



**Recruitment of Chief General Manager & General Manager in Human Resource Management**

**Advt. No. 14 / 2019**

IRCON INTERNATIONAL LIMITED is a premier Schedule “A” infrastructure Government company under the Ministry of Railways engaged in the construction of turnkey infrastructure projects in Railways, Highways, Buildings, Power sector, etc. The Company has recorded a turnover of more than 4415 crores in the year 2018-19. The Company has successfully completed large value Railway and Highway Projects over the years in India and abroad including Malaysia, Bangladesh, Algeria, Iraq, Jordan, Saudi Arabia, Indonesia, Turkey, Nepal, etc., and recently in Sri Lanka.

The Company invites applications for regular post of Chief General Manager and General Manager in HR discipline from the candidates **working in CPSE's (Central Public Sector Enterprises)** for which eligibility criteria and other details are as below:

Post and Scale of Pay	Essential Qualification	Maximum age as on 01.12.2019*	Post Qualification Experience and pay scale criteria as on 01.12.2019
<b>Chief General Manager/HRM (E-8)</b>  <b>Scale of Pay:</b> Rs 120000-280000/- (IDA)  <b>No. of Post:</b> 01 UR	<b>Essential:</b> Two years' full time regular PG Degree/ Diploma with specialization in HR/IR/ Personnel Management/ PM&IR with not less than 60% marks from a recognized Institute/ University.  <b>Desirable:</b> Additional Qualification of LLB from recognized University/Institute will be preferred.	52 Years	<b>Total Experience: 20 Years and</b>  Officer presently working in scale of Rs 51300-73000 (PR-IDA) / 120000-280000 (IDA)/ Rs. 37400-67000 + GP 10000 (PR-CDA)/ Pay Matrix Level 14 (CDA)  <b>OR</b>  working for 4 years in scale of Rs 37400-67000+ GP 8900 CDA (PR-CDA) /(Pay Matrix Level 13 A) or 43200-66000(PR-IDA) /100000-260000 (IDA)
<b>General Manager/HRM (E7)</b>  <b>Scale of Pay:</b> Rs.100000-260000/- (IDA)  <b>No. of Post:</b> 01 UR	<b>Desirable:</b> Additional Qualification of LLB from recognized University/Institute will be preferred.	50 Years	<b>Total Experience: 18 years and</b>  Presently working in scale of Rs. 43200-66000(PR-IDA)/ Rs. 100000-260000/-(IDA) /Rs. 37400-67000 + GP 8900 (PR-CDA)/ Pay Matrix Level 13 A (CDA)  <b>OR</b>  working for 4 years in scale of Rs. 36600-62000 (PR-IDA)/ Rs. 90000-240000/-(IDA) / Rs. 37400-67000 + GP 8700(PR-CDA)/ Pay Matrix Level 13 (CDA)

**Nature of Experience:** The candidate should be well versed in various areas of Human Resource Management viz. Talent Acquisition, Retention Management, Skill development, Competency and Leadership Development, OD Initiatives, Performance Management, Employee Relations, Compliance of statutory requirement including labour laws, Manpower planning, Training and Development, Conduct Discipline & Appeal Rules etc.

The candidate should be proficient in computer related skills preferably SAP-ERP

\*Age relaxation as per Govt. of India guidelines subject to fulfillment of the requisite qualification, pay and experience criteria etc.

\*\* Teaching, Consultancy & Freelancing experience shall not be treated as relevant experience.

**Compensation Package:** Basic Pay, Variable DA (at present 14.8%), HRA(depending on place of posting i.e. 24%, 16% & 8% for X, Y & Z grade cities respectively)/ lease rent, Allowances @34% for CGM and 30% for GM, Performance Related Pay (Variable-based on performance rating), Leave Encashment, Mobile phone expenses, Liberal Medical including indoor medical benefits for self and dependents, Employer's contribution towards EPF & Pension scheme, Gratuity, Welfare schemes and other Fringe benefits as per rules of the Company. Selected candidate for CGM may be provided Company Accommodation in case available.

**Probation Period:** The selected candidate shall be on probation for a period of two years.

**Place of posting:** Ircon's Corporate Office, New Delhi. However, the selected officers are liable to be posted anywhere in India/abroad as per Company's requirement from time to time.

**Selection Process:** Suitable Candidates (after initial screening) will be shortlisted for interview/Power Point presentation to the Selection Committee to gauge and assess their vision, leadership ability, HR skills and strategies for taking company forward. Psychometric Assessment may also be included in the selection process.

**Surety Bond:** Candidate selected for the post of GM/HRM will have to execute a bond of Rupees 3 lakhs to serve the company for at least three years. However, there is no condition of signing bond for candidate selected for the post of CGM/HRM

**Travelling Allowance:** Travelling expenses would be reimbursed to candidates who would be shortlisted to attend the Interview/Presentation from their present place of posting to Delhi on submission of train/air tickets on actuals restricted to the 1st AC Fare by Mail/Express train.

**A-:GENERAL INSTRUCTIONS:-**

1. In case of dual specializations, one of the fields of specialization should be in the field prescribed. In case of major/ minor specializations, major specialization should be in Personnel/HR Management.
2. The candidates working in PSU/Central/State Govt./Autonomous bodies should inform their employers in writing before applying for posts in Ircon. The candidates will have to produce NOC from their employers at the time of interview.
3. **However, in the event of difficulty in getting NOC from their parent department, they may submit an undertaking at the time of interview that they will not claim any service transfer benefits / protection of pay the event of their selection. Such candidate/candidates will be selected on Minimum of the pay scale.**
4. All information submitted in the application will be verified with original documents at the time of interview. If any information provided by the candidate is found to be false or incorrect or not in conformity with the eligibility criteria, then his/her candidature is liable to be rejected/cancelled at any stage of the recruitment process.
5. The company reserves the right to increase, decrease, cancel, restrict & modify the requirement at any point of time without assigning any reason therefor.
6. A candidate can apply for one post only i.e. either CGM or GM. In case any candidate applies for both posts, the application for higher level post will be considered.

**B-: INSTRUCTIONS FOR APPLYING:-**

Will be notified in due course of time.

**Important Dates:**

<b>Start date of online application</b>	14.12.2019
<b>Last date of online application</b>	27.12.2019