I. COMPANY PROFILE

Heavy Engineering Corporation Limited (HEC) was incorporated under the Indian Companies Act, 1956, with the objective to achieve self-reliance and self-sufficiency in the field of designing and manufacturing of equipment and machinery for Iron and Steel Industry and other core sector industries. The mission of the company is to acquire and maintain leading position as suppliers of quality equipments, spares, systems & services for the Steel, Mining, Coal, Railways and other strategic sectors by making the revival plan sustainable and to expand business into allied areas and other priority sectors of the economy. HEC is a Schedule 'A' CPSE in Heavy Engineering sector with the administrative jurisdiction of Department of Heavy Industry, Ministry of Heavy Industries and Public Enterprises. The company employed 1500 regular employees (Executive 699, Non Executive 801) as on 31.03.2018. Its Registered and Corporate offices are at Ranchi, Jharkhand. The authorized and paid up capital of the Company were Rs. 1000 crores and Rs. 606.08 crores respectively as on March 31, 2018. The shareholding of the Government of India in the Company is 100%.

II. JOB DESCRIPTION AND RESPONSIBILITIES

The Chairman and Managing Director is the Chief Executive of the Company and accountable to its Board of Directors and Government/Share holders. He/She is responsible for the efficient functioning of the company, and for achieving its corporate objectives and performance parameters.
III. ELIGIBILITY

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

<table>
<thead>
<tr>
<th>Internal</th>
<th>Others</th>
</tr>
</thead>
<tbody>
<tr>
<td>Minimum</td>
<td>Maximum</td>
</tr>
<tr>
<td>45</td>
<td>2 years of residual service as on the date of vacancy w.r.t. the date of superannuation.</td>
</tr>
</tbody>
</table>

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 1500 crore or more;
(d) Private Sector in company where the annual turnover is *Rs 1500 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/Institution. Applicants holding Technical/Management qualification will have added advantage.

4. EXPERIENCE:

The applicant should possess adequate experience at a senior level in an organisation of repute. Experience in Finance/Marketing/Production/Personnel stream serving in engineering industry will have added advantage.

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:

<table>
<thead>
<tr>
<th>Eligible Scale of Pay</th>
</tr>
</thead>
<tbody>
<tr>
<td>(i) Rs. 8250-9250 (IDA) Pre 01/01/1992</td>
</tr>
<tr>
<td>(ii) Rs. 11500-13500 (IDA) Post 01/01/1992</td>
</tr>
<tr>
<td>(iii) Rs. 23750-28550 (IDA) Post 01/01/1997</td>
</tr>
<tr>
<td>(iv) Rs. 62000-80000 (IDA) Post 01/01/2007</td>
</tr>
<tr>
<td>(v) Rs. 22400-24500 (CDA) Pre-revised</td>
</tr>
<tr>
<td>(vi) Rs. 67000-79000 (CDA) Post 01/01/2006</td>
</tr>
<tr>
<td>(vii) Rs. Level 15 (182200-224100) (CDA) Post 01/01/2016</td>
</tr>
</tbody>
</table>

(b) Applicants from Central Govt. / All India Services should be holding a post of the level of Additional 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 Lt. 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.

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
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) 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;
   (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 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 to PESB is by 15.00 hours on 15/02/2019. 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,
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.