कोल इण्डिया लिमिटेड

COAL INDIA LIMITED

(A Govt. of India Undertaking)
(A Maharatna Company)

RECRUITMENT OF MANAGEMENT TRAINEES

ON THE BASIS OF GATE-2022 SCORE

Advertisement No.: 02/2022

Coal India Limited (CIL) - A Schedule **A,** "MAHARATNA" Public Sector Undertaking under Ministry of Coal, Government of India, with Corporate Hqrs., at Kolkata is the single largest coal producing company in the world contributing around 83% of the total coal production in India. It is one of the largest corporate employers of the country with manpower of 2.48 lakhs approximately.

As notified in the Advertisement No. 06/2021, CIL invites application from young, energetic and dynamic persons for recruitment **THROUGH ONLINE APPLICATION MODE only** for the post of **MANAGEMENT TRAINEE** in the following disciplines through **GATE-2022 Scores**:

Sl. No.	Discipline	Post Code	Total vacancy
1.	Mining	11	699
2.	Civil	12	160
3.	Electronics & Telecommunication	13	124
4.	System and EDP	14	67

1. IMPORTANT DATES:

Activity	Important dates
Opening date for Online Registration of Applications	**23-06-2022 : 10.00 AM**
Last date of Online Submission of Application	**22-07-2022 : 11.59 PM**

NOTE:

a) ***Detailed instructions available on page of login portal on CIL website www.coalindia.in may please be referred at the time of applying online application.***
b) ***Candidates, in their own interest are advised not to wait till the last date / time and register & submit their application well within the time. CIL shall not be held responsible, if the candidates are unable to submit their application due to last minute rush.***
c) ***Candidates should read the instructions in the advertisement carefully before making any entry or selecting options for filling online applications.***

2. QUALIFICATION & ELIGIBILITY CRITERIA

Post Code	Name of Discipline	Minimum Qualification
11	Mining	BE/ B.Tech/ B.Sc (Engg.) in relevant branch of Engineering with minimum 60% marks.
12	Civil	
13	Electronics & Telecommunication	
14	System and EDP	BE/ B.Tech/ B.Sc (Engg.) in Computer Science/Computer Engg./IT or MCA, with minimum 60% marks.

NOTE:

i. B.E. / B.Tech / B.Sc (Engg.) / MCA must be from University / Institute recognized by appropriate statutory authority in India and should be regular full time course.

ii. The minimum qualifying marks for **GENERAL (UR)**, **OBC (Non-Creamy Layer)** & **Economically Weaker Sections** (**EWS) category candidates are 60%**. For **SC, ST and Persons with Disability (PwD) candidates**, relaxation of **5%** is given in the minimum qualifying marks i.e. **55%**. In case of CGPA/GPA, conversion in % certificate issued by University/Institute should be attached/Mandatory.

iii. Candidates who have completed their degree of minimum qualification or appeared / appearing in final year / semester / trimester and will pass out in the academic year **2021-2022** are eligible to apply. The minimum criteria of marks shall also be applicable to the candidates who have appeared / appearing for the exam for completion of their minimum required qualification.

However, candidates who have appeared or are appearing in final year / semester/ trimester in the academic year **2021-2022**, shall submit final pass results of minimum required qualification by **31.08.2022** failing which their candidature will be rejected for the applied post / discipline without any further communication.

Further, the candidate must clear all subjects of final year / semester / trimester, whichever is applicable, in the academic year **2021-2022** in single attempt and should have cleared all previous years / semesters / trimesters as on the date of declaration of final results.

Apart from the other required documents, the candidates of final year / semester / trimester in the academic year **2021-2022** will have to upload their latest year / semester / trimester mark sheet / marks transcript of relevant minimum educational qualification.

In case of any dispute arising about admissibility of any particular qualification the decision of Chairman, Coal India Limited shall be final and binding.

3. CLARIFICATION ON THE RELEVANT BRANCH OF ENGINEERING

DISCIPLINE (Post Code)	ELIGIBLE RELEVANT BRANCHES	NOT ELIGIBLE BRANCHES
Civil (12)	Civil Engineering	Civil with Architecture or Structural Engineering or any other combinations with Civil Engineering.
Electronics & Telecommunication (13)	Electronics & Telecommunication; Electronics & Communication	Instrumentation, Instrumentation & Control, Electrical, Instrumentation & Control and Electronics Engineering in combination with any other branch.

4. TENTATIVE VACANCY

Sl. No.	Discipline	Total vacancy	General (UR)	EWS	SC	ST	OBC (NCL)	Category of disability suitable for the post
1	Mining	699	295	70	98	55	181	None
2	Civil	160	71	16	21	12	40	(a) HH-3 (b) OA, OL, Dw-2 (c) SLD & (d) MD involving (a) to (c)-1
3	Electronics & Telecommunication	124	52	12	18	9	33	(a) HH-3 (b) OL, Dw-1 (c) SLD & (d) MD involving (a) to (c)-1
4	System and EDP	67	26	7	11	5	18	(a) LV-6 (b) HH-1 (c) OA,OL,OAL, Dw-1 (d) ASD(M) (e) MD involving (a) to (d)-Nil
	Grand Total	***1050**	**444**	**105**	**148**	**81**	**272**	

NOTE: ***The above vacancy is tentative and may increase or decrease as per requirement.***

ABBREVIATIONS: HH=Hard of Hearing, OA=One Arm, OL=One Leg, OAL=One Arm and One Leg, Dw=Dwarfism, LV= Low Vision, SLD=Specific Learning Disability, MD=Multiple Disabilities, ASD=Autism Spectrum Disorder (M=Mild).

*****Out of the total 58 reserved PwD vacancies including backlog, for Mining Disciplines where there are no identified posts, the same will be carried forward.

Whenever in any recruitment year any vacancy earmarked for EWS cannot be filled due to non-availability of a suitable candidate belonging to EWS, such vacancy for that particular recruitment year shall not be carried forward to the next recruitment year as backlog.

5. SELECTION PROCESS

Eligible candidates must have appeared for Graduate Aptitude Test in Engineering (GATE – 2022). Based on the GATE-2022 Scores/Marks and requirement, candidates will be shortlisted discipline-wise in the ratio of 1:3 for further selection process. The final merit list will be prepared for each discipline on the basis of GATE-2022 Scores/Marks. Please note that for Management Trainee Recruitment of 2022 of Coal India Limited, GATE Scores/Marks of 2022 will only be valid and GATE Score/Marks of 2021 or prior to that is not valid.

The final list of selected candidates against the vacancies will be uploaded in the CIL website. These Candidates will be intimated about Documents Verification (DV) & Initial Medical Examination (IME) on CIL website and also on their registered E-mail Id only. Offer of Appointment will be issued only after successful completion of DV & IME and submission of relieving letter from present employer if working in Govt. Sector / PSU / Autonomous body.

6. APPLICATION FEE

Candidates belonging to GENERAL (UR) / OBC (Creamy Layer & Non-Creamy Layer) / EWS category are required to pay a Non-Refundable fee of **₹. 1000/- plus applicable GST - ₹.180/- totalling ₹. 1180/-** ***(Rupees One Thousand One Hundred Eighty only)***. SC / ST / PwD / ESM candidates / Employees of Coal India Limited and its Subsidiaries are exempted from payment of application fee. Application fee will be paid through Online mode only. There will be no other mode for payment of application fee. CIL will not be responsible, in case a candidate deposits the fee in any wrong account.

Fee once paid will not be refunded under any circumstances. Candidates are therefore advised to verify their eligibility before applying.

It may kindly be noted that CIL does not seek any other charges/fees except the above mentioned application fee.

7. UPPER AGE LIMIT:

The Upper Age Limit is **30 Years as on 31-May-2022** for General (UR) & EWS category candidates.

Category-wise relaxation in Upper Age Limit is mentioned below:

- OBC (Non-Creamy Layer) - 3 Years
- SC / ST - 5 Years
- For Persons with Disabilities:
  - General (UR) -10 Years
  - OBC (Non-Creamy Layer) - 13 Years
  - SC / ST - 15 Years
- Candidates who are the domicile of J&K during the period from 01.01.1980 to 31.12.1989 as per Govt. of India guidelines- 5 Years.

- Relaxation for Ex-Servicemen (ESM) category candidates is as per extant Govt. of India guidelines.

NOTE: The Upper Age Limit is relaxed subject to the condition that maximum age of the applicant on the crucial date i.e. **31-May-2022** shall not exceed **56 years**.

8. RESERVATIONS AND RELAXATIONS

i. Reservations and relaxations for SC / ST / OBC (Non-Creamy Layer) / PwD (**Percentage of Disability - 40% or above**) / EWS / ESM candidates will be provided as per guidelines of Govt. of India for the purpose. The reservation for PwD / ESM is on horizontal basis.

SC, ST & OBC (Non-Creamy Layer) category candidates applying against General (UR) category post shall be considered in the General (UR) category for the purpose of availing relaxation in Upper Age Limit and application fee.

ii. Age relaxation to Ex-servicemen/Dependants of those who died in riots of 1984 (Dependants 1984/Dependants of Defence Persons killed in Action (DODPKIA) as per the DoPT guidelines.

iii. Relaxations for employees of Coal India Limited or its Subsidiary companies applying online against the advertisement will be as per the rules of the company i.e. **no age limit and no application fee.**

iv. **For getting benefits of reservation under OBC category:**

a) The name of caste and community of the candidate must appear in the "Central List of Other backward Classes".
b) The candidates must not belong to Creamy layer.
c) The candidates need to furnish their latest OBC Certificate as per format prescribed by Govt. of India.

For getting benefits of reservation under EWS category, the candidates:

a) Should not be covered under the scheme of reservation for SCs, STs and OBCs and whose family has gross annual income below Rs. 8.00 Lakhs (Rupees Eight Lakhs Only). Income shall include income from all sources i.e. salary, agriculture, business, profession, etc. for the financial year prior to the year of application.

Also persons whose family owns or possesses any of the following assets shall be excluded from being identified as EWS, irrespective of the family income:-

- 5 acres of agricultural land and above;
- Residential Flat of 1000 Sq Ft and above;
- Residential Plot of 100 Sq Yards and above in notified municipalities;
- Residential Plot of 200 Sq yards and above in areas other than the Notified Municipalities.

b) The property held by a "Family" in different locations or different places/ cities would be clubbed while applying the land or property holding test to determine EWS Status.

c) The term "Family" for this purpose will include the person who seeks benefits of reservation, his/her parents and siblings below the age of 18 years as also his/her spouse and children below the age of 18 years.

d) The benefit of reservation under EWS can be availed upon production of an Income and Asset Certificate issued by Competent Authority. The income and Asset Certificate and Caste Certificate issued by any one of the following authorities in the prescribed

format as given in Annexure-I, shall only be accepted as proof of candidate's claim as belonging to EWS/Caste.

- District Magistrate/ Additional District magistrate/ Collector/ Deputy Commissioner/ Additional Deputy Commissioner/ 1st Class Stipendiary Magistrate/ Sub Divisional Magistrate/ Taluka Magistrate/ Executive Magistrate/ Extra Assistant Commissioner.
- Chief Presidency Magistrate/ Additional Chief Presidency Magistrate/ Presidency Magistrate
- Revenue Officer not below the rank of Tehsildar and
- Sub-Divisional Officer of the Area where the candidate and /or his family normally resides.

e) The crucial date for submitting income and asset certificate by the candidate may be treated as the closing date for receipt of application for the post.

This will be regulated as per Govt. of India Guidelines.

9. OTHER DETAILS

COMPENSATION / PAY: Selected candidates will be placed as **Management Trainee** in **E-2 Grade** in the scale of pay of **₹. 50,000 – 1,60,000/-** at the initial Basic of **₹. 50,000/- per month** during the training period. On successful and satisfactory completion of 1-year training period and passing the test conducted for the purpose, regularization will be in **E-3 Grade** in the scale of pay of **₹. 60,000 – 1,80,000/-** at the initial Basic of **₹.60,000/-** with probation for 1 year, if not extended. Besides Basic pay, candidates will also be entitled to Dearness Allowance, HRA, perquisites and allowances under cafeteria approach including Performance Related Pay (PRP) as applicable for the post. Benefits such as Leave, Medical facilities, CMPF, CMPS, Gratuity, CIL Executive Defined Contribution Pension Scheme etc. will be admissible as per extant rules of the company. The actual remuneration may vary depending on place of posting, financial performance of the Company and also performance rating of individual.

POSTING: Candidates may be posted anywhere in Subsidiary companies including Coalfield areas. Only candidates willing to serve anywhere in India need apply.

SERVICE AGREEMENT BOND: Appointed candidates are required to serve the company for a minimum period of 60 months from the date of joining the company. The candidates will be required to execute a service agreement bond of **₹.** 3 Lakhs (Rupees Three Lakhs) plus GST as applicable for the same at the time of joining.

MEDICAL EXAMINATION: Before appointment, the selected candidates will have to undergo Initial Medical Examination (IME) by the company's Medical Committee, as per the Medical Attendance Rules of the company. The decision of the Medical Committee will be final and binding. The candidates are advised to go through the CIL's Medical Attendance Rule available on CIL's website and ensure that they meet the medical / physical standard to avoid any disappointment in IME.

10. HOW TO APPLY

i. The candidates shall apply only through online mode through the link available on CIL website **www.coalindia.in** only under **Career with CIL >>>> Jobs at Coal India** section as per the qualification and eligibility criteria indicated above.

ii. While applying online, candidate needs to upload copies of the following self-attested documents:-

- Digital/Scanned copy of the recent passport size colour photograph (***not older than 3 weeks in jpg/jpeg format***).
- Scanned copy of signature with Black ink pen ***(in jpg/jpeg format)***
- Scanned copies of the documents ***(in pdf format***), as follows:

a) Matriculation / Secondary Board level certificate in support of age.

b) Final / Provisional Degree / Certificate for Graduation and Post-Graduation, as applicable.

c) Apart from the other required documents, the candidates of final year / semester / trimester in the academic year **2021-2022** will have to upload self-attested copy of their latest year / semester / trimester mark sheet / marks transcript of relevant minimum educational qualification. In case of CGPA/GPA, conversion in % certificate issued by University/Institute.

d) Candidates belonging to OBC (Non-Creamy Layer), SC / ST will have to upload self-attested copy of valid caste certificate in prescribed format.

e) For PwD category, self-attested copy of certificate in the prescribed format of Govt. of India duly issued by the competent authority, has to be uploaded.

f) Candidates belonging to Economically Weaker Sections (EWS) will have to upload self-attested copy of valid Income & Asset certificate issued by the competent authority as per OM No.36039/1/2019-Estt (Res) dated 31.01.19 of DoPT, Ministry of PPG&P, Govt. of India for the year 2021-2022.

g) Discharge / Service Certificate in case of Ex-Servicemen.

h) Certificate issued in the prescribed format by the competent authority in respect of J&K domicile.

i) Candidates presently employed in Government / Semi-Govt. / Public Sector Undertaking / Autonomous body should submit No Objection Certificate (NOC) from the Competent Authority of their present employer as per **point No. 11(v)** of this advertisement. Any information submitted by candidate, if found false / wrong, will lead to cancellation of candidature of the candidate without any reference.

iii. Candidate can submit online application for one discipline (post) only.

iv. If more than one application is received from a candidate, most recent (current) application will be considered as final.

v. Non-attachment of required/legible documents in the online application will be treated as incomplete application and will be rejected forthright.

11. GENERAL INFORMATION AND INSTRUCTIONS

i. Only Indian Nationals are eligible to apply.

ii. All qualifications should be recognized by AICTE / UGC / appropriate Indian Statutory Authorities.

iii. CIL will not undertake detailed scrutiny of online applications for eligibility and other aspects of shortlisting and, therefore, **the candidature is only provisional.** Before applying, **candidates are advised to go through the requirements of essential qualification, age etc. and satisfy themselves that they are eligible for the post.**

When scrutiny is undertaken, if any claim made in the application is not found substantiated, the candidature will be cancelled and **decision of CIL shall be final.**

iv. No modifications are allowed after candidate submits the online application form. If any discrepancies are found in the data filled by the candidate online and that of the original testimonies, the candidature of such candidates is liable to be rejected. Hence, utmost care should be taken to furnish correct details before submitting the online application.

v. Candidates employed with Government / Semi-Govt. / Public Sector Undertaking / Autonomous body should upload No Objection Certificate (NOC) from the present employer at the time of online application. If employed subsequent to submission of application at CIL, then No Objection Certificate (NOC) from the present employer at the time of Documents Verification (DV) & Initial Medical Examination (IME) is to be submitted, failing which they will not be allowed for DV & IME. Candidate shall produce all original certificates, documents during DV & IME, failing which they will not be allowed for DV & IME.

vi. The candidates must have an active E-mail Id & Mobile number which must remain valid for at least next one year. All future communications with the candidates will take place only through e mail. Candidates have to ensure accuracy of their E-mail id & Mobile number. No change in E-mail Id & Mobile number as declared in the online application will be allowed.

vii. For queries, candidates are advised to visit the **Frequently Asked Questions (FAQs)** section uploaded on the CIL's website.

viii. CIL reserves the right to cancel / restrict / modify / alter the recruitment process, if need so arises, without assigning any reason thereof.

ix. Any modifications / amendments / corrigendum in the advertisement will be given in CIL's website **www.coalindia.in** only.

x. Candidates are also advised not to respond to unscrupulous advertisements appearing in any newspaper. For authenticity of any advertisement the candidate may check on CIL's website **www.coalindia.in** only.

xi. All correspondences / announcements with respect to above recruitment process shall be done through E-mail / Notices on CIL website **www.coalindia.in** only. Important information regarding recruitment will be available in Coal India Limited website only and as such, candidates are advised to visit the same frequently. Company will not be responsible for any loss of email sent, due to invalid / wrong Email ID provided by the candidate in online application or due to any other reason. Candidates are advised to retain the same E-mail Id and Mobile number active for at least 1 year.

In case of any problems faced by the candidates in filling up the online application they may refer the **"Help Desk Option"** available in the individual login portal. For queries other than the online application form candidates may write to Email Id: **supportmtrectt.cil@coalindia.in** only.

xii. Appointment of the candidate in CIL will be subject to verification of Character & Antecedents by the prescribed authorities and if any discrepancy / suppression is found, the candidature of the candidate will be cancelled and **decision of CIL in this regard shall be final.**

xiii. Canvassing by a candidate in any form shall disqualify his/her candidature.

xiv. If, at any stage of the recruitment process or subsequently, it is found that, the applicant:

a) has provided wrong information or submitted false documents or
b) has suppressed relevant information or
c) does not meet the eligibility criteria for this recruitment or
d) has resorted to unfair means during selection process or
e) is found guilty of impersonation

She/he will be liable to be disqualified, prosecuted and debarred for all appointments in CIL and her/his application/appointment will be cancelled/rejected forthwith.

xv. Any dispute with regard to recruitment against the above advertisement will be settled within the jurisdiction of Kolkata only.

12. CIL's DECISION FINAL

The decision of Chairman CIL in all matters relating to eligibility, acceptance or rejection of applications, penalty for false information, mode of selection, selection and posting of selected candidates will be final and binding on the candidates and no enquiry/correspondence will be entertained in this regard.

Dy. General Manager (Personnel) /HOD (Recruitment)
Coal India Limited "Coal Bhawan"
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