

No.7/12/2017-PESB  
भारत सरकार / Government of India  
कार्मिक एवं प्रशिक्षण विभाग / Department of Personnel & Training  
लोक उद्यम चयन बोर्ड / Public Enterprises Selection Board  
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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: April 21, 2017


**Subject:** Selection for the post of **Director(Personnel), Air India Limited(AIL)**, a schedule 'A' CPSE.

The Public Enterprises Selection Board (PESB) is seeking qualified candidates for the post of **Director(Personnel), AIL** a schedule 'A' CPSE, the scale of pay of the post being **Rs. 75,000—1,00,000/-**. 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 **12<sup>th</sup> June, 2017**. It is also requested that advance action may be taken to keep the ACRs for last 5 years, of those 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 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

(सी ए जैकब/C A JACOB)  
उप सचिव, भारत सरकार  
Deputy Secretary to the Govt. of India  
 24362936

MINISTRY OF CIVIL AVIATION,  
(SHRI RAJIV NAYAN CHOUBEY, SECRETARY)  
NEW DELHI

Copy to :- The Chairman, Air India Limited,113, Airlines House, Gurudwara Rakabganj Road, New Delhi, Delhi 110001 with the request to forward all applications to PESB, duly verified so as to reach the PESB by 15.00 hours on **12<sup>th</sup> June,2017**. ACRs and Vigilance profile may also be kept ready for being furnished as and when the selection meeting is scheduled.

1. All Chief Executives of other Central PSUs (including subsidiaries) for circulation amongst the eligible candidates.
2. Establishment Officer, Department of Personnel & Trg. | For circulating the vacancy  
Ministry of Personnel, PG & Pensions | among Government Officers.
3. All Chief Secretaries of State Governments & UTs |
4. (I) Defence Secretary, South Block, New Delhi.  
(II) Military Secretary MS(X), South Block, New Delhi-110011.  
(III) AOP, Air HQrs., Vayu Bhavan New Delhi.  
(IV) COP, Naval HQrs. 'C' Wing, Sena Bhawan, New Delhi

(सी ए जैकब/C A JACOB)  
उप सचिव, भारत सरकार  
Deputy Secretary to the Govt. of India

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Block No.14, C.G.O. Complex, Lodhi Road,  
नईदिल्ली/ New Delhi – 110003

सी.पी.एस.ई. कानाम NAME OF THE CPSE	AIR INDIA LIMITED(AIL)
पदकानाम NAME OF THE POST	DIRECTOR (PERSONNEL)
रिक्तिकीतारीख DATE OF VACANCY	04/02/2017
सी.पी.एस.ई. कीअनुसूची SCHEDULE OF THE CPSE	'A'
पदकावेतनमान SCALE OF THE POST	Rs. 75,000—1,00,000/-

### COMPANY PROFILE:

Air India Limited (previously known as NATIONAL AVIATION COMPANY OF INDIA LIMITED) is a merged entity of erstwhile Air India and Indian Airlines. It is a schedule 'A' loss making company under the DPE guidelines and was incorporated on March 30, 2007 under the Companies Act, 1956. Air India Ltd. is basically a passenger oriented airlines operating to 64 domestic stations and 33 international destinations in 23 countries. Air India is in Transport Services sector under the administrative control of the Ministry of Civil Aviation, Government of India.

Its Registered and Corporate offices are at New Delhi and Mumbai, Maharashtra respectively.

The authorized and paid up capital of the Corporation was Rs 30,000 crore and Rs 24723.74 crore respectively as on March 06, 2017.

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

### JOB DESCRIPTION AND RESPONSIBILITIES:

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

## ELIGIBILITY:

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

Age of superannuation 58 years			
Internal		Others	
Minimum	Maximum	Minimum	Maximum
45	2 years of residual service as on the date of vacancy w.r.t the date of superannuation	45	3 years of residual service as on the date of vacancy w.r.t the date of superannuation

## 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 1500 crore or more;**
- (d) Private Sector in company where the annual turnover is **\*Rs 1500 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)*

## QUALIFICATION:

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

Applicants with Post Graduate Degree/Diploma in Personnel Management or MBA with specialization in Personnel Management/Industrial Relations from a recognized University/Institution or Degree of Law or Industrial Engineering will have an added advantage.

## **EXPERIENCE:**

The applicant should have at least five years cumulative experience during the last ten years in Personnel Management/Human Resources at a senior level in an organization of repute.

Experience of Aviation sector is desirable.

## **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.

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

<u>Eligible Scale of Pay</u>	
Rs. 7250--8250 (IDA)	Pre 01.01.1992
Rs. 9500--11500 (IDA)	Post 01.01.1992
Rs. 20500--26500 (IDA)	Post 01.01.1997
Rs. 51300--73000 (IDA)	Post 01.01.2007
Rs. 18400--22400 (CDA) Pre-revised	
Rs. 37400--67000 + GP	Rs. 10000 (CDA)

- (i) Applicants from Central Govt. / All India Services should be holding a post of the level of Joint 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 Major General in the Army or equivalent rank in Navy/ Air Force.
- (iii) 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.

## **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 up to 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 at Annexure.

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 for the last 3years preceding the calendar year in which the post was advertised (**please provide URL or attach/enclose**);
  - (b) Whether the company is listed or not; if yes, the documentary proof (**please provide URL or attach/enclose**);
  - (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) The 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 - <http://pesb.gov.in/> and thereafter forward it online, as specified in para V(1);

Or

(b) fill up the Application Form online, take a printout and send it offline, as specified in para V(1);

Or

(c) download the blank Application Form, fill it up manually and submit offline as specified in para V(1).

Last time/date of receipt of complete applications duly forwarded, in PESB is **by 15.00 hours on 12<sup>th</sup> June, 2017**. 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 candidates for interview. Applications are to be addressed to

SHRI RAJIV RAI,  
Secretary,  
Public Enterprises Selection Board, Public Enterprises Bhawan,  
Block No. 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.**