



आईआरईएल (इंडिया) लिमिटेड  
IREL (India) Limited  
भारत सरकार का उपक्रम- परमाणु ऊर्जा विभाग  
(A Govt. of India Undertaking – Dept. of Atomic Energy)  
प्लॉट नं.1207, वीर सावरकर मार्ग, सिद्धिविनायक मंदिर के पास, प्रभादेवी, मुंबई-  
400028  
Plot No.1207, Veer Savarkar Marg, Near Siddhivinayak Temple,  
Prabhadevi, Mumbai- 400028  
CIN: U15100MH1950GOI008187

**विज्ञापनसं./Advt.No.CO/HRM/18/2023**

**DETAILED ADVERTISEMENT  
FOR APPOINTMENT OF EXECUTIVES ON REGULAR BASIS**

IREL (India) Limited is a Mini Ratna Category-I Central Public Sector Undertaking, under the Administrative Control of Department of Atomic Energy, having its Corporate Office at Mumbai and is operating its Atomic Mineral Mining and Mineral Separation Plants at Chavara (Kerala), Manavalakurichi (Tamil Nadu) & Orissa Sands Complex (OSCOM) (Odisha) to produce Ilmenite, Rutile, Zircon, Sillimanite, Garnet etc. IREL (India) Limited has also set up a Rare Earths Extraction Plant (REEP) at Odisha having capacity to produce about 11,000 ton Rare Earth Concentrate and a High Pure Rare Earths (HPRE) plant at RED, Aluva to produce individual Rare Earth Oxide/Carbonates. IREL (India) Limited has also setup a joint venture with the Industrial Development Corporation of Odisha Limited for setting up a new Atomic Mineral mining and mineral separation plant in Ganjam District in Odisha. Besides, company's upcoming prestigious projects include Rare Earth and Titanium Theme Park at Bhopal, Madhya Pradesh.

In order to support future growth and manage transformation challenges, IREL invites applications from qualified, talented, experienced, energetic and dynamic Indian Nationals for the following posts (Regular) for its various Projects/Units/Offices through online mode.

Opening date and time for online registration and submission of application	21.06.2023 (14:00 HRS)
Closing date and time for online submission of application	12.07.2023 (14:00 HRS)

Click here to apply: <http://jobapply.in/irel/2023/irel2023executive/>

## 1.0 SUMMARY OF VACANCIES/POSTS

SI No.	Post	Level	Scale of Pay and approx. CTC(in Rs.) *#	No. of Posts (Reserved for)	Initial posting
1	Chief Manager (Finance) <a href="#">Click here for details</a>	E-5	80000-220000 Approx. CTC 23.13 Lakhs per annum	1-UR	OSCOM Unit, Odisha
2	Senior Manager (Finance) <a href="#">Click here for details</a>	E-4	70000-200000 Approx. CTC 20.24 Lakhs per annum	2-UR 1-OBC (NCL)	Corporate Office, Mumbai, MK Unit, Tamil Nadu, Chavara Unit, Kerala
3	Manager (Finance) <a href="#">Click here for details</a>	E-3	60000-180000 Approx. CTC 17.35 Lakhs per annum	1-UR	Corporate Office, Mumbai
4	Assistant Manager (Finance) <a href="#">Click here for details</a>	E-1	40000-140000 Approx. CTC 11.56 Lakhs per annum	2-UR 1-OBC (NCL)	OSCOM Unit, Odisha, MK Unit, Tamil Nadu, Rare Earth Division, Kerala
5	Senior Manager (HRM) <a href="#">Click here for details</a>	E-4	70000-200000 Approx. CTC 20.24 Lakhs per annum	1-UR	OSCOM Unit, Odisha
6	Assistant Manager (HRM) <a href="#">Click here for details</a>	E-1	40000-140000 Approx. CTC 11.56 Lakhs per annum	2-UR	Corporate Office, Mumbai Rare Earth Division, Kerala
7	Manager (Mining) <a href="#">Click here for details</a>	E-3	60000-180000 Approx. CTC 17.35 Lakhs per annum	2-UR	OSCOM Unit, Odisha
8	Manager (Quality Control) <a href="#">Click here for details</a>	E-3	60000-180000 Approx. CTC 17.35 Lakhs per annum	1-UR	Rare Earth Division, Kerala

\*CTC is shown based on the HRA applicable at X class city

# Performance Related Pay (PRP) is not included in the CTC shown

## 2.0 DETAILS OF VACANCIES/POSTS:

Name of the Post	No. of Posts (Reserved for)	Scale of Pay (IDA)/ Grade/ Annual approx. CTC (in Rs.)	Prescribed Minimum Qualification	Minimum relevant Post Qualification Experience (in years)	Upper Age Limit (in years)
Chief Manager (Finance)	1-UR	80000-220000/ E-5 / 23.13 Lakhs	Qualified Chartered Accountant (CA)/ Cost Accountant (CMA)  or  B. Com and MBA (Finance) or its equivalent.	13	42
Senior Manager (Finance)	2-UR 1-OBC (NCL)	70000-200000/ E-4/ 20.24 Lakhs		10	38
Manager (Finance)	1-UR	60000-180000/ E-3/ 17.35 Lakhs		8	35
Assistant Manager (Finance)	2-UR 1-OBC (NCL)	40000-140000/ E-1/ 11.56 Lakhs		2	28

### Job Description:

The incumbent will be required to handle Accounts finalization including audit thereof, sales accounting, treasury management, investment of surplus fund, negotiation / discounting of bills, costing, project accounting, MIS, budgetary control, direct and indirect taxation, internal audit and corporate taxation. Working experience in tender procedures, computerised accounts and risk management is desirable.

Name of the Post	No. of Posts (Reserved for)	Scale of Pay(IDA)/ Grade / Annual approx. CTC (in Rs.)	Prescribed Minimum Qualification	Minimum relevant Post Qualification Experience (in years)	Upper Age Limit (in years)
Senior Manager (HRM)	1 No. (UR)	70000-200000 / E-4 / 20.24 Lakhs	Post Graduate Degree (MBA/MSW)/Post Graduate Diploma with specialization in Human Resources Management/ Personnel Management/ Industrial Relations/ Organizational Development/ Human Resource Development / Labour welfare or its equivalent.  <b>Desirable:</b> Degree in law.	10	38
Assistant Manager (HRM)	2 No. (UR)	40000-140000 / E-1 / 11.56 Lakhs		2	28

**Job Description:**

- The incumbent is required to handle all HRM and Admin functions in the Unit including Industrial Relations, Compliance of statutory requirements, Contract Labour Management.
- Formulation and Implementation of HR Policies, Human Resource Planning, Performance Management, Training & Development, Welfare.
- General Administration etc.
- Co-own the agenda to develop a greater creative culture in the organisation.
- Effectively coordinate various activities pertaining to stake-holders viz., landowners, local villagers, local administration, local associations, etc.
- Security, CSR activities, etc.

Name of the Post	No. of Posts (Reserved for)	Scale of Pay (IDA)/ Grade / Annual approx. CTC (in Rs.)	Prescribed Minimum Qualification	Minimum relevant Post Qualification Experience (in years)	Upper Age Limit (in years)
Manager (Mining)	2 Nos. (UR)	60000-180000/ E-3 / 17.35 Lakhs	Engineering Graduate i.e. B.E. / B.Tech in Mining and Second Class Mines Manager's Certificate of Competency under MMR-1961 issued by DGMS.	8 Years post qualification executive experience in Non-ferrous / Metalliferous Mines.	35

**Job Description:**

- Plan and execute all mining related activities as per the company requirements in accordance with the applicable rules and regulations.
- Preparing mining plans as per Atomic Mineral Concession Rules 2016
- Ensure statutory compliances as per Mines Act 1952, Mines and Minerals (Development and Regulation) Act 1957, Environment Protection Act 1986, Atomic Energy Act 1962 etc.
- Ensure Safety and Productivity of the Mines

Name of the Post	No. of Posts (Reserved for)	Scale of Pay(IDA)/ Grade / Annual approx. CTC (in Rs.)	Prescribed Minimum Qualification	Minimum relevant Post Qualification Experience (in years)	Upper Age Limit (in years)
Manager (Quality Control)	1 No. (UR)	60000-180000/ E-3 / 17.35 Lakhs	PhD in Chemistry Or M Sc (Chemistry)	8 years for PhD 9 years for MSc Candidate should possess R&D experience in Analytical chemistry	35

**Job Description:**

- Carry out flow sheet development, running projects and supervision & control of Analyses
- Carry out work related to NABL accreditation

- Ensuring compliances with regulatory authorities
- Overseeing product development procedures to identify any deviations from quality standards
- Documentation and performing statistical analysis.

- (a) In case a course of study offers dual specialization in two functional areas i.e. in one major discipline and in one minor discipline, the applicant shall be considered only in the discipline of major specialization. However, if there is no such difference, applicant can be considered in either discipline subject to documentary evidence. In this regard, the Applicant needs to produce a certificate issued by the competent authority showing Major and Minor area of specialization or equal weightage of both disciplines whichever is applicable.
- (b) The courses mentioned above should be of full-time/regular nature and should be recognized by the State/Central Government/UGC/AICTE (wherever applicable).
- (c) All the above qualifying qualifications should be with "First Class" (60% marks in aggregate) in respect of UR/OBC (Non-Creamy Layer)/EWS candidates and with 55% marks in aggregate in respect of SC/ST candidates.
- (d) In case of any dispute arising about admissibility of any particular qualification, the decision of the Management of IREL shall be final and binding.
- (e) Suitable candidates for the above post will possess good communication and behavioral skills.
- (f) Knowledge of working in an automated environment and proficiency in office automation tools are essential.

**Note:** It may be noted that w.r.t all the above posts, the areas/fields in which experience is sought for, includes but is not limited to those listed in the above tables.

## **2.1 SALARY AND ALLOWANCES:**

The Basic salary will be at the minimum of the scale, however, for deserving candidates higher starting pay will be considered as per the applicable norms at the discretion of the appointing authority.

Besides Basic Pay, Dearness Allowance, HRA/Company accommodation as applicable, perks and allowances, Periodical Increments, benefits such as leave encashment, medical facilities for self and dependents family members, loans and advances, PF, Gratuity, Performance Related Pay (PRP), Uniforms etc. will be available.

## **3.0 PLACE OF POSTING:**

The incumbents are liable to be posted/transferred to any of the Units / Offices / Establishments of the company.

#### 4.0 AGE RELAXATION:

Age relaxation for various categories shall be as under:-

Category		Relaxation allowed (in years)	
UR/ EWS		Nil	
OBC(NCL)		3	
SC/ST		5	
i	PwBD	UR/EWS	10
ii	PwBD	OBC(NCL)	10+3
iii	PwBD	SC/ST	10+5
Ex-service men		By the length of military service increased by 3 years in case of Ex-Service men and commissioned officers including ECOs/SSCOs for appointment by direct recruitment subject to applicable rules.	
Central/State Govt./Semi-Govt./PSU/Govt. Autonomous Organisations		UR/EWS	5
		OBC(NCL)	5+3
		SC/ST	5+5
Domicile of J&K during the period from 01.01.1980 to 31.12.1989		UR/EWS	5
		OBC(NCL)	5+3
		SC/ST	5+5
Departmental (Internal) Candidates		10	

In any case, the upper age (including all relaxations) of the applicant should not exceed 56 years.

#### 5.0 RESERVATION:

- Directives/guidelines regarding Reservations and Concessions issued by the Government of India from time to time shall be applicable.
- The candidate claiming reservation benefit shall be required to submit the requisite caste/ disability certificate issued by the competent authority.
- In case there is no vacancy under SC/ST/OBC-NCL category in the advertised disciplines, for General Category Post/Vacancy, candidates of SC/ST/OBC-NCL meeting with all general category eligibility can apply, but their consequent relaxation in age otherwise applicable for reserved categories will not be considered.

#### 6.0 FORWARDING OF APPLICATIONS OF CANDIDATES FROM GOVT. AND PUBLIC SECTOR UNDERTAKING

- Persons employed in State/Central Government/Semi-Government/Autonomous Bodies/State and Central PSUs etc. are required to fill the application online and forward the print out of the application along with all relevant documents through proper channel to;

***DGM-Technical (HRD),  
IREL (India) Limited,  
Plot No. 1207, ECIL Building, Veer Savarkar Marg,  
Near Siddhivinayak Temple,  
Prabhadevi, Mumbai-400028.***

- (b) Applications from candidates working in State/Central Government/Semi-Government/Autonomous Bodies/State and Central PSUs etc, not initially submitted through proper channel, may be processed on the basis of advance copies, but the candidate, if called for an interview, must submit a 'No Objection Certificate' from his present employer which must also state that he will be relieved in the event of his selection for appointment in IREL (India) Limited.
- (c) In the event of selection of candidates from Central Public Sector Enterprises (CPSEs) listed under DPE, service benefits can be transferred to IREL with the written consent and transfer of funds from the current employer, subject to relevant rules.
- (d) Candidates other than from CPSEs, listed under DPE, will be eligible for consideration only on immediate absorption basis and will not be entitled for transfer of service benefits.
- (e) In the event of selection, all such candidates will be allowed to join IREL only on production of proper relieving order from their previous employer.
- (f) Departmental (internal) candidates are required to apply online and forward the hard copy of the application through proper channel.

#### **7.0 MODE OF SELECTION:**

The mode of selection for eligible applicants for various posts in Executive Cadre would be through Interview/Psychometric test/group exercise or combinations thereof.

**Note:** The Company reserves the right to conduct written test or any other test in case of requirement.

#### **8.0 PRE-EMPLOYMENT MEDICAL EXAMINATION:**

Before joining services, the selected candidates will have to undergo medical examination arranged by the company Medical Officers and the decision of the Competent Authority will be final and binding.

#### **9.0 CHARACTER & ANTECEDENTS VERIFICATION:**

Appointment of selected candidates is further subject to verification of 'Character and Antecedents' and 'Special Verification' from the concerned authorities and experience verification etc. as per rules of the company.

#### **10.0 WAIT-LIST OF SELECTED CANDIDATES:**

A reasonable waitlist will be prepared and the same will be valid for a period of one year. However, instructions issued by the Administrative Ministry in this regard from time to time would be followed.

#### **11.0 APPLICATION FEE:**

Non-refundable Application Fee of ₹ 500/- (Rupees Five Hundred only) (inclusive of GST) is required to be paid online by the candidates at the time of submission of online Application Form. No other mode of payment of Application Fee would be

accepted. Application Fee once paid will not be refunded under any circumstances. Candidates are, therefore, advised to verify their eligibility before payment of Application Fee.

**Note:** SC/ST/PwBD/ESM category candidates, Women and Internal candidates are exempted from payment of Application Fee.

## 12.0 HOW TO APPLY:

### A. Sequence-wise actions to be followed by the candidates for filling-up of Online Applications are as under:

- (a) Visit IREL website Careers section and Click Apply Online button.
- (b) Read Important Instructions and Click on (√) 'I Agree' Button.
- (c) Register by filling up necessary details (*discipline opted, name, original category, applied category, PwD category, Mobile No. and e-mail ID and click on Submit Button*).
- (d) Check Application Sequence No., User ID & Password received on your e-mail and mobile number.
- (e) Re-login to your account by entering user ID and password received through e-mail.
- (f) Fill-up application form and upload Photo, Signature and relevant Documents.
- (g) Check Preview of the Application Form and make corrections, if any.
- (h) Press Submit Button.
- (i) Take print out of your application form for future reference.

**Note:** Do not send **hard copy** of filled application form to IREL.

### B. General Instructions for filling up of Application:

- (a) The candidate shall apply through On-line mode only, as per the qualifications and eligibility criteria mentioned in the advertisement.
- (b) Before starting to fill-up, the online application, keep ready with you the following details/documents/information:
  - (i) E-Mail ID (valid at least for one year).
  - (ii) Mobile No. (valid at least for one year).
  - (iii) Personal and Educational qualification details.
  - (iv) Scanned Copy of Recent Photograph (not more than 3 months old in jpg/jpeg format). Size (20 kb-50 kb).
  - (v) Scanned Copy of Signature with Black ink pen (in jpg/jpeg format). Size (10 kb-20kb).
  - (vi) Scanned Copies of documents (in pdf format), as follows:
    - ❖ Documentary proof of Date of Birth (Matriculation/10<sup>th</sup>/12<sup>th</sup>/HSC Certificate).
    - ❖ **Certificate and mark list of the qualifying qualification only.**
    - ❖ Experience Certificates / documents in support of experience.
    - ❖ PWD Certificate in case of Persons with Disability candidates in



- prescribed format.
- ❖ Service Certificate in case of Ex-servicemen.
  - ❖ **Latest Curriculum Vitae (CV) in PDF mentioning job responsibilities in detail.**

### **13.0 GENERAL CONDITIONS AND INSTRUCTIONS:**

- (a) Only Indian nationals need to apply. Mere submission of application will not entail right for being screened in or for appointment.
- (b) The cut-off date for reckoning eligibility for educational qualifications, age and experience will be **12.07.2023 (closing date of submission of online application)**.
- (c) Persons who have retired from the Govt./PSUs including IREL (India) Limited under the Voluntary Retirement Scheme (VRS) will not be eligible to apply.
- (d) Candidates are advised to ensure while applying that they fulfil the eligibility criteria and other requirements mentioned in the advertisement and that the particulars furnished by them are correct in all respects. Their candidature at every stage is purely provisional. In case it is detected at any stage of recruitment process that the candidate does not fulfil the eligibility criteria and/or does not comply with other requirements of this advertisement and /or he/she has furnished any incorrect or false information or has suppressed any material fact, his/her candidature is liable to be rejected. If any of the above shortcomings is/are detected even after appointment his/her services will be terminated without any notice.
- (e) Intimation regarding written test/skill test/ interview etc. will be sent through e-mail only.
- (f) In order to regulate the number of candidates to be called for the test (if any) and/or interview, if so required, the Management reserves the right to raise the minimum eligibility standards/criteria. Management reserves the right to offer a lower position to any candidate based on their performance in interview and willingness of the candidate, however not for the reason that the candidate possesses lower qualification or lesser years of experience than notified.
- (g) Merely meeting the above qualifications and experience shall not entitle a candidate to be called for interview. Only short-listed candidates will be called for interview. Based on the requirement, online test/interview through Video Conferencing may be conducted. Mode of test / Interview (as the case may be) shall be intimated separately to shortlisted candidates.
- (h) Verification of original certificates will be done only at the time of interview/joining (as case may be). In case of online interviews, verification of original documents will be done subsequently prior to joining of selected candidates. The candidature of a candidate shall be cancelled at any point of time if the candidate is found not meeting the eligibility criteria.
- (i) Candidates called for interview (in case of face-to-face interview) will be reimbursed to and fro III AC rail fare from the nearest Railway Station of the correspondence address provided by the candidate to the place of interview by the shortest route as per the Rules of the company, on production of tickets. Candidates travelling through other modes will be reimbursed the expenses limited to III AC rail fare.
- (j) Depending on the requirements, the Company reserves the right to increase/curtail/cancel the number of posts without any further notice and without assigning any reasons thereof. IREL also reserves the right to cancel/restrict/modify/alter the

advertisement/recruitment process and/or the selection process without issuing any further notice or assigning any reason whatsoever.

- (k) All the above conditions of qualification, experience, age limit etc. are also applicable to the internal candidates of IREL.
- (l) Eligible and interested candidates are advised to apply well before the last date. IREL management will not be responsible for any delay in submission of application caused due to the queries raised by the applicant and non-receipt of response thereof.
- (m) Records of the candidates not selected shall not be preserved beyond 01 year from the date of interview or publication of next advertisement for the post(s), whichever is earlier.
- (n) Appointment of selected candidates is subject to Medical fitness, verification of Character and Antecedents (C&A) from the concerned authorities, experience verification etc. as per the Rules of the company.
- (o) Request for change of Mailing address/email ID/category/ posts and other information as declared will not be entertained.
- (p) Any legal proceedings in respect of any dispute with regard to the recruitment against this advertisement can be instituted only in Mumbai. Only Courts/Forums/Tribunals at Mumbai shall have the sole and exclusive jurisdiction to try any such Case/Dispute.
- (q) In case of any typographical errors or omissions/clarifications/corrigendum/addendum in respect of the above advertisement shall be made available only on our official website <http://www.irel.co.in>. No further press notifications will be given. Hence, prospective applicants are advised to visit IREL website <http://www.irel.co.in> on regular basis for the above purpose.
- (r) 'Incomplete application', in any respect shall be rejected and no further correspondence shall be entertained.
- (s) All correspondence/announcements with respect to above recruitment process shall be done through e-mail/notices on the company's website only. Candidates are advised to check their email/ visit IREL website regularly for updates.
- (t) Company will not be responsible for any loss of email sent, due to invalid/wrong Email ID provided by the candidate or due to any other reason. Candidate's E-mail Id and Mobile No. should be valid for at least one year.
- (u) In case of any problems faced by the candidates, they may send an email to company's email id: [hrmrect-ho@irel.co.in](mailto:hrmrect-ho@irel.co.in).
- (v) Resolution of doubts: In case of doubts and interpretation, the decision of CMD and selection agency shall be final and binding.
- (w) In case of any ambiguity/dispute arising on account of interpretation in English or Hindi version, English version shall be final.
- (x) Any canvassing, directly or indirectly, by the applicant will disqualify his/her candidature.

'IREL is not responsible for printing errors, if any.'

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