

# कोल इण्डिया लिमिटेड

महाराज कम्पनी  
(भारत सरकार का एक उपक्रम),  
"कोल भवन", कर्मिक विभाग, 2 तल,  
प्रेमिसेस न. 04 एम.ए.आर., प्लॉट न.ए.एफ. 111,  
आक्सन एरिजा-1ए, नियु टाउन, राजारहाट,  
कोलकाता-700156



# Coal India Limited

A Maharatna Company  
(A Govt. of India Enterprise)  
"COAL BHAWAN"

PERSONNEL DIVISION, 2ND FLOOR,  
PREMISES NO.04 MAR, PLOT NO.AF-III,  
ACTION AREA-1A, NEW TOWN,  
RAJARHAT, KOLKATA - 700 156, W.B.  
CIN No.L23109WB1973GOI028844  
Email: [gmpers.cil@coalindia.in](mailto:gmpers.cil@coalindia.in)  
Phone : 033-71104228

Ref No.: CIL/C-5A(IV)/EE/Advisor(Electricity)/ B-152

Date: 14.02.2025

## COAL INDIA LIMITED

### Notification for engagement of full time Advisor(Electricity), CIL on contract basis as per CIL's policy for full time/ part time Advisors.

Coal India Limited (A Maharatna Company) invites application for engagement of one (01) full time Advisor(Electricity) at CIL from retired Chief Engineer or above post executive from Central/ State Gencos/ CEA or similar organization.

The eligibility criteria, terms of engagement, pay and allowances, other benefits for the proposed engagement are mentioned below:

No. of posts	01 (One)
Maximum age limit for eligibility	Maximum Age will be 65 years, however CIL reserves its right to select eligible candidates above 65 years also with Competent Approval.  Note: <b>Any Advisor shall not work beyond 70 years of age.</b>
Tenure of Engagement	The contract period should be initially for a period of two (02) years.
Educational qualification	Bachelors' Degree in Electrical/ Electronic or Electrical and Instrumentation/Electronics/ Electronic & Telecommunication Engineering /Power Engineering / Electrical & Power Engineering & Technology from recognized University
Minimum Work Experience	Minimum 25 years in various aspects of Power generation, distribution and policy/regulatory issues relating to thermal power.
Nature of work	Review of different clauses of various Model Fuel Supply Agreement (FSAs)/ Side Agreements, examination of stakeholders suggestions on different issues and making recommendation in sync with emerging coal market, Power scenario/ policies and logistical issues/ challenges as enumerated under: A. Analysis of suggestions of stakeholders for revision/redrafting of FSA model for power sector B. Aligning FSA models with ascertaining laws/ enactments/ rules & directions issued by various authorities/ GoI C. Suggestions for repealing/modification of clauses of FSAs of Pre-NDCP, Post NCDP, FSAs of various provisions of existing SHAKTI policy covering the following, but not limited to: <ul style="list-style-type: none"><li>• Life of plants corresponding to PPAs</li><li>• Performance Incentive slab and its applicability</li><li>• Compensation rate and formula on account short delivery/lifting applicability covering various factors</li><li>• End Use of coal</li><li>• Assessment of stones</li><li>• Underloading/overloading clauses etc.</li><li>• Pricing of coal etc.</li><li>• Digitization of annual reconciliation</li></ul>

	<p>D. Suggesting applicability of various provisions prospectively/ retrospectively considering change in market dynamics and other factors.</p> <p>E. Analysis of provisions of proposed revamped SHAKTI/related policy, whenever issued, and related drafting/changes/modifications/update/recommendation in respect of FSA models, on need basis.</p>												
<p>Remuneration and other Benefits</p>	<p>(i) Consolidated Monthly Compensation/honorarium</p> <table border="1" data-bbox="587 499 1417 607"> <thead> <tr> <th>Grade of Retired Executives</th> <th>Compensation/honorarium</th> </tr> </thead> <tbody> <tr> <td>For Retd. E-9 Gr. Executive</td> <td>₹1,20,000/- p.m</td> </tr> <tr> <td>For Retd. E-8 Gr. Executive</td> <td>₹1,05,000/- p.m</td> </tr> </tbody> </table> <p>(ii) Conveyance charges: Company shall provide Conveyance for full time Advisor as per availability. However, where conveyance is not provided, they shall be eligible for 5% of consolidated pay per month as conveyance charges.</p> <p>(iii) Accommodation facility: Suitable Company's accommodation shall be provided on availability. However, if company's accommodation is not available, a consolidated amount will be paid as:</p> <table border="1" data-bbox="520 875 1409 1025"> <thead> <tr> <th>For X Class Cities</th> <th>For Y Class Cities</th> <th>For Z Class Cities</th> </tr> </thead> <tbody> <tr> <td>24% of Consolidated Pay per Month</td> <td>16% of Consolidated Pay per Month</td> <td>8% of Consolidated Pay per Month</td> </tr> </tbody> </table> <p>(iv) Reimbursement for mobile telephone- reimbursement for the use of mobile telephone based on the actual bills or Rs. 750/- per month whichever is less.</p> <p>(v) Medical – All executives of CIL covered under the post retiral medical benefits scheme will continue to govern by the said scheme. Those appointed who are not under the roll of CIL will be given the same coverage of benefit, if they are not covered under any post retiral medical scheme.</p> <p>(vi) Leave - The Advisor shall be entitled for paid leave of 15 days in every six months spell in addition to the paid holidays in the establishment. The paid leave should be regulated as per the provision of earned leave applicable to executive cadre employee under CIL Executive Leave Rules'. However the paid leave admissible as above is not encashable. The accumulated leaves will stand lapsed on the expiry of each period of engagement of Advisor.</p> <p>(vii) TA/DA and other boarding charges shall be payable as per entitlement applicable to the existing executive of equal grades whenever tours are undertaken for the jobs related to assignment.</p>	Grade of Retired Executives	Compensation/honorarium	For Retd. E-9 Gr. Executive	₹1,20,000/- p.m	For Retd. E-8 Gr. Executive	₹1,05,000/- p.m	For X Class Cities	For Y Class Cities	For Z Class Cities	24% of Consolidated Pay per Month	16% of Consolidated Pay per Month	8% of Consolidated Pay per Month
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<p>Terms &amp; Conditions</p>	<p>a) The selected Advisor shall report to Director (Marketing), CIL Kolkata.</p> <p>b) The engagement of Advisor shall be subject to Medical fitness to be certified by Company Medical Officer.</p> <p>c) Notice Period for termination of contract – one month's notice or consolidated compensation amount from either side.</p> <p>d) The Advisor will maintain all information/ documents/ materials gathered during the course of engagement in strict confidence. They will not copy or make notes of such information/ documents except in conjunction with the work for the Company. They will not divulge to anyone outside the Company or use any of the information/ documents/ materials gathered during the course of engagement for their own or anyone's benefit, either during or after the terms of engagement with the Company. The aforesaid obligation shall also</p>												

	<p>apply to proprietary/ confidential information/ documents of third parties received by them or the Company in the normal course of the engagement with the Company.</p> <p>The Advisor shall, while demitting the Office, handover all information/ documents/ materials (in soft/ hard format) under their possession, during the engagement period, to the concerned Director.</p> <p>e) Vigilance/Departmental Clearance- The rules of promotion on the matter of vigilance/departmental/safety clearances shall hold good in the appointment of Advisors</p> <p>f) Tax- In case payment of GST is required, then the same shall be reimbursed on production of proof of such payment.</p> <p>g) Other terms and conditions will be as per CIL's policy in vogue.</p>
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The Application Forms can be downloaded from CIL's website [www.coalindia.in](http://www.coalindia.in) under the caption "Career with CIL".

**Cutoff date for eligibility is 01/03/2025**

Interested candidates fulfilling the above criteria may submit their details/information in the Application Format (appended below) along with following self-attested documents :

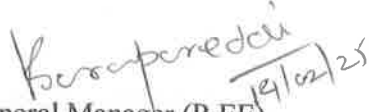
1. Proof of age (Matriculation Certificate)
2. Superannuation notice
3. Certificates of qualification.
4. Details of Experience & Promotion.
5. Certificate of scale of pay

These documents along with duly filled in application format should reach the office of General Manager(P-EE), CIL, Coal Bhawan, Action Area 1A, Newtown, Rajarhat, Kolkata, Pin- 700156, West Bengal latest by **01/03/2025 by 03:00PM by Registered Post/ Speed Post or through Email on [gmpers.cil@coalindia.in](mailto:gmpers.cil@coalindia.in).**

**The applicant should super scribe "Application for the post of Advisor (Electricity), CIL" on the envelope. In case of Application through Email "Application for the post of Advisor (Electricity), CIL" should be mentioned in the subject.**

Following important points may also be noted:

- i. **Applications received via email/post after 01/03/2025, 03:00PM** in the office of General Manager (P-EE) CIL, Coal Bhawan, Action Area 1A, Newtown, Rajarhat, Kolkata, **will not be considered** and the company will not be responsible for any postal delay/loss in transit in submission on application within specified time.
- ii. CIL reserves the right to change the number of vacancies and cancel/ restrict/modify/ alter the engagement process, if required, without issuing any further notice or assigning any reason thereof. Any modifications/ amendments, if any, in this notification will be given in CIL website only.
- iii. All correspondence with the candidates shall be made as per his address/email, given in the application. However, important information will also be available at CIL's website.
- iv. VRS optees will not be considered.
- v. CIL reserves the right to shortlist candidates for personal talk for the selection of the post of Advisor (Electricity), CIL. No T.A will be paid to any candidate for appearing in personal talk.

  
 General Manager (P-EE)  
 Coal India Limited

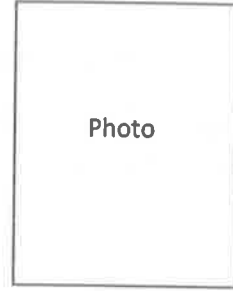
Distribution:

- 1) Dir(P&IR)/Dir(BD)/Dir(Fin)/Dir(Mktg)/Dir(Tech), CIL, Kolkata
- 2) CVO, CIL, Kolkata
- 3) Director(Personnel), WCL/ECL/CCL/MCL/NCL/BCCL/SECL
- 4) Director(T/CRD), CMPDIL, Ranchi
- 5) ED(Coordination), CIL, Kolkata
- 6) ED(Finance), CIL Kolkata
- 7) GM(PMD), CIL Kolkata
- 8) GM(System)/ HOD(System): NCL/ECL/SECL/CCL/BCCL/WCL/MCL/CMPDIL-  
with a request for uploading the notification on their respective website.
- 9) GM (System), CIL, Kolkata- with a request to upload on CIL official website.
- 10) General Manager/ HOD(P/EE)-  
NCL/ECL/SECL/CCL/BCCL/WCL/WCL/MCL/CMPDIL
- 11) General Manager(P-EE), EE Department, CIL, Kolkata
- 12) HOD(CC/PR), CIL, Kolkata
- 13) Sr. Manager(F)/ TS to Dir(M) CIL Kolkata
- 14) Manager(Secretarial) to Chairman, CIL, Kolkata
- 15) Manager(Secretarial) to Dir(Tech)/Dir(P&IR)/Dir(Fin)/Dir(Mktg.)/Dir(BD), CIL,  
Kolkata

**APPLICATION FORMAT**

**For the Post of Advisor(Electricity), CIL**

1. Name ( in block letter):
2. Employee No.:
3. Father's Name:
4. Present address for communication:
5. Contact No. a) Telephone:  
b) Mobile:
6. E-mail ID:
7. Permanent Address:
8. Caste (Gen/ SC/ST/OBC):
9. Date of Birth:
10. Date of Superannuation with Superannuation Notice No.:



**11. Educational Qualification:**

Sl. No.	Examination Passed (E.g. 10 <sup>th</sup> /12 <sup>th</sup> /Graduation/PG/ etc.)	Board/ University	Year of Passing	Percentage of Marks

**12. Experience:**

(A) Whether having minimum 25 years' experience in various aspects of Power generation, distribution and policy/ regulatory issues relating to thermal power. (YES / NO):

(B) If Yes, details thereof:

S No	Name of the Company with details	Details of Posting (Designation, Place of posting)	Period of work		Work Experience
			From	To	

13. Detail of employment till superannuation:

Name of Organization/ Deptt.	Last Held	Post	Grade	Basic Pay with Grade Pay (where applicable)	Discipline	Period of last post held	Remark

14. Special Achievement (if any):

15. Details of any Vigilance/Departmental/Safety/Court/Police case (if pending):

16. Any Other Information relevant to the Post:

**Declaration**

I, \_\_\_\_\_ (Name), hereby certify that the details furnished by me in point no. 1 to point 16 are true to the best of my knowledge and belief.

**Signature of the Candidate with date**

List of Enclosures: