ Advertising & Communication Management/ Public Relations/ Mass Communication/ Journalism with at least 60% marks from a recognised University/ Institution.	Experience in Corporate Communication, Public Relations, Social Media, relevant area in a Govt. / Public Sector Undertaking or private company of repute. The incumbent should possess writing and research skills, and be familiar with planning and implementing publicity and public relations activities.	07
2	Assistant Manager/ (L1) FTC	Human Resource	45	01	Full-time regular MBA/ MSW/Integrated 5 years MBA/ Post Graduate Degree or Diploma of minimum 02 years duration in HRM or Personnel Management or Personnel Management & Industrial Relations from a recognized University / Institute with minimum aggregate 60 % marks. Degree in Law (LLB) is desirable.	Post qualification experience in Recruitment, HR, Compliance, Policy framing, employee engagement activities, CSR etc of any Government/Public Sector/Autonomous Body/MNC/ Private Organization.	07
3	Assistant Manager/ (L1) FTC	Marketing	45	05	B.Sc. (Agri) with M.Sc. in agriculture with minimum 60% marks or (BSc. (Agri)/ B Tech in any discipline) with full time MBA/PGDBM (minimum Aggregate 60% marks) in (Marketing/Agri-Business Marketing/Rural Management) recognized by UGC/AICTE.	Marketing experience in sale of Agri Inputs Fertilizers, organic/Bio- Fertilizers, Agrochemicals, Seeds in the rural market in selling crop care products (Pesticides/Bio pesticides/ Plant Growth Promoters) International Marketing/ Fertilizers Imports, Soil and water analysis, Handling Soil testing Equipment's including Atomic Absorption Spectrophotometer, Laboratory Research of agriculture.	07
4	Officer/ (L1) FTC	Legal	35	03	3 years Bachelor Degree in Law (LLB)/ 5 year integrated law degree, Full time basis from recognized Indian University / Institute) with 60% marks.	Experience in legal, arbitration, vetting of contracts and service-related matters in a company of repute/ LAW Firm.	05

- To apply for the post of Manager, a candidate must be holding at least a post of Assistant Manager in the current organisation
- All qualifications should be from an Indian university/ Institute recognized by AICTE/ appropriate statutory authority. In case of qualifications acquired from foreign Universities/Institutes, the candidate shall be required to produce an equivalence certificate for such qualifications. The corresponding equivalent Indian qualifications shall be recognized by AICTE/Appropriate Statutory Authority.
- For FTC, the engagement is purely on fixed tenure basis and it is not against any permanent vacancy. This placement will not entitle any candidate to claim for regular/permanent employment in the company.

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

- 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.
- 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.
- The candidate has to produce letter a letter from institute / university on specialization in Post Graduation degree if not mentioned in Marksheet/Degree
- In case of any discrepancy/ change in nomenclature of Age/qualification/ discipline, HURL shall have the discretion in deciding on equivalence based on subjects studied, duration, submission of certification from University/College etc. and the decision of HURL shall be treated final and binding.
- The detailed job-description for each position can be seen on the website www.hurl.net.in. Job description for each position is to be read in conjunction with the contents of the Advertisement.
- Work experience should be after acquiring relevant educational qualifications and should be in- line/relevant executive experience. The candidate's work experience as a Management Trainee/ Graduate Engineer Trainee would be counted only in case he/she is regularized in the same company. Teaching/ lectureship, Part-time jobs, apprenticeship, internship and articleship will not be considered for calculating work experience.

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.

Nature & Period of Engagement

Selected candidates for regular positions will be appointed on probation basis for a period of 1 year. Candidates will be required to get satisfactory performance rating for confirmation of their services at the end of the probation period. Those who fail to achieve so, their probation period may be extended and further action will be taken in accordance with the policy of the Company.

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

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 is as follows:

Sr. No	Designation	CTC (Rs. in Lakhs) (Pay revision under process)
1	Chief Manager	24 Lakhs
2	Manager	16 Lakhs
3	Officer/Engineer	07 Lakhs

Sr. No	Designation	CTC (Rs. in Lakhs) (Pay revision under process)
1	Assistant Manager (FTC)	11 Lakhs
2	Officer (FTC)	07 Lakhs

The final pay shall be commensurate to the individual's profile. In addition to the CTC offered, an amount equivalent to **15% of CTC as interim relief** will be paid subject to adjustment as per pay revision, presently under management's consideration. The amount will be taxable as per IT rules and will be adjustable as per Management's decision on pay revision.

Candidates will be eligible for annual increment @5% of CTC apart from performance linked increment. The company provides medical insurance cover to its employees and dependent family members over and above CTC.

Nature & Period of engagement for Fixed Term Contract (FTC):

Selected Candidates will be appointed on fixed term contract (FTC) basis for a period of 3 years which may further be extended by another 2 years based on company requirement.

How to apply, General Information and Instruction

1. The Applications should be submitted ONLINE on the website: <https://jobs.hurl.net.in/> or HURL Career sections. Applications sent other than the prescribed mode will stand rejected. The candidate will be required to register before applying.
2. Depending upon the number of applications, HURL reserves the right to suitably revise upward the eligibility criteria or limit the number of applications to be called for a particular post based on marks obtained in Graduation/ Post Graduation/Diploma/number of years of experience in the relevant area/ relevant additional qualification etc. In case of receipt of a large number of applications for any particular post, Management reserves the right to conduct interviews or screening tests or written tests or trade tests or skill test etc. as deemed fit.

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

3. Only Indian Nationals are eligible to apply.
 4. The candidate should upload a photograph and signature as per the specified size.
 5. The cut-off date for determining age limit and post-qualification experience will be the closing date of the notification of the vacancies.
 6. All essentials' qualifications must be from UGC recognized Indian University / UGC recognized Indian Deemed University or AICTE approved Autonomous Indian Institutions/ concerned statutory council (wherever applicable). Candidates having Qualifications through Distance Learning mode are not eligible.
 7. The candidate should ensure that he/she fulfils the eligibility criteria and other norms mentioned in this advertisement.
 8. No modifications are allowed after the candidate submits the application form. If any discrepancies are found in the data filled by the candidate 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 application.
 9. The candidates must have an active E-mail ID and mobile number which must remain valid for at least the next one year. All future communications with the candidates will take place only through e mail. Candidates have to ensure the accuracy of their e-mail ID & Mobile number. No change in E-mail Id & Mobile number as declared in the application will be allowed.
 10. Before filling application online, candidates should keep ready scanned copy of:
 - I. Passport size photograph & signature in jpg/jpeg format (size 20 KB to 50 KB)
 - II. All necessary Passing Certificates and Mark Sheets of essential educational qualifications which makes you eligible for the post and other qualifications, if any.
 - III. All Post Qualification Experience Certificates mentioning the nature of the job handled, if applicable (including from present employer) indicating clearly the date of joining and relieving of the posts (e.g. Offer/Appointment letter, Experience Certificate, Last .3 months pay slip on company's letter head, Form-16, joining/Relieving order etc.
- **Incomplete application and application submitted with blur/ fade document proof will be summarily rejected.**
11. No correspondence will be entertained for non – calling of candidates for any of the selection process or for non – selection. The decision of HURL in this regard will be final and binding on all the candidates.

The result of selection process will be only displayed on website: www.hurl.net.in under the head 'career' and candidates are advised to visit the website from time to time.
 12. Application registered without/ incomplete documents in support of eligibility criteria shall be summarily rejected. Applications in which the essential qualification or eligibility w.r.t specification cannot be fully ascertained will be liable for rejection. Hence, candidates are advised to properly fill the application and provide necessary documents. Subsequent claim for eligibility will not be entertained.
 13. Candidates are required to possess a valid e-mail ID. HURL will not be responsible for bouncing back of any e- mail sent to the candidates.
 14. The candidates applying should ensure that they fulfill all eligibility conditions. Their admission at all stages is purely provisional.
 15. Verification of all documents shall be made with the original certificates/issuing organizations at any stage. The candidature of a candidate shall be cancelled at any point of time if the candidate is found not meeting the advertised eligibility criteria/ or has submitted wrong/false information.

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

16. The prescribed qualifications / experience constitutes minimum standards and mere possession of the same will not entitle a candidate for being called for written test/ interview. HURL reserves the right to raise such minimum eligibility standards. Management of HURL also reserves the right to fill or not to fill all or any of the notified positions without assigning any reason thereof. Only shortlisted candidates who are found apparently eligible based on the notified specifications and the declaration made by candidate in his/her application form will be called for Written Test / GD / Interview, as the case may be. HURL reserves the right to raise the minimum eligibility standards.
17. Depending on the requirement, the company reserves the right to cancel / restrict / curtail / enhance the number of vacancies, if need so arises, without any further notice and without assigning any reason thereof.
18. Candidates should submit only one application for one position only and application once submitted cannot be altered.
19. Canvassing by a candidate in any form at any stage of the selection process shall disqualify his/her candidature.
20. Any dispute with regard to recruitment against this advertisement will be settled within the jurisdiction of Delhi only.
21. Candidature 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/ personal 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.
22. HURL reserves the right to post the selected candidates at any of the locations/sites of HURL as per the requirement of the company.
23. HURL reserves its right to reject any application, if is reasonably satisfied from the documents and information furnished by the candidate that he/she is not earnest towards the employment and does not hold sound professional character depending on his/her past experience with previous organization(s)/employer(s).
24. 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) and interviews, selection and posting of selected candidates will be final and binding on the candidates and no enquiry/correspondence will be entertained in this regard.

In order to restrict the number of candidates to be called for interview, if required HURL reserves the right to conduct shortlisting/online screening/selection test or to raise the minimum eligibility standards/criteria, as per requirement.
25. For Internal employees of HURL, it is mandatory to complete at least 2 years in the immediate next below positions as on cutoff date.
26. HURL reserves the right to cancel the recruitment process at any stage.
27. Any Corrigendum related to this advertisement shall be displayed in the career section of the company website.
28. Candidates must be working as on the cutoff date.
29. In case it is detected that a candidate does not fulfill any of the advertised eligibility criteria or has given false declaration or suppressed any material fact or information having any bearing on his candidature, he/she shall render himself/herself ineligible for consideration at any stage of selection and for termination at any time during employment, if recruited.

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

30. The decision of HURL's Management in all matters relating to eligibility, acceptance or rejection of applications/ candidatures, the penalty for false information, mode of selection, selection, and posting of selected candidates will be final and binding on the candidates and no enquiry/ correspondence will be entertained in this regard.

31. Management reserves the right to increase/decrease vacancies as per the requirement.

Communication with HURL

Any information regarding this recruitment process would be made available on the e-mail address provided by the candidate and/or shall be uploaded on HURL website. Candidates are advised to periodically check the site for further updates.

Important Dates

S. No.	Particular	Date
1	Start date of submitting application	21.04.2024
2	Last date of submitting application	20.05.2024
3	Cut-off date for calculating Age & Experience	20.05.2024

FOR ABOVE POSTS ON-LINE REGISTRATION OPENS ON 21.04.2024 (01:00 P.M) AND CLOSES ON 20.05.24 (5:00 P.M).

HURL does not assume any responsibility for the candidates not being able to submit their applications within the last date / time.