

**Government of India**  
**Ministry of Coal**

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NAME OF THE CPSE	MAHANADI COALFIELDS LIMITED (MCL)
NAME OF THE POST	CHAIRMAN & MANAGING DIRECTOR
DATE OF VACANCY	01/11/2020
SCHEDULE OF THE CPSE	'B'
SCALE OF THE POST	Rs. 1,80,000-3,20,000/-

### **I. COMPANY PROFILE**

Mahanadi Coalfields Ltd. (MCL) a wholly owned subsidiary of Coal India Limited (CIL) was incorporated under the Indian companies Act, 1956 with the objective to acquire and take over any of the business activities carried on by the CIL and/or by its subsidiaries with all the associated assets, liabilities, obligations and current contracts especially in the Orissa region from South Eastern Coalfields Ltd. and to carry on in India or elsewhere the trade or business of coal mining including the management of coal mines either independently or for and on behalf of or under the direction of CIL, the Central Government or any State Government as custodian, receiver or in any similar capacity. MCL is a schedule 'B' Miniratna CPSE in Coal and Lignite sector under the administrative jurisdiction of Ministry of Coal.

Its Registered and Corporate offices are at Sambhalpur, Odisha.

The shareholding of the Government of India in the company is 100%.

The authorized and paid up capital of the Company was Rs. 980 crore and Rs.661.84 crore respectively as on August 31, 2021.

The company employed 21869 regular employees [Executives 1718, Non-executives 20151] as on 31.08.2021.

### **II. JOB DESCRIPTION AND RESPONSIBILITIES:**

The Chairman and Managing Director is the Chief Executive of the Corporation and is accountable to its Board of Directors of the company, the holding company i.e CIL and Government of India. He/She is responsible for the efficient functioning of the corporation, and for achieving its corporate objectives and performance parameters.

### **III. ELIGIBILITY**

AGE: Age should be minimum 45 years and maximum 55 years as on the date of advertisement.

#### **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 including the Armed Forces of the Union and All India Services;
- (c) State Public Sector Enterprise (SPSE) where the annual turnover is. Rs 1000 crore or more;
- (d) Private Sector in company where the annual turnover is Rs 1000 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 in Science/ Engineering/ Financial management/ Full time MBA/ PGDIM from a reputed University/ Institutions.

#### **4. EXPERIENCE:**

The applicant must have a minimum of 5 years' experience working in a senior leadership position in a large business or enterprise in mining/coal/allied industry.

For applicants from central Govt. / All India services holding a post of the level of Joint Secretary in Govt. of India or carrying equivalent scale of pay, such experience is desirable.

## 5. PAY SCALE/RANK/LEVEL

The minimum length of service required in the eligible scale/rank/level will be two years as on the date of advertisement.

a) **Applicants from CPSEs** should be working in the following or a higher pay scale:

### **Eligible Scale of Pay**

- (i) Rs. 7250-8250 (IDA) Pre 01/01/1992
- (ii) Rs. 9500-11500 (IDA) Post 01/01/1992
- (iii) Rs. 20500-26500 (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

b)

(i) **Applicants from central Govt. / All India services** should be holding a post of the level of Joint Secretary in Govt. of India or carrying equivalent scale of pay.

(ii) **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.

c) **Applicants from State Public Sector Enterprises/ Private Sector** should be working at Board Level position.

## 6. CONDITION OF IMMEDIATE ABSORPTION FOR GOVERNMENT OFFICERS

Relaxation from the rules of immediate absorption for a period of five years for officers of Central Govt. /All India Services including those of the Armed Forces of the Union.

## 7. RELAXATION IN ELIGIBILITY

The Search-Cum-Selection Committee may consider relaxation in the eligibility criteria in respect of outstanding candidates.

## IV. DURATION OF APPOINTMENT

The appointment shall be for a period of not exceeding five years from the date of joining or upto the date of superannuation or until further orders, whichever is earlier.

## V. SUBMISSION OF APPLICATIONS

5. All candidates should send their applications as per the format.

The candidates should submit their applications through proper channel as follows:

- (a) Government Officers, including those of the Armed Forces of the Union and All India Services through Cadre Controlling authority;
- (b) CMDs/MDs/Functional Directors in CPSE: through the concerned Administrative Ministry;
- (c) Below Board level in CPSE: through the concerned CPSE;
- (d) CMDs/MDs/Functional Directors in State PSE: through the concerned Administrative Secretary and Cadre Controlling Authority, if any, of the State Government
- (e) Private Sector: directly to the Ministry of Coal.

2. Candidates 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;
- (d) Self-attested copies of documents in support of age and qualifications
- (e) The 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/Armed Forces of the union/ All India Services**

(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.

### **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. HOW TO SUBMIT AN APPLICATION FORM**

The applicants may submit their applications in the attached format to the Ministry of Coal.

Last time/date of receipt of complete applications duly forwarded, to the undersigned shall be 3.00 PM of 28<sup>th</sup> day from the date of publication in the Employment News. No application shall be entertained under any circumstances after the stipulated time/date. Incomplete applications and applications received after the stipulated time/date shall be **REJECTED**. Government reserves the right to shortlist candidates for interview. Applications are to be addressed to:-

Shri Sanjib Bhattacharya  
Under Secretary  
Ministry of Coal  
Room No. 113, F- Wing, Shastri Bhawan,  
New Delhi-110001

Ministry Of Coal  
Government of India

**Appointment of Chairman and Managing Director, Mahanadi Coalfields Limited**

Mahanadi Coalfields Ltd. (MCL) a wholly owned subsidiary of Coal India Limited (CIL) was incorporated under the Indian companies Act, 1956 with the objective to acquire and take over any of the business activities carried on by the CIL and/or by its subsidiaries with all the associated assets, liabilities, obligations and current contracts especially in the Orissa region from South Eastern Coalfields Ltd. and to carry on in India or elsewhere the trade or business of coal mining including the management of coal mines either independently or for and on behalf of or under the direction of CIL, the Central Government or any State Government as custodian, receiver or in any similar capacity. MCL is a schedule 'B' Miniratna CPSE in Coal and Lignite sector under the administrative jurisdiction of Ministry of Coal. Its Registered and Corporate offices are at Sambhalpur, Odisha.

Applications are invited for the post of Chairman & Managing Director, Mahanadi Coalfields Limited as per the details mentioned below:

**1) Job Description and Responsibilities**

The Chairman and Managing Director is the Chief Executive of the Corporation and is accountable to the Board of Directors of the company and the holding company i.e. CIL, and Government of India. He/She is responsible for the efficient functioning of the company, and for achieving its corporate objectives and performance parameters.

**2) Pay Scale of the Post**

Rs. 1,80,000-3,20,000 p.m. + PRP +other benefits as admissible.

**3) Eligibility and Qualifications/Experience**

i. **Age** Age should be minimum 45 years and maximum 55 years as on the date of advertisement.

ii. **Qualification and Experience** The applicant should be a graduate in Science/ Engineering/ Financial management/ Full time MBA/ PGDIM from a reputed University/ Institutions.

The applicant must have a minimum of 5 years' experience working in a senior leadership position in a large business or enterprise in mining/coal/allied industry.

For applicants from central Govt. / All India services

**4) Duration of Appointment**

The appointment shall be for a period of not exceeding five years from the date of joining or upto the date of superannuation or until further orders, whichever is earlier.

**5) Submission of Applications**

Applications must be accompanied by a CV of the applicant, along with a brief note, not exceeding 2 pages of A4 size, on any outstanding achievements made in the career and his/her vision for the development of Coal sector in India.

Prospective candidates from the Central Public Sector and Government Officers shall submit their applications, through proper channel in the format at Annexure. The Annexure may be downloaded from the website of the Ministry of Coal (<http://www.coal.nic.in>).

6) Last time/date of receipt of complete applications duly forwarded to the undersigned shall be 3.00 PM of 28<sup>th</sup> day from the date of publication in the Employment news.

7) Search-cum-Selection Committee may also make nomination of eligible and qualified candidates for the post. The Committee may also recommend relaxation in the eligibility and qualifications/experience criteria enumerated in point 3) above in respect of Outstanding Candidates.

8) All application should be addressed to:

Under Secretary (Estt.)  
Ministry of Coal  
Government of India  
Room No. 113-F,  
Shastri Bhawan, Dr. Rajender Prasad Road,  
New Delhi-110001  
<http://www.coal.nic.in>

holding a post of the level of Joint Secretary in Govt. of India or carrying equivalent scale of pay, such experience is desirable.

The minimum length of service required in the eligible scale/rank/level will be two years as on the date of advertisement.

**a) For Officers of CPSEs**

Candidates should, on the date of advertisement, be working in the Eligible scale of pay (Annexure).

**b) For Officers of Central Govt./Armed Forces of the Union/All India Services**

Candidates should, on the date of advertisement, be in the following:

- Officers of Central Govt./All India Services holding a post of the level of Joint Secretary or carrying equivalent scale of pay.
- Officers of Armed Forces holding rank of Major General in the Army or equivalent rank in Navy/Air Force.

**c) For Private Sector**

He/She should be working at Board Level Position.

**Note:** Relaxation from the rules of immediate absorption for a period of five years for officers of Central Govt./ All India Services including those of the Armed Forces of the Union.



APPLICATION FORM FOR THE POST OF CMD, MCL

**(Through Proper Channel, except candidates from the Private Sector)**

1. Name of the post applied for \_\_\_\_\_

2. (a) Applicant's Name (as per official records Mr./Mrs./Ms.) \_\_\_\_\_

(b) Designation of the Applicant (in full) \_\_\_\_\_

(c) Name of the company \_\_\_\_\_

(d) Category as per Employment Status :-  
(Please tick as applicable)

Officer of a CPSE/Central Government/Armed Forces of the Union/All India Services/SPSE/Private Sector  
 \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

(e) Office Address: \_\_\_\_\_

(f) Address for communication \_\_\_\_\_

3. Telephone No: Office \_\_\_\_\_ Residence \_\_\_\_\_ Mobile No. \_\_\_\_\_  
E-Mail id \_\_\_\_\_

4. Date of Birth (DD/MM/YY) \_\_\_\_\_

Age as on date of vacancy (Years/Months/Days) \_\_\_\_\_

5 (i) Educational/Professional Qualifications:

Sl. No.	Qualification*	Name of Institution	Period of Study	Tick the relevant		Tick the relevant		Self-Declaration Whether meets the eligibility qualification requirement			
				5	6	7	8	9	10	11	12
1	2	3	4	5	6	7	8	9	10	11	12
			To	Full time	Correspondence	Degree	Diploma	Certificate	Mandatory	Desirable	Other

\* Should be exactly as per Degree/Certificate issued by the university.

(ii) Positions held during the last ten years

Sl. No	Complete Designation & Place of posting *	Name of the Organization	Pay scale*	Period		Reporting to Designation*	Self-Declaration Whether meets the mandatory experience requirement		If yes, nature of duties in support of the declaration
				From	To		Yes	No	
1	2	3	4	5	6	7	8		

\* Should be exactly as per specific office order issued by the CPSE/Ministry/SPSE/Employer

\*\* Private Sector-CTC/remuneration/emoluments drawn

NB: the positions should be indicated in order of the most recent assignments.

6. (a) Do you hold lien in any organisation other than where currently working?

Yes	No
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If yes:

- b) Name of the organisation in which the lien is held :  
c) Date from which the lien is held:

(d) Are you on deputation?

Yes	No
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If yes :

- e) Name of parent organisation:  
f) Date from which on deputation:

7.(a) Whether any penalty/punishment was awarded to the applicant during the last 10 years.

Yes	No
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If yes, the details thereof

Civil / Criminal Departmental Inquiry

(b) Whether any civil or criminal action or inquiry is going on against the applicant as far as his / her knowledge goes

Yes	No
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If yes, the details thereof

Civil / Criminal Departmental Inquiry

I certify that the details furnished by me in Columns 1 to 7 wherever applicable are true to the best of my knowledge & belief.

(Name & Signature of the Applicant)

**STATE PUBLIC SECTOR ENTERPRISES**

Year wise Audited Annual Turnover of the Company for 3 financial years preceding the calendar year in which the post has been advertised (e.g: 2017-18, 2018-19 and 2019-20 for a post advertised in the calendar year 2021).

Year	Company in which candidate is/was serving	Annual Turnover of the Company & F.Y.

I certify that the details furnished by me in Columns 1 to 7 wherever applicable are true to the best of my knowledge.

(Name & Signature of the Applicant)

**PRIVATE SECTOR**

Year wise Audited Annual Turnover of the Company for 3 financial years preceding the calendar year in which the post has been advertised (e.g: 2017-18, 2018-19 and 2019-20 for a post advertised in the calendar year 2021).

Year	Company in which candidate is/was serving	Annual Turnover of the Company & F.Y.

- (i) the annual report for the last 3 years
  - (a) may be accessed over \_\_ (please provide URL), or
  - (b) enclosed

(ii) I certify that I am

- a. Working at Board level position
- b. Working at least a post of the level immediately below Board level.
- c. Whether the company is listed if yes;

Yes	No
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Yes	No
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Yes	No
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Proof of listing may be accessed over \_\_\_\_\_ (please provide URL)

- (iii) Self certified copies for proof of age and educational qualifications (enclosed)

(iv) The relevant jobs handled in the past with details/particular references

I certify that the details furnished by me in Columns 1 to 7 wherever applicable are true to the best of my knowledge & belief.

(Name & Signature of the Applicant)

### **Declaration**

I ..... Son/Daughter of ..... hereby certify that I have not been disqualified to act as a Director under Section 164 or any other relevant sections of the Indian Companies Act, 2013.

(Name & Signature of the Applicant)

### **UNDERTAKINGS**

I hereby undertake to join the post, if selected. In understand that :

- (f) if I convey my unwillingness to join after the interview is held, I would be debarred for a period of two years from the date of interview, for being considered for a Board level post in the CPSE.
- (g) further, if I convey my unwillingness to join after the issue of offer of appointment I 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 the CPSE.

(Name and Signature of the applicant)

Date:

### **Verification**

**(To be filled in by the designated officer for CPSE/Central Government/Armed Forces of the Union/All India Services/SPSE)**

It is certified that the particulars furnished above have been scrutinized and found to be correct as per official records.

Signature & Designation of the Competent Authority  
with Telephone No. & e-mail address