



**HINDUSTAN URVARAK & RASAYAN LIMITED**  
**A JV OF IOCL, NTPC, CIL, FCIL & HFCL**

**Advt. No.: E/1/2021**

**Recruitment of Executives**

Hindustan Urvarak & Rasayan Limited (HURL) is a joint venture company incorporated by Indian Oil Corporation Limited (IOCL), NTPC Limited (NTPC), Coal India Limited (CIL) with Fertilizer Corporation of India Limited (FCIL) and Hindustan Fertilizer Corporation Limited (HFCL) with a prime objective to establish and operate state of the art environment friendly and energy efficient Natural Gas based Fertilizer Complexes (Ammonia-Urea) of 2200 MTPD Ammonia and 3850 MTPD Urea (1.27 MMTPA neem coated urea) at Gorakhpur (Uttar Pradesh), Sindri (Jharkhand) & Barauni (Bihar), and simultaneously market their products, thus spurring economic growth.

HURL is in need of dynamic, hard-working & talented professionals as under:

S. No.	Department	Position	Vacancies	Educational Qualification	Upper Age Limit (in Years)	Minimum Experience (in Years)
1	Marketing	Vice-President (Head-Logistics & Sourcing)	1	B.Sc (Agriculture) with M.Sc in Agriculture with minimum 60% marks or B.E / B.Tech (any discipline) with minimum 60% marks or MBA / PGDBM in Marketing / Agri-Business Marketing / Rural Management with minimum 60% marks. B.E/B.Tech along with MBA / PGDBM in disciplines listed above shall be preferable.	50	20
2		Vice-President (Head-Branding)	1	B.E / B.Tech (any discipline) with minimum 60% marks or MBA / PGDBM in Marketing / Agri-Business Marketing / Rural Management with minimum 60% marks. B.E/B.Tech along with MBA / PGDBM in disciplines listed above shall be preferable.	50	20
3		Vice-President (Head-Agronomist)	1	B.Sc (Agriculture) with M.Sc in Agriculture with minimum 60% marks or B.E (Agriculture) / B.Tech (Agriculture) with minimum 60% marks or Ph.D in any discipline of Agriculture. Ph.D in any discipline of Agriculture will be preferable.	50	20
4		Vice-President (Zonal Head)	1	B.Sc (Agriculture) with M.Sc in Agriculture with minimum 60% marks or B.E / B.Tech (any discipline) with minimum 60% marks or MBA / PGDBM in Marketing / Agri-Business Marketing / Rural Management with minimum 60% marks. B.E/B.Tech along with MBA / PGDBM in disciplines listed above will be preferable.	50	20



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<b>S. No.</b>	<b>Department</b>	<b>Position</b>	<b>Vacancies</b>	<b>Educational Qualification</b>	<b>Upper Age Limit (in Years)</b>	<b>Minimum Experience (in Years)</b>
5	Marketing	Chief Manger–Marketing (State Head)	2	B.Sc (Agriculture) with M.Sc in Agriculture with minimum 60% marks or B.E / B.Tech (any discipline) with minimum 60% marks or MBA / PGDBM in Marketing / Agri-Business Marketing Rural Management with minimum 60% marks.	45	15
6		Chief Manager–Digital Strategy	1	B.E / B.Tech in Computer Science / Information Technology discipline with minimum 60% marks or MCA with minimum 60% marks.	45	15
7		Chief Manager–Branding & Marketing	1	B.E / B.Tech (any discipline) with minimum 60% marks or MBA / PGDBM in Marketing / Agri-Business Marketing / Rural Management with minimum 60% marks.	45	15
8		Chief Manager–Technical Services	1	B.Sc (Agriculture) with M.Sc in Agriculture with minimum 60% marks or B.E / B.Tech (any discipline) with minimum 60% marks or MBA / PGDBM in Marketing / Agri-Business Marketing / Rural Management with minimum 60% marks.	45	15
9		Chief Manager–Learning & Development	1	B.Sc (Agriculture) with M.Sc in Agriculture with minimum 60% marks or B.E / B.Tech (any discipline) with minimum 60% marks or MBA / PGDBM in Marketing / Agri-Business Marketing / Rural Management with minimum 60% marks.	45	15
10		Chief Manager Plant-Dispatch and Plan	1	B.Sc (Agriculture) with M.Sc in Agriculture with minimum 60% marks or B.E / B.Tech (any discipline) with minimum 60% marks or MBA / PGDBM in Marketing / Agri-Business Marketing / Rural Management with minimum 60% marks.	45	15
11		Manager–Branding	3	B.E / B.Tech (any discipline) with minimum 60% marks or MBA / PGDBM in Marketing / Agri-Business Marketing / Rural Management with minimum 60% marks.	40	10



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S. No.	Department	Position	Vacancies	Educational Qualification	Upper Age Limit (in Years)	Minimum Experience (in Years)
12	Marketing	Manager-Logistics	5	B.Sc (Agriculture) with M.Sc in Agriculture with minimum 60% marks or B.E / B.Tech (any discipline) with minimum 60 % marks or MBA / PGDBM in Marketing / Agri-Business Marketing / Rural Management with minimum 60% marks.	40	10
13		Manager-Digital	3	B.E / B.Tech in Computer Science / Information Technology discipline with minimum 60% marks or MCA with minimum 60% marks.	40	10
14		Manager-Analytics & Pricing	1	B.Sc (Agriculture) with M.Sc in Agriculture with minimum 60% marks or B.E / B.Tech (any discipline) with minimum 60% marks or MBA / PGDBM in Marketing / Agri-Business Marketing / Rural Management with minimum 60% marks.	40	10
15		Manager-MIS	1	B.Sc (Agriculture) with M.Sc in Agriculture with minimum 60% marks or B.E / B.Tech (any discipline) with minimum 60% marks or MBA / PGDBM in Marketing / Agri-Business Marketing / Rural Management with minimum 60% marks or MCA with minimum 60% marks.	40	10
16		Manager-Regulatory Reporting & Subsidy	1	B.Sc (Agriculture) with M.Sc in Agriculture with minimum 60% marks or B.E / B.Tech (any discipline) with minimum 60% marks or MBA / PGDBM in Marketing / Agri-Business Marketing / Rural Management with minimum 60% marks.	40	10
17		Assistant Manager-Marketing	21	B.Sc (Agriculture) with M.Sc in Agriculture with minimum 60% marks or B.E / B.Tech (any discipline) with minimum 60% marks or MBA / PGDBM in Marketing / Agri-Business Marketing / Rural Management with minimum 60% marks	35	5
18		Assistant Manager Plant-Dispatch and Plan	1	B.Sc (Agriculture) with M.Sc in Agriculture with minimum 60% marks or B.E / B.Tech (any discipline) with minimum 60% marks or MBA / PGDBM in Marketing / Agri-Business Marketing / Rural Management with minimum 60% marks	35	5



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S. No.	Department	Position	Vacancies	Educational Qualification	Upper Age Limit (in Years)	Minimum Experience (in Years)
19	Marketing	Marketing Officer	31	B.Sc (Agriculture) with M.Sc in Agriculture with minimum 60% marks or B.E / B.Tech (any discipline) with minimum 60% marks or MBA / PGDBM in Marketing / Agri-Business Marketing / Rural Management with minimum 60% marks	30	Nil
20	Finance	Vice-President	1	Member of Institute of Chartered Accountants or Cost Accountants of India (CA / CMA) or MBA with specialization in Finance with minimum 60% marks. (Candidates with dual specialization or General MBA shall not be eligible to apply). Degree in Law will be preferred.	50	20
21		Chief Manager	2	Member of Institute of Chartered Accountants or Cost Accountants of India (CA / CMA) or Two years MBA with specialization in Finance with minimum 60% marks. (Candidates with dual specialization or General MBA shall not be eligible to apply).	45	15
22		Asst. Manager	6		35	5
23	Information Technology	Engineer	7	Engineering Graduate in Computer Science / Information Technology discipline with minimum 60% marks.	30	2
24	Safety	Asst. Manager	1	Engineering Graduate in Chemical/ Mechanical/ Electrical/ Civil/ Environmental Engineering/ Fire & Safety/ Fire discipline with minimum 60% marks with Diploma in Industrial Safety from CLI/ RLI	35	5
25	Safety & Environment	Manager	1	Engineering Graduate in Chemical/ Mechanical/ Electrical/ Civil/ Environmental Engineering/ Fire & Safety/ Fire discipline with minimum 60% marks with Diploma in Industrial Safety from CLI/ RLI.	40	10
26	Offsites & Utilities	Chief Manager	1	Engineering Graduate in Chemical / Mechanical discipline with minimum 60% marks.	45	15
27	Mechanical	Chief Manager	1	Engineering Graduate in Mechanical discipline with minimum 60% marks.	45	15
28	Process Engineering	Engineer	12	Engineering Graduate in Chemical discipline with minimum 60% marks	30	2
29	Ammonia	Chief Manager	1	Engineering Graduate in Chemical discipline with minimum 60% marks	48	15



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S. No.	Department	Position	Vacancies	Educational Qualification	Upper Age Limit (in Years)	Minimum Experience (in Years)
30	Engineering Services	Chief Manager	1	Engineering Graduate in Mechanical /Electrical /Electrical & Electronics/ Instrumentation/ Electronics / Electronics & Telecommunication / Electronics & Communication / Electronics & Instrumentation/ Control & Instrumentation/ Applied Electronic & Instrumentation discipline with minimum 60% marks.	45	15
31		Manager	1		40	10
32		Asst. Manager	6		35	5
33	Environment & Quality Control	Manager	2	Master of Science (Chemistry) with minimum 60% marks. Preference will be given to PhD in related disciplines.	40	15
34		Asst. Manager	6		35	10
35	Company Secretary	Chief Manager	1	Member of The Institute of Company Secretaries of India (ICSI). Professional degree in Law will be an additional qualification.	45	15
36	Human Resources	Chief Manager	3	MBA / Master Degree or Post Graduate Diploma equivalent to MBA with HRM / Personnel Management & Industrial Relations as major subjects or Master degree in HRM / IR / Labour Welfare / Social Work with specialization in Personnel Management & Labour Welfare with minimum 60% marks. Degree in Law will be preferred.	45	15
37		Manager	3		40	10
38		Assistant Manager	1		35	5
39		Officer	1		30	2
40	Civil	Manager	3	Engineering Graduate in Civil discipline with minimum 60% marks.	40	10
41	Urea Product Handling	Officer	6	Engineering Graduate in Mechanical / Chemical discipline or Diploma in Chemical or Mechanical Engineering or B.Sc (Physics, Chemistry and Maths) with minimum 60% marks.	30	2
					35 (for Diploma /B.Sc)	7 (for Diploma/ B.Sc)
42	Contracts & Materials	Vice-President	1	Engineering Graduate in any discipline with minimum 60% marks. Candidates with addl. Qualification of PG Diploma in Materials Mgt. or MBA in Materials Management may be given preference.	50	20
43		Chief Manager	1		45	15
44	Store	Manager	1	Engineering Graduate in any discipline with minimum 60% marks.	40	10
45	Purchase	Manager	3		40	10
46		Officer	3		30	2
47	Quality Assurance & Inspection (Mechanical)	Manager	1	Engineering Graduate in Mechanical discipline with minimum 60% marks.	40	10
48		Engineer	4		30	2



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- Qualifying Degree/Diploma should be full time and regular.
- All qualifications should be from an Indian university/ Institute recognized by AICTE/ appropriate statutory authority. In case of qualifications acquired from foreign Universities/Institutes, the candidate shall be required to produce equivalence certificate for such qualifications. The corresponding equivalent Indian qualification shall be recognized by AICTE/Appropriate Statutory Authority.
- The cut-off date for determining eligibility criteria in respect of age and post qualification experience shall be 10.03.2021 and will remain unchanged irrespective of any reason whatsoever.
- The detailed job-description for each position can be seen on the on-line application portal. Job description for each position is to be read in conjunction with the contents of the Advertisement.
- Wherever CGPA/OGPA/DGPA or Letter Grade in a degree is awarded; equivalent percentage of marks should be indicated in the application form as per norms adopted by University/Institute. The documentary proof in support of the same must be submitted at the time of verification. Where no norms have been specified, the CGPA/OGPA will be presumed to have been provided on a 10-point scale.
- For calculation of percentage in the qualifying degree, the guidelines given by university/College will be used. In case there are no such guidelines or documentary proof for the same, then the marks obtained in all the semesters will be used to calculate the final percentage.
- In case of any discrepancy/ change in nomenclature of qualification/ discipline, HURL shall have the discretion in deciding on equivalence based on subjects studied, duration, submission of certification from University/College etc. and the decision of HURL shall be treated final and binding.
- Work experience should be after acquiring relevant educational qualification and should be in-line/relevant executive experience. Candidate's work experience as Management Trainee/ Graduate Engineer Trainee would be counted only in case he/she is regularised in the same company. Teaching/ lectureship, Part-time jobs, apprenticeship, internship and articleship will not be considered for calculating work experience.
- The choice of posting given by the candidates shall be only indicative in nature. Selected candidates shall be liable for posting to any of the three sites of HURL viz. Gorakhpur, Barauni & Sindri or Delhi HQ or any other location as per requirements of the Company.

### **Selection Process**

#### **Selection Process:**

- Selection of Engineers/Officers level position requiring minimum experience of 2 years' or less will be on the basis of Personal interview, Group Discussion and Relevant Job Experience. The Personal Interview and Group Discussion may be conducted through video conferencing/ online mode. In addition, for selection of freshers, selection test shall also form part of the Recruitment process.
- Selection for all other positions requiring experience will be through Personal interview and Relevant Job Experience. The Personal Interview may be conducted through video conferencing/ online mode.
- Online Behavioural/ Psychometric assessment will be conducted prior to interview.



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### Physical Fitness:

Appointment of selected candidates will be subject to their being found medically fit in the Medical Examination to be conducted as per HURL Rules and Standards of Medical Fitness for the relevant post.

### Nature & Period of Engagement

Selected candidates will be appointed on probation basis for a period of 1 year. Candidates will be required to get satisfactory performance rating for confirmation of their services at the end of the probation period. Those who fail to achieve so, their probation period may be extended and further action will be taken in accordance with the policy of the Company.

### Remuneration

HURL offers an attractive and one of the best in the industry compensation package, pay and perks to its employees. An indicative average pay drawn at various levels is as below. The final pay shall be commensurate to the individual's profile.

Designation	Average Annual CTC (Rs. In Lakhs)
Vice President	40
Chief Manager	27
Manager	19
Asst. Manager	12.5
Officer /Engineer	8.5

Candidates will be eligible for annual increment @5% of CTC apart from performance linked increment. The company provides medical insurance cover to its employees and dependent family members over and above CTC.

### How to Apply

- Before applying, candidates should ensure that they satisfy all the necessary conditions and requirements of the position.**
- Interested candidates fulfilling the above laid down eligibility criteria are required to apply online in the registration format available in the Career Section of HURL website, [www.hurl.net.in](http://www.hurl.net.in)
- A valid e-mail ID is essential for submission of the online application. HURL will not be responsible for bouncing of any e-mail sent to the candidates.
- The **ORIGINAL TESTIMONIALS/DOCUMENTS ALONG WITH ONE SELF-ATTESTED COPY** of the following documents will have to be produced by the candidates (physically/online mode) at the time of interview if called:
  - 2 recent passport size color photographs
  - High School certificate for proof of Date of Birth
  - Certificates of Academic and professional qualifications and statements of marks of all the qualifications for all semesters/years in the required qualifying degree.
  - Proof of identity & Address (Passport, Voter ID, Driving License, Aadhaar Card)
  - Experience certificates



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- f. Any other document in support of candidature
5. Qualification certificates & marksheets are to be submitted in chronological order.
6. Experience certificates are to be submitted in chronological order (for Present as well as Previous employment indicating start date, end date, designation, pay scale/ emoluments and position held). Do not include pre-qualification experience.
7. No application will be entertained after the expiry of last date of receipt of Online Application Form.
8. In case of any document being in language other than Hindi/English, candidate is required to attach a translated version of the same in Hindi/ English also.
9. Candidates should submit only one application for one Position and application once submitted cannot be altered. The candidates can apply for any number of Positions as per eligibility. However, HURL reserves the right to call the candidate for any one position.
10. If any claim made by a candidate is found to be incorrect, his/her candidature shall be summarily rejected.
11. The candidates selected for the position requiring no prior work experience will be required to execute a service agreement bond to serve the organization for a period of at least three years. The amount of the bond is ₹ 2,50,000/-.

**General Information & Instructions**

1. Date, time and details of venue of the selection and all other correspondence shall be communicated to shortlisted candidates through email.
2. Only Indian Nationals are eligible to apply.
3. The candidate should ensure that he/she fulfils the eligibility criteria and other norms mentioned in this advertisement.
4. No modifications are allowed after candidate submits the online application form. If any discrepancies are found in the data filled by the candidate online and that of the original testimonies, the candidature of such candidates is liable to be rejected. Hence, utmost care should be taken to furnish correct details before submitting the online application.
5. The candidates must have an active E-mail Id & Mobile number which must remain valid for at least next one year. All future communications with the candidates will take place only through e mail. Candidates have to ensure accuracy of their E-mail id & Mobile number. No change in E-mail Id & Mobile number as declared in the online application will be allowed.
6. The number of vacancies is tentative and may increase or decrease at the absolute discretion of HURL. Accordingly, depending on the requirement, the Company reserves the right to fill or not to fill or partially fill any of the above vacancies; cancel/restrict/enlarge/curtail the recruitment/selection process, if need so arises, without any further notice and without assigning any reason thereof.
7. The mere fact that a candidate has submitted application against the advertisement and apparently fulfilling the criteria as prescribed in the advertisement would not bestow on him/her the right to be definitely called for interview/considered further for selection process.
8. The management may offer the candidate a position in a lower level, subject to his/her affirmation, as deemed fit.
9. Any modification/amendments/ corrigendum in the advertisement will be given in HURL's website [www.hurl.net.in](http://www.hurl.net.in) only.
10. Candidates are advised not to respond to unscrupulous advertisements appearing in any media/publication. For authenticity of any advertisement the candidate may check on HURL's website [www.hurl.net.in](http://www.hurl.net.in) only.





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11. Canvassing by a candidate in any form at any stage of the selection process shall disqualify his/her candidature.
12. Any dispute with regard to recruitment against this advertisement will be settled within the jurisdiction of Delhi only.
13. Candidature is liable to be rejected at any stage of recruitment/ selection process without any notice or if joined services are liable to be terminated, if any information provided by the candidate is not found in conformity with the eligibility criteria notified or HURL comes across any evidence/ knowledge, that the qualification/ experience/ any other particulars indicated in application/ personal resume/ other forms/ formats are not recognized/ false/ misleading and/ or amounts to suppression of information/ particulars which should have been brought to the notice of HURL or that the candidate has been shortlisted for next stage in the process/ has secured employment in HURL through any unfair means.
14. In case physical interview is conducted then the candidates called for interview will be reimbursed the travelling expense by shortest route from the corresponding address as filled in the Application form, for TO & FRO journey (within India), subject to a maximum limit of 2<sup>nd</sup> AC rail fare for candidates applying for positions of Manager & Below and Economy Class Air fare/ 2<sup>nd</sup> AC rail fare for candidates applying for positions of Chief Manger & above, on production of tickets. In case candidate has travelled by any other means, the reimbursement will be restricted to entitled fare admissible or actual, whichever is lower. Local travel expenses will not be reimbursed. Candidates not meeting the eligibility criteria or not in possession of complete requisite documents will not be allowed to attend the personal interview and no TA will be paid to them.
15. HURL reserves its right to reject any application, if is reasonably satisfied from the documents and information furnished by the candidate that he/she is not earnest towards the employment and does not hold sound professional character depending on his/her past experience with previous organization(s)/employer(s).
16. The decision of HURL Management in all matters relating to eligibility, acceptance or rejection of applications, penalty for false information, mode of selection, conduct of examination(s) and interviews, allotment of examination centers, selection and posting of selected candidates will be final and binding on the candidates and no enquiry/correspondence will be entertained in this regard.

**Communication with HURL**

Any information regarding this recruitment process would be made available on the e-mail address provided by the candidate at the time of registration and/or shall be uploaded on HURL website. Candidates are advised to periodically check the site for further updates.

**Queries if any should be sent to [corphr@hurl.net.in](mailto:corphr@hurl.net.in)**

**Important Dates**

<b>S. No.</b>	<b>Particular</b>	<b>Date</b>
1	Start date of online registration	24.02.2021
2	Last date of online registration	10.03.2021
3	Cut-off date for calculating Age & Experience	10.03.2021