

**HEAVY ENGINEERING CORPORATION LIMITED**  
(A Govt. of India Enterprise)

**Advertisement No- RT/ 03 /2014, dt.28.05.2014**

HEC was established in the year 1958 as one of the largest Integrated Engineering Complex in India. It manufactures and supplies capital equipment & machineries and renders project execution required for core sector industries. It has complete manufacturing set up starting from casting & forging, fabrication, machining, assembly and testing - all at one location backed by a strong design - engineering and technology team.

H.E.C. Ltd. is growing fast and to cater to increasing market demand of its products & services, we invite applications from dedicated and committed professionals with a high degree of initiative and intuitive forward thinking for the following posts:

Post Code	Post	No. of Posts	Scale of Pay	Minimum Post Qualification Experience	Max. Age as on 30.06.2014
01	Sr. Manager (Tech/HR/Fin/law)	19	Rs 32,900 – 58,000 (E5)	15 years	45 years
02	Manager (Tech/HR/Fin/Law/Security)	12	Rs 29,100 – 54,500 (E4)	11 years	38 years
03	Dy. Manager (Tech/HR/Fin)	19	Rs 24,900 – 50,500 (E3)	7 years	34 years

Note : Internal candidates who have completed 4 years of service in immediate lower grade and fulfill conditions of requisite qualification, experience and age etc., are eligible to apply. Those internal candidates who have been considered for promotion to E3, E4 and E5 grades respectively and have not been promoted are not eligible to apply.

Discipline-wise break up of the posts:

Post	TECHNICAL				NON-TECHNICAL			
	Mech	Metallurgy	Electrical	Civil	HR	Finance	Law	Security
	(20)	(07)	(05)	(08)	(04)	(03)	(02)	(01)
<b>Sr. Manager</b>	10	03	02	01	01	01	01	-
<b>Manager</b>	04	01	01	02	01	01	01	01
<b>Dy. Manager</b>	06	03	02	05	02	01	-	-

Depending upon the requirement the Corporation reserves the right to Cancel/Curtail/Increase the no. of vacancies without any notice and without assigning any reasons thereof.

**Reservation:**

Reservation and relaxations will be allowed in accordance with Govt. of India directives for SC/ST/OBC (Non Creamy Layer) & for Physically Challenged candidates.

### **Minimum Qualification:**

**For Technical Posts(Sr. Mgr/Mgr/Dy. Mgr):** Full time Degree Course in the respective discipline of Engineering from a recognized University/Institute with first Division (60% marks) or CGPA equivalent. For SC/ST candidates it is 55% or CGPA equivalent from a recognized University/Institute.

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Specialization in Research and product Development(Design), Production Planning and Control, Quality Control and Assurance, Material Management/Purchase, Marketing, Production, Manufacturing, Foundry Forge, Maintenance (Mechanical/Electrical), Industrial Engineering, Project - Design, Erection & Commissioning.

### **For the post of Sr. Mgr/Mgr/Dy. Mgr (HR)**

- i. Graduation in any stream
- ii. MBA in HRM or PG Diploma in Personnel Management from a reputed business school with first Division (60% marks) or CGPA equivalent. For SC/ST candidates it is 55% or CGPA equivalent from a recognized University/Institute.

#### Preferred Addl Qualifications.

- a. Degree in Law
- b. Post Graduate Diploma in Labour Laws.

### **For the post of Sr. Mgr/Mgr/Dy. Mgr (Finance)**

- i. CA / ICWA (Final passed)

### **For the post of Sr. Mgr./Mgr(Law)**

- i. LLB

#### Preferred Addl Qualifications.

- a. Post Graduate Diploma / Degree in Business Laws
- b. Post Graduate Diploma in Management.

### **For the post of Mgr(Security)**

- a. Basic Qualifications. Graduation in any Stream
- b. Preferred Addl Qualifications.
  - i. Post Graduate Diploma / Degree in Security Management
  - ii. Degree in Law.
- c. Other Minimum Requirements
  - i. Retired Permanent Commissioned or Short Service Commissioned Officer of the Army (Captain or Major) or Dy. Commandant / Asstt. Commandant from Central Police Organisations (BSF, CRPF, CISF etc).
  - ii. Should preferably be a domicile of Jharkhand.

### **Experience:**

**For Technical Posts(Sr. Mgr/Mgr/Dy. Mgr):** Experience in the executive grades with experience in Research and Product Development (Design), Production Planning and Control, Quality Control and Assurance, Material Management/Purchase, Marketing,

Production, Manufacturing, Foundry Forge, Maintenance (Mechanical/Electrical), IED, Project/ Design, Erection & Commissioning in large engineering organization.

**For the post of Sr. Mgr/Mgr/Dy. Mgr (HR):** Experience in a large manufacturing organisation and exposure in the field of recruitment, training & development, human resources management, industrial relations, employee relations and personnel administration, Should have knowledge of labour laws, experience in drafting personnel policies.

**For the post of Sr. Mgr/Mgr/Dy. Mgr (Finance):**

Experience in a large manufacturing organisation and exposure in the field of Finance & Accounts and Experience in any one or more areas of financial accounting, budgeting, costing, statutory audit, internal audit, taxation, treasury operations, banking, project finance and project accounts.

**For the post of SrMgr/Mgr(Law):**

Experience in the legal department of a large manufacturing or EPC project execution company or should have been a practicing advocate in the areas of business related cases in a high court for at least 3 years. Should have experience in areas of contract related laws and cases, revenue laws, property laws, drafting writ petitions and counter affidavit, Knowledge of arbitration, labour laws and commercial laws, banking laws, etc.

**For the post of Mgr(Security):**

Experience in handling security & safety related functions, dealing with matters related to encroachment of company land and eviction of encroachers, liaison and relationship building with the civil police and district administration, maintenance of law & order with the support of CISF and Civil Police.

**Other Benefits:**

Depending upon qualification & experience, higher grade, pay can be offered to deserving and high potential candidates.

Besides basic pay, DA, CPF, other allowances, Free Medical facilities for self and dependant family members, accommodation (as per availability) or HRA are admissible as per the rules of the Corporation.

Mere fulfillment of the eligibility criteria will not confer any right on them for engagement and the management reserves the right to relax / raise the eligibility criteria or change the level of operation of the posts depending upon the suitability of candidates without assigning any reason.

**Procedure for applying:**

Eligible applicants may apply in the prescribed format 'Annexure-I' available as below.

Applicants are required to print out, fill in application form and send the application duly signed after pasting a recent photograph on the space provided along with all required testimonials, certificates of experience, age, SC/ST/OBC, PH etc and a non refundable A/C Payee demand draft of Rs.500/- (Rupees Five hundred) only (Not applicable for SC/ST/PH/internal candidates) as processing charge in favour of "M/s Heavy Engineering

Corporation Ltd.” drawn on any of the nationalized bank and payable at Ranchi”. Applications are to be submitted in envelop super-scribing the post applied for. Application should reach the office of “The SDGM (P)/ Recruitment Section, Personnel & Administration Division, Hqrs, HEC Ltd, Plant Plaza Road, Dhurwa, Ranchi-834004, Jharkhand on or before **30<sup>th</sup> June’ 2014**. Applicants serving in Government / Quasi Govt., Public Sector Undertakings should apply through proper channel or produce “No Objection Certificate” from their present employer at the time of interview. Mere fulfillment of eligibility criteria will not entitle a candidate to be called for Interview. Court of jurisdiction for any dispute will be Ranchi, Jharkhand.