

No. : 7/73/2024-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 : 19/11/2024

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|---|--|
| सी. पी. एस. ई. का नाम<br>NAME OF THE CPSE         | Mahanadi Coalfields Limited              |
| पद का नाम<br>NAME OF THE POST                     | Director (Technical/Projects & Planning) |
| रिक्ति की तारीख<br>DATE OF VACANCY                | 01.10.2025                               |
| सी. पी. एस. ई. की अनुसूची<br>SCHEDULE OF THE CPSE | Schedule B                               |
| पद का वेतनमान<br>SCALE OF THE POST                | Rs. 160000 – 290000 (IDA)                |

## I. COMPANY PROFILE

Mahanadi Coalfields Limited, a Mini Ratna Company, was established as the Eighth Subsidiary of Coal India Limited (CIL) in 1992 and it was the smallest amongst the seven producing companies of CIL at that time. Presently, MCL is amongst the highest coal producing companies of Coal India. MCL has improved its coal production capacity from 23 MT in FY 1992-93 to 206.10 in FY 2023-24. As Coal India is the largest coal producer of the nation, MCL caters to about 27% of the coal production of Coal India and has been given a target of 250 MT in FY 25-26 in its 1 Billion Tonne Programme. MCL is situated in 4 districts of Odisha State namely Angul, Jharsuguda, Sundergarh and Sambalpur with two major Coalfields of the Country viz. Talcher Coalfields in Angul district and Ib-Valley Coalfields in Jharsuguda & Sundergarh districts, with Headquarters at Sambalpur. The prevailing geo-mining conditions are suitable for opencast mining. The organization of MCL comprises 02 Coalfields, comprising 12 Mining Areas with 15 operating OC mines and 03 operating UG, 02 Central Workshops and 02 Central Hospitals, HQ at Sambalpur and an Office at Bhubaneswar. Both the coalfields comprise about 25% of the country's reserves. As per the latest estimate made by Geological Survey of India, Talcher Coalfield has the largest and that of Ib Valley Coalfield has the 3 rd largest coal resources amongst all the coalfields in India. The total resources of coal in both the coalfields of Odisha have been estimated at around 94.52 Billion tones, out of which, around 54.69 Billion tones is in Talcher Coalfields and 39.83 Billion tones is in Ib-Valley Coalfields. This is out of the total 378.21 Billion tones national coal resources as on 01.04.2023. MCL a pioneer in the introduction of clean & new technologies was the first to introduce Surface Miners for Coal Production and in India. Target of MCL to become Net Zero Energy Company is 182 MW. To reduce its carbon imprints, the company has also set up 2 MW Ground mounted & 1.21 MW Roof top Solar Power Plant which are in operation. Further, solar projects of 52.5 MW are under installation and expected to be commissioned in FY'25. It is also the first subsidiary of CIL to introduce blast-less OBR removal through deployment of vertical rippers in its two projects. MCL supplies about 64% of its Coal through eco-friendly means i.e.

through Rail and MGR. MCL has also completed construction of Mahanadi Institute Medical Science and Research (MIMSR), Talcher has a 100-seat medical college with 500 bedded multi-specialty Hospital with the state-of-the-art medical facilities. For rapid transportation of coal, MCL is setting up SILOs/ Rapid Loading systems/ Train loading systems alongwith Pipe/Belt Conveyors in almost all its opencast projects. MCL has already undertaken 18 First-Mile Connectivity projects of 330 MTPA capacity with an expected investment of Rs. ₹15,200 Crs. A washery at IB Valley with a total capacity of 10 MTY redefines coal sector. From ash reduction to job creation, it contributes to a holistic approach toward a cleaner and sustainable future. MCL has been aiming at being India's largest energy provider rather than being only a coal producer company. Its primary objective this decade will be diversifying into Solar, Synthetic Natural Gas & Power generation and reduce carbon footprints by producing coal in an environment friendly manner. MCL has taken up numerous CSR projects for the benefit of its peripheral villages and has been providing means of livelihood in its operational areas. MCL follows the R&R Policy of the state of Odisha and has provided employment and resettlement benefits 300 and 1088 project displaced persons respectively in FY 2023-24. About 21,656 employees are deployed in contractual jobs at MCL. The company also played a pivotal role in promoting sports in rural as well as urban areas by sponsoring budding sportspersons of Odisha. The Company has been a role model in the Conservation of the environment and has been accorded with the ISO 14000 Certificate, ISO 9000 for quality and ISO 18001 for Occupational health and Safety. With a good 3 tier structured Industrial Relation in place, the company has a happy and able workforce of over 22000, MCL believes in its slogan of "Growing Along with Surroundings" thereby "Bringing a Smile in every hut" and is ever committed to achieve it. Physical and Financial Performance and turn-over for the last five years from 2019-20 to 2023-24 furnished as under:-

| Items                      | 2019-20 | 2020-21 | 2021-22  | 2022-23  | 2023-24 |
|----------------------------|---------|---------|----------|----------|---------|
| Coal (in MTe)              | 140.36  | 148.01  | 168.17   | 193.262  | 206.10  |
| OBR (in M.cum)             | 124.51  | 173.50  | 206.88   | 245.975  | 276.49  |
| Off-take (in MTe)          | 134.03  | 146.01  | 176.16   | 192.75   | 199.03  |
| OMS (in Te)                | 22.67   | 27.05   | 33.06    | 35.41    | 36.65   |
| PBT (in Rs. Cr.)           | 8645    | 9317    | 11462.42 | 18493.02 | 15593   |
| Net Turn over (in Rs. Cr.) | 14162   | 14474   | 19165.5  | 27824.55 | 23809   |
| Manpower                   | 21991   | 21902   | 21863    | 21,827   | 21493   |

The authorized and paid up capital of the Company was Rs. 16,00,00,00,000/- crore and Rs. 13,23,67,26,000/- crore respectively as on 31.10.2024. The company employed 21,186 regular employees [Executives 1791, Non-executives 19395] as on 31.10.2024.

## II. JOB DESCRIPTION AND RESPONSIBILITIES

The Director (Technical/P&P) is a member of the Board of Directors of MCL and reports to Chairman-cum-Managing Director. He/She is responsible for planning and implementation of new projects and auxiliary units and for corporate planning of the subsidiary as a whole.

## III. ELIGIBILITY

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

| Age of superannuation 60 years |   |         |   |
|--------------------------------|---|---------|---|
| Internal                       |   | Others  |   |
| Minimum                        | Maximum   | Minimum | Maximum   |
| 40                             | 2 years residual service as on the date of vacancy w.r.t. the date of superannuation. | 40      | 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.1,000 crore or more;**

(d) Private Sector in company where the annual turnover is **\*Rs.1,000 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 a qualified Mining Engineer and holder of 1st class certificate of competency under the Indian Mines Act.

### **4. EXPERIENCE:**

The applicant should have at least five years cumulative experience/exposure during the last ten years in Mining Operations or Mine Planning at a senior management level in an organization of repute.

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

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

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

- (i) Rs. 6250-7475 (IDA) Pre 01/01/1992
- (ii) Rs. 8520-10050 (IDA) Post 01/01/1992
- (iii) Rs. 18500-23900 (IDA) Post 01/01/1997
- (iv) Rs. 43200-66000 (IDA) Post 01/01/2007
- (v) Rs. 100000-260000 (IDA) Post 01.01.2017
- (vi) Rs. 14300-18300 (CDA) Pre-Revised
- (vii) Rs. 37400-67000 + GP 8700 (CDA)
- (viii) Rs. 123100-215900 (Level 13) CDA

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 Director in Govt. of India or carrying equivalent scale of pay on substantive basis on the date of application.

**(ii) Applicants from Public Sector Banks/ 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 Brigadier 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 17.12.2024. Last date for nodal officers to forward applications to PESB is by 03:00 PM on 26.12.2024 . 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.**