

Hindustan/Sambhar Salts Limited

(A Government of India Enterprise)

G-229, Sitapura Industrial Area, Jaipur-302022 (Raj)

CIN of HSL: U14220RJ1958GOI001049

CIN of SSL: U14220RJ1964GOI001188

Tel. 0141-2771448, Fax No. 0141-2771449

Email id : information@indiansalt.com; Website: www.indiansalt.com

Detailed Advertisement for Recruitment of Various Posts on Regular Basis

Advertisement No. 03/2023

LAST DATE FOR RECEIPT OF APPLICATIONS – 05.11.2023

Applications are invited for recruitment to following posts and eligible candidates may apply in prescribed format.

1. POST, GRADE, NUMBER OF VACANCIES & RESERVATION, EDUCATIONAL QUALIFICATION & EXPERIENCE REQUIREMENTS:

Commercial & Marketing (Non-Technical)							
S. No.	Post/Grade/Mode of Recruitment	Pay Scale Rs. (IDA-2007)	Minimum Educational Qualification & Experience	Length & Area of Relevant Post Qualification Work Experience in Years	Age upto	No. of Vacancies & Reservation Category	Place of Posting/Location
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)
1	Chief Manager (Marketing)- (E3 Grade) on Direct Recruitment	24900-3%-50500	B.Tech. or MBA in Marketing Management / Higher Technical/ Professional Qualification in Sales & Marketing etc. Or B.Tech. or MBA in Marketing Management / Higher Technical/ Professional Qualification in Sales & Marketing etc. Or Post Graduate in Commerce, Science or Arts/ other such common subjects other than Masters/Post Graduated Diploma holders of Professional Qualifications Or Graduate in Commerce/ Science/Arts/ BBA etc.	10 Years 12 Years 20 Years 22 Years	45 Years	UR-01	Jaipur (Raj.)
Technical							
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)
2	General Manager (Operations)-(E6 Grade) on Direct Recruitment	36600-3%-62000	B.Tech. in Mechanical /Civil/Chemical + MBA (Operations) or Higher Technical or Professional Qualification in relevant field(s) Or	18 Years	52 Years	UR- 01	Sambhar, (Raj.)

			B.Tech in Mechanical/Civil/Chemical or MBA (Operations) or Higher Technical or Professional Qualification in relevant field(s).	20 Years			
3	Additional General Manager (Works) (E5 Grade) on Direct Recruitment	32900-3%-58000	B.Tech. in Mines/ Electrical/Mechanical /Civil/Chemical + MBA (Operations) or Higher Technical or Professional Qualification in relevant field(s) Or B.Tech in Mines/ Electrical/ Mechanical/ Civil/Chemical or MBA (Operations) or Higher Technical or Professional Qualification in relevant field(s)	16 Years 18 Years	50 Years	UR-01 OBC-01	HSL-Mandi/ SSL (Raj.)
4	Deputy General Manager (Operations) (E4 Grade) on Direct Recruitment	29100-3%-54500	B.Tech. in Electrical/Mechanical /Civil /Chemical + MBA (Operations) or Higher Technical or Professional Qualification in relevant field(s) Or B.Tech in Electrical/ Mechanical/ Civil/Chemical or MBA (Operations) or Higher Technical or Professional Qualification in relevant field(s)	14 Years 16 Years	50 Years	UR-01	KoD (Guj.)
5	Assistant Inspector (Production) (W5 Grade) on Direct Recruitment	8000-3%-20100	B.Sc. or Higher Qualification Candidate should have experience in the following field:- i) Having experience of Kyar & Pan Salt Production; ii) Having good exposure of Collection of brine, Maintenance of Pan/Kyar & Salt Manufacturing, Construction of Pan & Condenser etc. iii) Having good exposure in haulage, extraction of salt from Pan & Kyar; iv) Supervision Quality to maintain work force, quality check for best salt etc.; v) Having knowledge in management of outsource contractor of salt manufacturing; vi) Having knowledge in day to day supervision & review of salt in Pan & Kyar; vii) Required Certificate from existing organisation having structured salt manufacturing business with sizeable production of minimum 50,000 MT per annum; viii) Basic knowledge of Computer and MS Office (Word, Excel and Power Point); ix) Good Communication and writing skills;	1 Year	28 Years	UR-5 SC-1 OBC-2	Sambhar, (Raj.)
ADMINISTRATION							
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)

6	Estate Officer (Civil) (E3 Grade) on Direct Recruitment	24900-3%-50500	B.Tech. in Civil + LL.M. /LL.B. Degree. Or	10 Years	45 Years	UR-01	SSL (Raj.)
			B.Tech in Civil Or	12 Years			
			Diploma in Civil (Preference will be given to candidate having LL.M. /LL.B. Degree).	22 Years			

Note - 1

Documentary proof in support of the candidates' experience, in the required "Area & Length of post qualification work experience" as prescribed above have to be uploaded online to establish their eligibility for the post.

Note - 2

Reservations of Vacancies are as per Govt. of India directives issued from time to time.

Note - 3

- Any other qualifications, which are regarded / classified as equivalent or having combination of branches other than the notified one will be considered on the discretion of the Selection Committee.
- All qualifications should have been acquired from Indian Universities/Institutes recognized by AICTE or UGC or any other appropriate statutory authority in India.
- Candidates who possess the notified eligibility criteria are only eligible to apply.

2. REQUIREMENTS IN ADDITION TO LENGTH OF POST QUALIFICATION EXPERIENCE AS PRESCRIBED AT PARA. 1 ABOVE

- For all direct recruitments for regular post candidates working in Central Public Sector Enterprises/State Public Sector Enterprises/Central Government/State Governments/Public Sector Banks should possess minimum two years' experience in the immediate lower scale of pay or equivalent lower scale.
- For candidates among the employees of HSL & SSL, the requirement of experience in the immediate lower scale is 'Two Years' in the immediate lower Scale of pay for all the above posts.
- For candidates in the same / equivalent scale of pay pertaining to the notified post or in the higher scale of pay may also be considered. In that case, minimum 02 years' experience in the immediate lower scale of pay is not required however, the candidate has crossed his/her probation period in his Company.
- Candidates from Private Sector at the time of making application, as well as on the date of interview/selection, must be drawing a CTC of not less than 75% of CTC against the applied position.

3. CRUCIAL DATE:

Age & Post qualification Experience will be considered as on date of issue of Notification of employment, or internal circulation or as on date of Advertisement in the Company Website i.e., 07.10.2023

4. AGE LIMIT:

S.No.	Grade	Upper Age Limit in years as on crucial date i.e., publication of advertisement in "The Employment News" for Regular Direct Vacancies	
		UR	
1	E6	52	<i>Please refer para 1 on page No. 1 & 2 above regarding No. of Vacancies & Reservation Category. In respect of Additional General Manager (Works) (E5 Grade) on direct Recruitment position for OBC the upper Age limit will be 53 years. For Assistant Inspector (Production) (W5 Grade) on Direct Recruitment position for SC the upper age limit will be 33 years and for OBC the upper age limit will be 31 Years.</i>
2	E5	50	
3	E4	50	
4	E3	45	
5	E1	40	
6	W5	28	

- Age Relaxation for OBC (Non-Creamy layer)/SC/ST/Ex-Servicemen candidates will be as per Government of India guidelines and the same will be extended only if valid OBC (Non-Creamy Layer)/SC/ST/Discharge Certificates are uploaded at the time of registration of online application. Age relation may also be considered for candidates having in-depth knowledge and experience in the desired field.
- Wherever there is no reservation for OBC((Non-Creamy layer)/SC/ST categories in a particular post, candidates belonging to OBC((Non-Creamy layer)/SC/ST categories applying against unreserved vacancies shall be considered under general standard of merit and no relaxation in age will be extended.
- Age relaxation will be given upto 5 years for deserving candidates.
Upper age limit indicated above does not apply to employees currently on the rolls of Hindustan Salts Limited or its Subsidiary Sambhar Salts Limited. However, they should have minimum 02 years of remaining service as on crucial date i.e., publication of advertisement on the Company Website i.e., 07.10.2023.
- However, in all the cases of relaxation, maximum age limit as on crucial date will be considered i.e., publication of advertisement on the Company Website i.e., 07.10.2023.

5. PAY SCALES & IMMEDIATE LOWER SCALES:

S.No.	Grade	Pay Scale	Lower Grade/ Scale of Pay for Candidate
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1	E6	36600-3%-62000	IDA(2007): 32900-58000 IDA(2017): 80000-220000
2	E5	32900-3%-58000	IDA(2007): 29100-3%-54500 IDA(2017):70000-3%-200000
3	E4	29100-3%-54500	IDA(2007):24900-3%-50500 IDA(2017):60000-3%-180000
4	E3	24900-3%-50500	IDA(2007):20600-3%-46500 IDA(2017):50000-3%-160000
5	E1	16400-3%-40500	IDA(2007):12600-3%-32500 IDA(2017):30000-3%-120000
6	W5	8000-3%-20100	IDA(2007): 7000-15700 IDA(2017):21500-3%-75000

6. Probation:

- i) Selected Candidates for regular posts on appointment will be on probation for a period of two years from the date of joining the post notified above.

7. Place of Posting:

Selected candidates are liable to be posted to any Unit/Area/Place under the control of Hindustan Salts Limited and its Subsidiary Company Sambhar Salts Limited, located in different States of India.

8. Method of Selection:

- i) For the regular posts i.e., E6, E5, E4, E3 & E1 positions selection will be based on Personal Interview i.e., Physical/Video Conferencing).
- ii) The minimum qualifying marks in the personal interview shall be 50% of prescribed score for UR candidates and 40% in the case of SC/ST/OBC (Non Creamy Layer) candidates against the reserved posts. Relaxation in minimum qualifying marks shall not apply for SC/ST/OBC (NCL) candidates considered under UR category.
- iii) The final selection of candidates shall be in the order of merit based on the marks scored by the candidates in the Personal Interview, subject to scoring the minimum qualifying marks prescribed, ensuring due reservation. In case of higher response for any particular post, management reserves the right to conduct Screening Test
- iv) For the regular post i.e., W5 position selection will be based on Written Test only. (as per the DPE OM No. DPE-GM-01/0001/2015-GM-FTS-4857 dated 14.12.2015 on discontinuance of interviews for recruitment to non-executive posts in CPSEs at the junior level posts at Group 'B' (Non-Gazetted), Group 'C' and all other equivalent posts). The Course of written examination will be published shortly. Applicants are requested to regularly visit the Company site for details.

9. Medical Fitness:

The final selected candidate(s) being appointed for the post is required to undergo Medical examination by registered Medical Officer and produce Medical Certificate before joining the post for which he/she offered.

10. General Conditions:

- i) Only Indian Nationals are eligible to apply.
- ii) Age & Post Qualification experience will be considered as on date of advertisement on the Company Website i.e., 07.10.2023.
- iii) All qualifications should have been acquired from Indian Universities/Institutes recognized by AICTE or UGC or any other appropriate statutory authority in India.
- iv) Candidates from State PSEs / Central PSEs / Government / Quasi Government, should produce No Objection Certificate (NOC) at the time of document verification otherwise they will not be permitted to attend interview.
- v) Post Qualification experience relaxation may be considered for deserving candidate's maximum for 5 years.
- vi) Preference may be given to Ex-servicemen and officers from Military Engineering background.
- vii) For the Advertised posts candidates from other than Public Sector Enterprises shall require minimum 5 years' experience at Sr. Position in a company having annual turnover for last 3 years not less than Rs 600 Cr and the applicants are required to submit the Annual Report extract mentioning the Annual Turnover of the company for last 3 years. For candidates from CPSEs minimum 2 years' experience in next immediate lower pay scale is required.
- viii) The ideal candidate should be B.Tech/ B.E. or B.Tech / B.E. + MBA. B.Tech/ B.E. should be in any of the streams viz. Mechanical / Electrical /Chemical /Civil/any core Engineering Branch. Other qualifying requirements being the same, preference to candidates shall be considered having better post qualification experience in relevant industry/ field/ similar positions.
- ix) Depending on the response and requirement, HSL & SSL Management reserves the right to raise / relax the eligibility conditions.
- x) HSL & SSL Management reserves the right not to fill up any or all the posts notified at its discretion and vacancies may also be increased / decreased depending upon organizational requirements.
- xi) Candidates are informed that mere submission of applications shall not give them any right to be called for selection.
- xii) Candidates called for Personal Interview, are eligible for reimbursement of travelling expenses (A/C 2 Tier Sleeper/1st Class Non-A/C in any train / Bus fare) for their travel from the Communication address to the Selection / Interview venue by the shortest route. Reimbursement of travelling expenses shall be made only on production of ticket / proof for travel (Train ticket /Bus ticket /Boarding Pass) and NOC (in case of candidates from State PSEs / Central PSEs / Government /Quasi Government).

- xiii) Candidates will be called for selection based on Self certified information along with copies of testimonials uploaded by them. They should produce the original documents, in support of their meeting eligibility conditions, at the time of Interview failing which such candidates will not be permitted to appear for the interview and Travelling Allowance will not be reimbursed to them.
- xiv) Applicants who have any pending complaints, Grievance (of any nature) or/ and litigations in any court of law in India or quasi judiciary body, etc. filed against the company are debarred from applying to the advertised posts.
- xv) Candidates already removed / terminated / deserted their employment from HSL & SSL will not be considered.
- xvi) Persons already resigned from HSL & SSL may also apply, subject to fulfilling the notified eligibility criteria.
- xvii) A candidate who has availed Voluntary Retirement (VR) from CPSE/PSU/State PSU/Central Govt. /State Govt. and having received ex-gratia payment as VR compensation can also apply provided that he/she is prepared to repay/return the VRS compensation to the PSU from where he/she has received such compensation to the extent required as laid down in the VR scheme/relieving letter and other Govt. rules as applicable at the time of VR. If such candidate who has got VR is selected by HSL & SSL the appointment order would be sent to such person only after getting clearance from the PSU concerned about the repayment of ex-gratia compensation. Further, all instructions/guidelines of Government of India issued in respect of VRS will also apply apart from the above.
- xviii) HSL & SSL Management reserves the right to cancel/ restrict/enlarge/ modify /reopen /alter the recruitment process, if the need so arises, without issuing any further notice or assigning any reason thereof.
- xix) If the SC/ST/OBC (Non Creamy Layer) certificate has been issued in a language other than English/ Hindi, the candidates should submit a self-certified translated copy of the same either in English or Hindi.
- xx) Canvassing in any form will be a disqualification.
- xxi) Legal jurisdiction will be Jaipur only. Any legal proceedings in respect of any matter of claim or dispute arising out of this advertisement and/or an application in response thereto can be instituted only in Jaipur and the Courts/Tribunals/forums (Jurisdiction Courts) at Jaipur shall have sole and exclusive jurisdiction.
- xxii) Candidature of a registered applicant is liable to be rejected at any stage of recruitment process / Candidate's employment will be terminated / cancelled after recruitment, on or after joining if;
 - a. any information / documents submitted by the candidate is found to be false or
 - b. suppressed relevant information or
 - c. if not found to be in conformity with eligibility criteria mentioned in the advertisement.
- xxiii) Candidates can contact the Helpline No. 0141-2771448 between 14:00 Hours and 17.00 Hours on all working days i.e., Monday to Saturday except on Second Saturday or write to human.resource@indiansalt.com Candidates are hereby advised not to contact telephone numbers of any other officials/divisions.

11. How to Apply:

- i) Candidates should apply only through online mode in HSL & SSL website www.indiansalt.com
- ii) Before registering / applying online, the candidates should ensure that they have mobile number and valid & active personal email ID and keep them active for the entire duration of selection as HSL & SSL will send all selection related communications only through email till the selection process is completed.
- iii) Candidates have to upload required scanned copies of documents / certificates in prescribed format to establish their eligibility, failing which the application is liable for rejection.
- iv) Candidates applying for more than one post should apply and submit separate Registration-cum-Application Form & receipt for fee along with the requisite enclosures for each post(s).
- v) Candidates should submit single application only for any post. In case of multiple applications / registrations for any post, the last registered application shall only be considered.
- vi) Candidates should ensure that they have uploaded the required documents before submitting applications, for their benefit, after uploading a document, "View Document" option will be provided in the on-line portal to check.
- vii) It is mandatory that eligible candidates should go through the full text of the advertisement and agree to all the conditions given while applying for the post.
- viii) After payment of required application Fee & uploading required documents / certificates candidates should submit their application through ONLINE, candidates should take a print out of registration cum application form and produce it along with self-attested copies of certificates / documents, at the time of Document / Certificate verification.
- ix) Scrutiny of applications for short listing of candidates for Selection will be solely based on documents / certificates uploaded by the candidates at the time of registration / submission of application through ONLINE.
- x) No manual /paper applications will be entertained and candidates are advised not to send any hard copy to this Office.
- xi) The Online application portal for registration will be active on 07/10/2023 to 05/11/2023 till 23:59:59 hours.

12. Payment of Application Fee:

- a) Candidates are required to pay an application fee of Rs. 1000/- for the Grade-E6, E5 & E4. Application fee of Rs. 750/- for the Grade E3 & E1 is applicable & Application fee of Rs. 250/- for the Grade-W5 is applicable. SC Category or internal candidates are exempted from the payment of application fee for the position of Grade E1. The application fee should be paid online on the account details mentioned below:-

Name	:	Hindustan Salt Limited
Bank Name	:	State Bank of India
Account No.	:	10474193485
Branch	:	SME SPL BR, Sitapura Ind. Area, Jaipur
IFSC	:	SBIN0031792

MICR CODE : 302002138

OR

- b) Candidates may also pay through scanning the QR Code/pay through the UPI ID: **hindustansaltltd@sbi** mode:



13. **Important Guidelines for Uploading Documents:** The applicants may submit the online application with requisite educational, experience and other requisite certificates in .pdf format upto the file size of 5 MB from 07.10.2023. All the requisite documents to be uploaded by the candidate(s) is to clearly establish their eligibility. Failure on the part of candidates to upload all required documents to clearly establish their eligibility along with the online application would lead to rejection of their candidature. The Last date of submission application online is 05.11.2023 upto 23:59:59 hours.
14. Information regarding Selection Schedule will be communicated to the shortlisted candidates through HSL & SSL website/besides e-mail to their registered e-mail address/message through SMS to their Registered Mobile Number. The Call Letter for Interview/Written Test will be uploaded in HSL & SSL website and the same need to be downloaded and printed by the candidate concerned.
15. **HSL & SSL Decision is Final:**
The decision of Chairman and Managing Director of HSL/SSL in all matters relating to eligibility, acceptance or rejection of applications, penalty for false information, mode of selection and interviews and posting of selected candidates will be final and binding on the candidates and no enquiry/correspondence will be entertained in this regard.
16. **Important Dates:** Opening date for submission of Online Application 07.10.2023 and the Last date of submission of Online application is 05.11.2023 upto 23:59:59 Hours.

By Order
SD/-

General Manager(P&A)