

No. : 7/89/2021-PESB

भारत सरकार
Government of India
कार्मिक एवं प्रशिक्षण विभाग
Department of Personnel & Training
(लोक उद्यम चयन बोर्ड)
(Public Enterprises Selection Board)

ब्लॉक संख्या 14, सी.जी.ओ. कॉम्प्लेक्स, लोदी रोड
 Block No.14, C.G.O. Complex, Lodhi Road
 नई दिल्ली / New Delhi- 110003
 Dated : 09/09/2024

सी. पी. एस. ई. का नाम NAME OF THE CPSE	Yantra India Limited
पद का नाम NAME OF THE POST	Director (Human Resources)
रिक्ति की तारीख DATE OF VACANCY	09.09.2024
सी. पी. एस. ई. की अनुसूची SCHEDULE OF THE CPSE	Schedule A
पद का वेतनमान SCALE OF THE POST	Rs. 180000 – 340000 (IDA)

I. COMPANY PROFILE

Yantra India Limited has been incorporated under the Companies Act 2013, having its registered office at Ambajhari (Nagpur), Maharashtra with 8 production Units namely Ordnance Factory Jabalpur (Madhya Pradesh), Metal and Steel Factory Ishapore (West Bengal), Ordnance Factory Ambarnath (Maharashtra), Ordnance Factory Ambajhari (Maharashtra), Ordnance Factory Bhusawal (Maharashtra), Ordnance Factory DumDum (West Bengal), Ordnance Factory Katni (Madhya Pradesh), Ordnance Factory Muradnagar (Uttar Pradesh) and 01 training institute as 'Yantra Institute of Technology & Management' at Nagpur Maharashtra. YIL is a schedule – "A" CPSE with the administrative jurisdiction of D/o Defence Production, Ministry of Defence.

The Company is supplier of Military Grade Hardwares (Ferrous/Non-Ferrous) for small, medium and large Calibre Ammunition, Barrels for Artillery Guns and Main Battle Tanks, Aerial Bombs, Rocket Hardware, Brass and Guild Metal Cups and Strips for Small Arms Ammunition, Light Metal Float Bridges, FRP Mouldings, all type of Fuze Hardwares, various type of Steel and Aluminium castings for MBTs and ICVs, Aluminium Alloy Extruded products for Ammunition and Military Aircraft/Helicopters, Ammunition Packing Solutions etc.

The Company has a workforce of 2294 number of Executive & 8400 number of Non –Executives as on 31.03.2024.

The authorized capital of Yantra India Limited is 15,500 Crore and paid-up share capital is Rs.

13,129.15 crore.

The shareholding of the Government of India in the Company is 100% as on 31.03.2024.

II. JOB DESCRIPTION AND RESPONSIBILITIES

Director (HR) is a member of the Board of Directors and reports to Chairman and Managing Director. He/ She is responsible for HR planning and organizing manpower resources, HR policies, performance management, compensation management, secession planning, talent management, training, capability building, employee services, industrial relations, CSR, Security and Legal functions in the organization.

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 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. 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/ Institute.

Applicant with Post Graduate Diploma or Degree in Personnel Management/ Human Resources Management or Masters in Business administration (MBA)/ Post Graduate Diploma/ Programme in Management (PGDM/ PGPM) from a recognized University/ Institute is desirable.

4. EXPERIENCE:

The applicant should have at least five years of cumulative experience/ exposure during the

last ten years in various aspects of HR/ Personnel Management/ Industrial Relations in an organization of repute. The shortlisting shall also take into consideration the guidelines issued vide PESB letter No. 5/4/2021-PESB dated 05/08/2022.

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

(a) 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.

(b) Eligible Officers of Indian Ordnance Factories Services (IOFS) will be considered as internal candidates and 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 Director 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 07.10.2024. Last date for nodal officers to forward applications to PESB is by 03:00 PM on 16.10.2024 . 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.