Advt: HURL/GET-DET/2024/01   **Date: 25/09/2024**

<u>**Engagement of GRADUATE ENGINEER TRAINEE (GETs) & DIPLOMA ENGINEER TRAINEE (DETs) in HURL-2024**</u>

Hindustan Urvarak & Rasayan Limited (HURL) is a joint venture company incorporated by Indian Oil Corporation Limited (IOCL), NTPC Limited (NTPC), Coal India Limited (CIL), Fertilizer Corporation of India Limited (FCIL) and Hindustan Fertilizer Corporation Limited (HFCL) with the 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.

Online applications are invited from energetic young qualified Indian Nationals for engagement as Graduate/Diploma Engineer Trainees for various units/ offices, as per details mentioned as under:

EMPLOYMENT TYPE: GRADUATE ENGINEER TRAINEE (EXECUTIVE CADRE)

A. **VACANCY POSITION (Table-01)**

Sr. No.	Position/ Cadre	Discipline	No. of Vacancies	Essential Qualification with minimum 60% marks
1.	Graduate Engineer Trainee	Chemical	40	Full Time Regular Engineering Degree OR AMIE in Chemical Engineering / Chemical Technology/ Chemical Process Technology.
2.		Instrumentation	15	Full Time Regular Engineering Degree OR AMIE in Instrumentation/ Instrumentation & Control/ Electronics Instrumentation & Control/ Instrumentation & Electronics/ Electronics & Instrumentation/ Industrial Instrumentation/ Electronics & Communication/ Electronics & Control/ Electronics/ Electronics & Electrical.
3.		Electrical	6	Full time regular engineering degree OR AMIE in Electrical /Electrical & Electronics Engineering/Electrical Technology

Sr. No.		Discipline	No. of Vacancies	Essential Qualification
4.		Mechanical	6	Full time regular engineering degree OR AMIE in Mechanical Engineering.

EMPLOYMENT TYPE- DIPLOMA ENGINEER TRAINEE (Non-Unionized Supervisor)

B. **VACANCY POSITION (Table-02)**

Sr. No.	Position/ Cadre	Discipline	No. of Vacancies	Essential Qualification with minimum 50% marks
1.	Diploma-Engineer Trainee	Chemical	130	Three Years Full Time Diploma in Chemical Engineering /Chemical Technology/ Chemical Process Technology OR B. Sc (03 years full time degree) in Physics, Chemistry and Maths (PCM)
2.		Instrumentation	15	Three-year full-time Diploma in Instrumentation or Instrumentation & Control or Electronics & Instrumentation or Electronics Instrumentation & Control or Industrial Instrumentation or Process Control Instrumentation or Electronics & Electrical or Applied Electronics & Instrumentation or Electronics & Communication or Electronics & Control Engineering.

1. All qualifications should be from an Indian university/ Institute recognized by UGC/AICTE/State Technical Board/appropriate Indian Statutory Authorities. In case of qualifications acquired from foreign Universities/Institutes, the candidate shall be required to produce an equivalence certificate for such qualifications.

2. Minimum percentage of marks in the minimum essential educational qualification as indicated above shall be aggregate of all semesters/years and irrespective of the weightage given to any particular semester/year by the Institute/University. Candidates holding a qualification acquired through part-time/correspondence/distance mode are not eligible to apply.

3. Candidates who scored less than 60% marks in essential qualification are not eligible to apply for the post of GET.

4. Candidates who scored less than 50% marks in essential qualification are not eligible to apply for the post of DET.

5. Departmental candidates, who will fulfil the criteria are eligible to apply. The term "departmental candidates" means those candidates who are currently working with HURL as permanent employees.

6. No claim of possession of equivalent educational qualification(s) to the advertised essential educational qualification will be entertained and decision of HURL in this regard shall be final and binding.

7. 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.

8. The documentary proof in support of the qualification 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.

9. 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.

10. In case of any discrepancy/ change in nomenclature of Age/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.

11. The detailed job-description for each position can be seen on the website www.hurl.net.in. Job description for each position is to be read in conjunction with the contents of the Advertisement.

12. The number of vacancies are tentative and may increase or decrease based on requirement. HURL reserves the right to modify

NATURE & PERIOD OF ENGAGEMENT:

The selected candidates be engaged on trainees and they will have to undergo a minimum training for the period of one year.

GET: Upon successful completion of the training period, candidates will be considered for absorption as Engineer/Officer level at E1 in Executive cadre.

DET: Upon successful completion of the training period, candidates will be considered for absorption in Junior Engineer Assistant (I) Grade 1 at Non-Unionized supervisor cadre.

PAY, PERKS & STIPEND
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 is as follows:

Sr. No	Designation	Stipend (Rs.) during training	Pay-Scales/CTC (Rs. in Lakhs per annum) after regularization
1	GET	₹ 40,000 + HRA or accommodation	₹ 40000-140000 plus benefits CTC - Rs. 13.92 lakhs (approx.)
2	DET	₹ 23,000 + HRA or accommodation	₹ 23000 -76200 plus benefits CTC - Rs 7.7 lakhs (approx.)

Selected candidates will also be entitled for Provident Fund and Mediclaim insurance facility (as per HURL policy) during training.

The selected candidates shall undergo minimum one-year training at our various Units/Offices. Those with unsatisfactory performance during the training period may have their training period extended, and further action will be taken in accordance with the company's policy. The trainees who will not be able to complete the training successfully will not be absorbed in the regular cadre & relieved from training without assigning any reasons thereof.

Benefits on Absorption: Besides Basic Pay, candidates will also be paid Industrial Dearness Allowance, House Rent Allowance / Company Accommodation and will also be entitled for other perquisites & allowances / benefits such as Leave, Medical Facilities, Performance Related Pay, Contributory Provident Fund, Gratuity, Contributory Superannuation Benefit Scheme, Group Personal Accident Insurance, National Pension Scheme etc. as per Company rules in force from time to time after successful completion of training and absorption.

During training period, the candidates will be entitled for following leaves in an year:

- Casual Leave – 12 nos.
- Restricted Holidays – 6 nos.
- Sick Leaves – 10 nos.

The above will be governed as per HURL Leave policy.

SERVICE AGREEMENT BOND

Graduate Engineer Trainee: Selected GET candidates will be required to execute a service agreement bond of ₹4,50,000 (Rupees Four Lakh Fifty Thousand only) to serve the company for at least 3 years after successful completion of the training.

Diploma Engineer Trainee: Selected DET candidates will be required to execute a service agreement bond of ₹2,00,000 (Rupees Two lakh only) to serve the company for at least 3 years after successful completion of the training.

MEDICAL FITNESS
The candidate should have sound health. Before joining, candidates will have to undergo medical examination. The selected candidates before joining will be required to get Medical Fitness Certificate from Civil Surgeon/Chief Medical Officer/In-charge of government hospital.

POSTING
Selected candidates during training / after regularization can be posted in any of the Units/Offices of the Company at the discretion of the Management depending upon the administrative/functional requirements of Organization at any point of time. Only candidates willing to serve anywhere in India need to apply.

CUT OFF DATE FOR ELIGIBILITY CRITERIA:
The cut-off date for determining eligibility criteria in respect of age, minimum educational qualification, etc. shall be 30/09/2024.

Age Limit as on Cut Off Date:

Position/Cadre	Minimum Age (no. of years)	Maximum Age (no. of years)
Graduate Engineer Trainee (GET)	18	30
Diploma Engineer Trainee (DET)	18	27

SELECTION PROCESS:

(a) It should be noted that candidature of all the applicants would be provisional based on information furnished by candidate in his/her online application and applicant would be allowed to be appear in online Examination on the presumption that they meet the eligibility criteria for the post which they have applied for. Their candidature would, however, be subject to meeting of advertised eligibility criteria and verification of certificates & testimonials etc. at the time of document verification, as & when called for.

(b) Candidates will be required to appear for Online CBT Based objective type test, on the day, date, time & venue as mentioned in the Admit card, which shall tentatively issued well in time before the date of test. The candidates will be allowed to appear in the Test only if they possess the valid Admit Card indicating roll number, name & address of the allocated test center and guidelines for the test. Admit Card in respect of such eligible & provisionally shortlisted candidates will be made available on the HURL website and such candidates will also be intimated for the same through SMS on their mobile number & through email on their e-mail ID as mentioned in their online application form. Candidates have to download their Admit Card from the website for appearing in the test. Admit Cards will not be sent by post. No other communication will be sent to such candidates for this purpose. Hence, candidates are advised to regularly check their e-mail account (including junk mailbox/ spam folder) for any communication from HURL. Responsibility of receiving, downloading and printing of admit card/any other information shall be of the candidate.

(c) Tentative test centers for CBT will be at Delhi, Lucknow, Patna & Ranchi. However, HURL reserves the right to allot the centers to the candidates at its discretion at any location or anywhere in India. The number of test centers may be increased/decreased/altered based on application response at the discretion of HURL. No request for change in center shall be entertained at any stage.

(d) Shortlisting and selection of candidates

 i. Based on the CBT, the qualified candidates based on the available vacancies will be called for document verification in order of merit.

 ii. In case same marks are obtained by two or more candidates, the selection shall be decided in order of following:

1. D.O.B. i.e. eldest amongst the tied candidates,

2. Result declaration date of essential qualification i.e. earliest result date of tied candidates,

3. Percentage of essential qualification up to 3 decimals i.e. highest percentage of tied candidates.

(e) The examination will be conducted through online mode at test centre venues given in the admit cards.

Syllabus of CBT test

The Computer Based Test (CBT) will have two parts for both GET and DET, Discipline related and Aptitude related. Medium of Test will be in Hindi and English. Duration of test will be 02 hours (120 minutes). The total number of questions will be 150, of one mark each.

S. No.	Discipline	Essential qualification Course Curriculum	
1	Graduate Engineer Trainee	100 questions from course curriculum of Essential/ qualifying minimum educational qualification as applicable.	50 questions from General English, Quantitative Aptitude, Reasoning & General Knowledge /Awareness
2	Diploma Engineer Trainee	For Diploma holders, 100 questions from course curriculum of Essential/ qualifying minimum educational qualification as applicable.	
		For B. Sc. (PCM) Candidates, 100 questions from course curriculum, which will be from Chemistry stream at graduate level	

There will be no negative marking for wrong answer.

(please note: Candidates are required to appear in the online examination at their own expenses)

HOW TO APPLY, GENERAL INFORMATION AND INSTRUCTION:

1. The Applications should be submitted ONLINE on the website: https://career.hurl.net.in/ or HURL Career sections. Applications sent other than the prescribed mode will stand rejected.

2. Depending upon the number of applications, HURL reserves the right to suitably revise upward the eligibility criteria or limit the number of applications to be called for a particular post based on marks obtained in Graduation/ Post Graduation/Diploma / relevant additional qualification etc.

3. Only Indian Nationals are eligible to apply.

4. The candidate should upload a recent photograph and signature as per the specified size.

5. A candidate can apply one time only. In case of multiple applications candidature shall be rejected.

6. The cut-off date for determining age limit and educational qualification will be 30.09.24.

7. All essentials' qualifications must be from UGC recognized Indian University / UGC recognized Indian Deemed University or AICTE approved Autonomous Indian Institutions/ concerned statutory council (wherever applicable). Candidates having Qualifications through Distance Learning mode are not eligible.

8. Candidate to upload proof of DOB and poof of Essential Qualification clearly showing the percentage of marks secured.

9. The candidate should ensure that he/she fulfils the eligibility criteria and other norms mentioned in this advertisement. Their admission at all stages is purely provisional.

10. No modifications are allowed after the candidate submits the application form. If any discrepancies are found in the data filled by the candidate 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 application.

11. The candidates must have a valid active E-mail ID and 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 the accuracy of their e-mail ID & Mobile number. No change in E-mail Id & Mobile number as declared in the application will be allowed.

12. Only legible photographs of the individual and signatures are considered as valid. Uploading images of live/dead of any nature/images of any other personality of any field shall be considered as non-eligible and such application shall be summarily rejected, with no further communication.

13. Before filling application online, candidates should keep ready scanned copy of:

   (i) All necessary Passing Certificates and Mark Sheets of essential educational qualifications which makes you eligible for the post and other qualifications, if any.

   (ii) Incomplete application and application submitted with blurr/ fade document proof will be summarily rejected.

14. No correspondence will be entertained for non – calling of candidates for any of the selection process or for non -selection. The decision of HURL in this regard will be final and binding on all the candidates.

15. The result of selection process will be displayed only on website: www.hurl.net.in under the header 'career' and candidates are advised to visit the website from time to time.

16. Application registered without/ incomplete documents in support of eligibility criteria shall be summarily rejected. Applications in which the essential qualification or eligibility w.r.t specification cannot be fully ascertained will be liable for rejection. Hence, candidates are advised to properly fill the application and provide necessary documents. Subsequent claim for eligibility will not be entertained.

17. Verification of all documents shall be made with the original certificates/issuing organizations at any stage. The candidature of a candidate shall be cancelled at any point of time if the candidate is found not meeting the advertised eligibility criteria/ or has submitted wrong/false information.

18. Depending on the requirement, the company reserves the right to cancel / restrict / curtail / enhance the number of vacancies, if need so arises, without any further notice and without assigning any reason thereof.

19. Candidates should submit only one application for one position only and application once submitted cannot be altered.

20. Further, HURL reserves the right to cancel/restrict/enlarge/modify the recruitment/selection process of advertised posts without any further notice or assigning any reasons whatsoever, if need so arises. Filling up of vacancies is solely at the discretion of the Management based on suitability of candidates and no claim will arise for appointment, if some of the vacancies are not filled.

21. Canvassing by a candidate in any form at any stage of the selection process shall disqualify his/her candidature.

22. 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/ 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.

23. HURL reserves its right to reject any application, if it 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).

24. Any Corrigendum related to this advertisement shall be displayed in the career section of the company website.

25. The decision of HURL's Management in all matters relating to eligibility, acceptance or rejection of applications/ candidatures, the penalty for false information, mode of selection, selection, and posting of selected candidates will be final and binding on the candidates and no enquiry/ correspondence will be entertained in this regard.

26. Prospective applicants are advised to visit HURL website regularly for latest update with regard to this advertisement as no further press advertisement will be issued.

27. Candidates should retain their copy of online Application Form and/or Pay in e-receipt and Admit Card for future reference as they will be asked to produce it at the time of document verification.

28. Any dispute with regard to recruitment against this advertisement will be settled within the jurisdiction of New Delhi only to the exclusion of all other Courts.

29. Character and Antecedents (C & A) verification: Appointment of selected candidates shall be further subject to verification of 'Character and Antecedents' from the concerned authorities as per rules of the company.

30. Candidate shall agree for capturing of bio-metric data at any stage such as during application, before &/or after test, during verification of documents etc. by HURL.

31. HURL reserves the right to verify the documents submitted by the candidate at any stage. If any discrepancy is found, HURL reserves the right to cancel the candidature/services at any stage of recruitment process/employment.

Application Fee

Candidates are required to pay a Non-Refundable fee of Rs.750/- (Seven Hundred only) in case of GETs and Rs. 500/- (Five hundred only) in case of DETs. Application fee is to be paid online through payment gateway provided by HURL by clicking on the link "Make Payment" provided in the online application form. There will be no other mode of payment of application fee. Fee once paid will not be refunded under any circumstances. Candidates are therefore advised to verify their eligibility criteria before applying. Without payment of application fees, the application will not be considered.

Candidates are required to take a printout of the e-Receipt and online Application Form containing fee details. Please note that if the same cannot be generated, online transaction may not have been successful.

Final Selection: -

I. Merit list of suitable candidates shall be prepared on the basis of Performance in the online test for documents verification.
II. Based on the online test on merit against the number of available vacancies for each

discipline, the candidates will be called for document verification for joining.

III. Candidate is required to qualify with minimum 50% marks in the CBT Test.

IV. HURL will not be responsible for any delay or non-delivery of intimation sent electronically through SMS or e-mail, as the case may be. No other communication will be sent to such candidates for the purpose.

IMPORTANT DATES

S. No.	Particular	Date
1	Date of opening of On-line Application	01.10.2024
2	Last date of submission of online application	21.10.2024
3	Cut-off date for reckoning eligibility for all purposes	30.09.2024

FOR ABOVE POSTS ON-LINE REGISTRATION OPENS ON 01.10.2024 (01:00 P.M) AND CLOSES ON 21.10.2024 (5:00 P.M).

HURL does not assume any responsibility for the candidates not being able to submit their applications within the last date / time. Issues related to form fill up, payment of application fee, if any, may be addressed to the recruitmentcbt@hurl.net.in or on Helpline No. 011-22502267 from 10:00 AM to 5:00 PM on working day.