

No. : 7/66/2024-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  
Dated : 18/10/2024

|   |                                 |
|---|---------------------------------|
| सी. पी. एस. ई. का नाम<br>NAME OF THE CPSE         | Coal India Limited              |
| पद का नाम<br>NAME OF THE POST                     | Director (Business Development) |
| रिक्ति की तारीख<br>DATE OF VACANCY                | 01.06.2025                      |
| सी. पी. एस. ई. की अनुसूची<br>SCHEDULE OF THE CPSE | Schedule A                      |
| पद का वेतनमान<br>SCALE OF THE POST                | Rs. 180000 – 340000 (IDA)       |

## I. COMPANY PROFILE

Coal India Limited (CIL), classified as a 'Maharatna' enterprise under the Ministry of Coal, Government of India, has its headquarters situated in Kolkata, West Bengal. It holds the title of the largest coal producer globally. Across eight Indian states, CIL operates in 84 mining areas, managing a total of 313 active mines, consisting of 131 underground, 168 opencast, and 14 mixed mines. CIL possesses twelve subsidiary companies namely Eastern Coalfields Limited (ECL), Bharat Coking Coal Limited (BCCL), Central Coalfields Limited (CCL), Western Coalfields Limited (WCL), South Eastern Coalfields Limited (SECL), Northern Coalfields Limited (NCL), Mahanadi Coalfields Limited (MCL), Central Mine Planning & Design Institute Limited (CMPDIL), CIL Navikarniya Urja Limited (CNUL), CIL Solar PV Limited (CSPL), Coal India Africana Limitada (CIAL) and Bharat Coal Gasification and Chemicals Ltd (BCGCL). Furthermore, CIL has five Joint Venture companies namely, Hindustan Urvarak & Rasayan Limited, Talcher Fertilizers Ltd., CIL NTPC Urja Pvt. Ltd., Coal Lignite Urja Vikas Private Limited and International Coal Venture Private Limited. CIL directly oversees the management of the mines in Assam, specifically North Eastern Coalfields (NEC).

Its Registered and Corporate offices are at Kolkata, West Bengal.

The shareholding of the Government of India in the company is 100% as on 02.08.2024.

The authorized equity share capital is Rs. 8000 crore, Authorised preference share capital Rs 904.18 crore and paid up equity share capital Rs. 6162.73 crores respectively as on 02.08.2024.

The company employed 225943 regular employees [Executives 15744, Non-executives

210199] as on 02.08.2024.

### **Disinvestment, if any -**

The President of India (acting through the Ministry of Coal, Government of India), the promoter of the Company has sold 9,24,40,924 equity shares of face value of Rs.10 each in Offer For Sale ( OFS) (representing 1.50% of the total paid up equity share capital of the Company) on **June 1, 2023** (for Non-Retail Investors only) and on **June 2, 2023** (for Retail Investors and for Non-Retail Investors who choose to carry forward their un-allotted bids) with an option to additionally sell 9,24,40,924 equity shares (representing 1.50% of the total paid up equity share capital of the Company). Hence, they have sold 18,48,81,848 equity shares (representing 3.00% of the total paid up of the equity share capital) of the Company to Non-Retail Investors and Retail Investors on the basis of valid bids received on **June 1, 2023** and (for Non-Retail Investors only) and on **June 2, 2023** (for Retail Investors and for Non-Retail Investors who choose to carry forward their un-allotted bids) with an option to additionally sell 9,24,40,924 equity shares (representing 1.50% of the total paid up equity share capital of the Company). Hence, they have sold 18,48,81,848 equity shares (representing 3.00% of the total paid up of the equity share capital) of the Company to Non-Retail Investors and Retail Investors on the basis of valid bids received on **June 1, 2023** and **June 2, 2023**. The total proceeds of the OFS aggregates to Rs. 4185.31 crore. In addition, 16,767 equity shares have been transferred by the President of India for allotment under 'Employee OFS" amounting to Rs. 37.91 Lakhs.

## **II. JOB DESCRIPTION AND RESPONSIBILITIES**

Director (Business Development) is a member of the Board of Director and reports to Chairman-cum-Managing Director. He/She would be overall in-charge to drive the Company's business, increase its revenue, identify and develop new Business opportunities, organize Research & Development activities, build and expand the presence of the Company both locally as well as in the global market.

## **III. ELIGIBILITY**

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

| <b>Age of superannuation 60 years</b> |   |                |   |
|---------------------------------------|---|----------------|---|
| <b>Internal</b>                       |   | <b>Others</b>  |   |
| <b>Minimum</b>                        | <b>Maximum</b>  | <b>Minimum</b> | <b>Maximum</b>  |
| 45                                    | 2 years residual service as on the date of vacancy w.r.t. the date of superannuation. | 45             | 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 Group 'A' Officers including the Armed Forces of the Union and All India Services and officers from Public Sector Banks/ Financial Institutions/ Autonomous Bodies, etc;

(c) State Public Sector Enterprise (SPSE) where the annual turnover is **\*Rs.10,000 crore or more;**

(d) Private Sector in company where the annual turnover is **\*Rs.10,000 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 an engineering graduate with good academic record from recognized University/ Institute.

Person with MBA/ PGDM/ Chartered Accountant will have an added advantage.

### **4. EXPERIENCE:**

The applicant should have at least 5 years of cumulative experience/ exposure during the last 10 years in Business Development including Business expansion/ Market research/ Product Development & Improvement/ Brand Positioning/ Product Distribution/ Commercial Contracts.

Experience in the Coal/ Mining sector is desirable.

### **5. PAY SCALE:**

#### **(a) Central Public Sector Enterprises-**

##### **Eligible Scale of Pay**

- (i) Rs. 7250-8250 (IDA) Pre 01/01/1992
- (ii) Rs. 9500-11500 (IDA) Post 01/01/1992
- (iii) Rs. 20,500-26,500 (IDA) Post 01/01/1997
- (iv) Rs. 51300-73000 (IDA) Post 01/01/2007
- (v) Rs. 120000-280000 (IDA) Post 01.01.2017
- (vi) Rs. 18400-22400 (CDA) Pre-revised Post 01.01.1996
- (vii) Rs. 37400-67000 + GP 10000 (CDA) Post 01/01/2006
- (viii) Rs. 144200-218200 (Level 14) (CDA) Post 01/01/2016

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) Group 'A' officers of the Central Government including All India Services (AIS) and Autonomous Bodies etc.** should be holding a post of the level of Joint Secretary in Govt. of India or carrying equivalent scale of pay on substantive basis on the date of application.

**(ii) Applicants from Public Sector Bank/ Financial Institutions** should be holding at Board level or at least a post of the level immediately below the Board level for one year on the date of application.

**(iii) 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 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 and officers from Public Sector Banks/ Financial Institutions/ Autonomous Bodies etc., 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) Group 'A' Central Government Officers, including those of the Armed Forces of the Union and All India Services; through Cadre Controlling authority.

(b) Officers from Public Sector Banks/ Financial Institutions/ Autonomous Bodies, etc: through their Administrative Ministry/ Department of the Govt. of India.

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

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

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

(f) Below Board level in SPSE: through the concerned SPSE.

(g) 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 including the Armed Forces of the Union and All India Services and officers from Public Sector Banks/Financial Institutions/**

### **Autonomous Bodies etc:**

(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).

**Total timeline for receipt of applications in PESB is 30 days from the date of publication of advertisement in leading National Dailies. Last date for submission of applications by the applicants is by 03:00 PM on 15.11.2024. Last date for nodal officers to forward applications to PESB is by 03:00 PM on 25.11.2024 . No application shall be entertained under any circumstances after the stipulated date. Incomplete applications and applications received after the stipulated date shall be REJECTED.**

**VIII. Board reserves the right to shortlist applicants for interview, keeping in view the extant guidelines issued from time to time.**

**IX. Applications are to be addressed to**

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.**