

No. 7/39/2017-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: 27<sup>th</sup> September, 2017

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**Subject:** Selection for the post of **Director(Commercial), National Aluminium Company Limited(NALCO)**, a schedule 'A' CPSE.

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The Public Enterprises Selection Board (PESB) is seeking qualified candidates for the post **Director(Commercial), National Aluminium Company Limited(NALCO)**, 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 20<sup>th</sup> November 2017**. *The applications of all candidates are to be addressed to Shri Rajiv Rai, 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 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

**(Sitaram Yadav)**  
Under Secretary to the Govt. of India

**Ministry of Mines,**  
(Shri Arun Kumar, Secretary)  
New Delhi

Copy to: CMD, NALCO, NALCO Bhawan, P-1 Nayapalli, Bhubaneswar-751013, with the request to forward all applications seniority-wise to PESB, duly verified so as to reach the PESB by **15.00 hours on 20<sup>th</sup> November 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 among the eligible candidates.
- 2 Establishment Officer, Department of Personnel & Trg. Ministry of Personnel, PG & Pensions.
- 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 Bhawan, New Delhi.  
(iv) COP, Naval HQrs. 'C' Wing, Sena Bhawan, New Delhi.

For circulating the vacancy among  
Government Officers

**(Sitaram Yadav)**  
Under Secretary to the Govt. of India

No. : 7/39/2017-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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Block No.14, C.G.O. Complex, Lodhi Road  
नई दिल्ली / New Delhi- 110003

सी. पी. एस. ई. का नाम NAME OF THE CPSE	: National Aluminium Company Limited
पद का नाम NAME OF THE POST	: Director(Commercial)
रिक्ति की तारीख DATE OF VACANCY	: 01/03/2017
सी. पी. एस. ई. की अनुसूची SCHEDULE OF THE CPSE	: Schedule A
पद का वेतनमान SCALE OF THE POST	: Rs. 75000-100000

## I. COMPANY PROFILE

National Aluminium Company Limited (NALCO) was incorporated under the Companies Act, 1956 with the objective to be a premier Aluminium producing company of global repute. NALCO is engaged in mining of Bauxite and manufacture of Alumina and Aluminum. The product portfolio includes, Smelter grade Alumina, Aluminium ingots, rolled products, wire rods and billets. NALCO is a consistently profit making, Schedule 'A' Navratna CPSE, in Minerals and Metal sector under the administrative control of Ministry of Mines.

The authorized and paid up capital of the Company was Rs.3000 Crore and Rs.966.46 Crore respectively as on July 31, 2017.

Its Registered and Corporate office is at Bhubaneswar, Odisha.

The shareholding of the Government of India in the company is 65.36% as on July 31, 2017.

## II. JOB DESCRIPTION AND RESPONSIBILITIES

Director(Commercial) is a member of the Board of Directors and reports to the Chairman and Managing Director. Director (Commercial) is responsible for overall supervision, coordination and direction of Marketing activities for domestic as well as international markets and Material Management including Logistic activities of the company. He/she is responsible for formulation of commercial policies and ensuring their implementation. .

### III. ELIGIBILITY

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

Age of superannuation 60 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.

#### 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 :-

- Central Public Sector Enterprise (CPSE) (including a full-time functional Director in the Board of a CPSE);
- Central Government including the Armed Forces of the Union and All India Services;
- State Public Sector Enterprise (SPSE) where the annual turnover is **\*Rs 5,000 crore or more**;
- Private Sector in company where the annual turnover is **\*Rs 5,000 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. Applicants with MBA/PGDM qualifications will have added advantage.

#### 4. EXPERIENCE:

The applicant should have at least five years of cumulative Marketing/Material Management experience during the last ten years in Minerals and metal sector.

#### 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

- 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 10000 (CDA)

##### (b)

**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.

**(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 superannation 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);
  - (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://pesbonline.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 - <http://pesbonline.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 in PESB is **by 15.00 hours on 20/11/2017**. 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 applicants 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.**