



# CCL

Fuelling Sustainable Growth  
CENTRAL COALFIELDS LTD.



ITUW TSA  
NEW DELHI 2024

## सेन्ट्रल कोलफील्ड्स लिमिटेड

(भारत सरकार का एक उपक्रम / कोल इंडिया लि. की एक अनुषंगी कंपनी)

पंजीकृत कार्यालय : दरभंगा हाउस, राँची 834 001 (झारखण्ड)

CIN : U10200JH1956GOI000581

अधिकारी स्थापना विभाग / Executive Establishment Deptt

फोन : (0651) 2360695 / Extn. 5144, ईमेल : gmee.ccl@coalindia.in

वेबसाइट : www.centralcoalfields.in

क्र. महाप्रबंधक(का/अधि स्था)/सीसीएल/पीईएसबी/2024/ 9622-700 दिनांक: 21/10/2024

To,

All Area General Managers, CCL

All General Managers/HODs, CCL HQ., Ranchi

**विषय: कोल इंडिया लिमिटेड (सीआईएल) में निदेशक (व्यापार विकास) के पद के लिए चयन हेतु पीईएसबी की अधिसूचना**

Madam/Sir,

Enclosed please find herewith PESB Notification No.7/66/2024-PESB dated 18.10.2024 forwarded by CIL's Notice No.CIL/C-5A(V)/PESB/D(BD),CIL/B-831 dated 18.10.2024, for selection to the post of Director (Business Development), Coal India Limited (CIL), a schedule 'A' CPSE. Further, it is requested to kindly circulate the enclosed notification amongst the eligible executives under your control. Eligible candidates may submit their application as per the guidelines of PESB well in time.

Encl: As above.

आपका विश्वासी

(एस. के. ठाकुर)

महाप्रबंधक(कार्मिक-ईई)

**Copy to:**

1. TS to CMD, CCL.
2. TS to D(T/O)/ D(F)/ D(P)/ D(T/P&P), CCL, Ranchi.
3. The GM (Systems), CCL, Ranchi: **With a request to kindly direct the concerned official to upload the enclosed circular in the official website of CCL.**



**COAL INDIA LIMITED**  
(A MAHARATNA COMPANY)  
**PERSONNEL DEPARTMENT**  
**EXECUTIVE ESTABLISHMENT/PESB CELL**

Reg. Add:  
Coal Bhavan, Premises No 04 MAR,  
Plot AF-III, Action Area - I,  
New Town, Rajarhat,  
Kolkata - 700 156, WB  
CIN: L23109WB1973GOI028844  
Web Address: www.coalindia.in

(An ISO 9001:2015, ISO 14001: 2015 & ISO 50001:2011 Certified Company)

Ref. No. CIL/C-5A (V)/PESB/D(BD), CIL/β-831

Dated: 18.10.2024

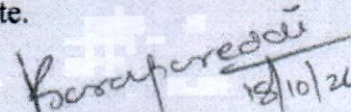
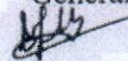
**सूचना**

PESB has notified the post of **Director (Business Development), Coal India Limited (CIL), a schedule 'A' CPSE** vide Notification No. 7/66/2024-PESB dated 18.10.2024.

The notice can be downloaded from the following PESB website:  
<https://pesb.gov.in/Home/AdvertisVacancy>.

Eligible executives, as per PESB notification, may apply for the above mentioned post by filling up the ONLINE APPLICATION FORM through PESB's e-Application system for board level posts in CPSE(s), <https://pesb.gov.in>, take a printout and submit it through proper channel. The same should be submitted along with self-certified declaration (A) & (B) at page 03 of OM No. CIL/GM (P)/OM/PESB/B-954 dated 28th September 2016 available in CIL website.

Dealing Nodal Officers for PESB are required to verify the details submitted by the executives in their application for the post of **Director (Business Development), Coal India Limited** and forward the application of those executives only who are fulfilling the eligibility criteria of the advertisement through PESB portal on or before **16<sup>th</sup> November, 2024** so that the applications are submitted to PESB through online portal within the stipulated time & date.

  
(Surapureddi V Ravindranath)  
General Manager (P-EE)  


**Distribution:**

1. CMD - ECL/BCCL/CCL/WCL/SECL/NCL/MCL/CMPDI
2. D(T)/D(P) - ECL/BCCL/CCL/WCL/SECL/NCL/MCL
3. D(T/CRD), CMPDI
4. ED (Coordination)/TS to Chairman, CIL
5. TS to D(T)/TS to D (P & IR)/TS to D(F)/TS to D(M)/TS to D(BD), CIL
6. GM, NEC/GM, CIL, New Delhi
7. GM(System), CIL with a request to kindly upload the Notice in the CIL Website under INFO BANK > PESB
8. Chief Manager (P/EE), C5A(iv), CIL

विज्ञापनसंख्या. 109/2024

भारत सरकार

लोक उद्यम चयन बोर्ड  
कोल इण्डिया लिमिटेड  
में

**निदेशक (व्यवसाय विकास)**

पद के लिए आवेदन आमंत्रित करता है।

आवेदकों के लिए आवेदन करने की अंतिम तिथि

**15/11/2024 (15.00 बजे तक) है।**

नोडल अधिकारियों द्वारा आवेदनों को  
लोक उद्यम चयन बोर्ड में अग्रेषित करने की अंतिम  
तिथि

**25/11/2024 (15.00 बजे तक) है।**

जानकारी के लिए वेबसाइट

<https://pesb.gov.in>

में लॉग इन करें।

Advertisement No. 109/2024

Government of India

Public Enterprises Selection Board

invites applications for the post of

**Director (Business Development)**

**In**

**Coal India Limited (CIL)**

Last date of submission of application  
by the applicant is by 15.00 hours on

**15/11/2024**

Last date of forwarding of applications by the  
Nodal officers to PESB is by 15.00 hours on

**25/11/2024**

For details login to website

<https://pesb.gov.in>

No. : 7/66/2024-PESB

**भारत सरकार**  
**Government of India**  
**कार्मिक एवं प्रशिक्षण विभाग**  
**Department of Personnel & Training**  
**(लोक उद्यम चयन बोर्ड)**  
**(Public Enterprises Selection Board)**

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ब्लॉक संख्या 14, सी.जी.ओ. कॉम्प्लेक्स, लोदी रोड  
**Block No.14, C.G.O. Complex, Lodhi Road**  
 नई दिल्ली / New Delhi- 110003  
**Dated : 18/10/2024**

सी. पी. एस. ई. का नाम NAME OF THE CPSE	Coal India Limited
पद का नाम NAME OF THE POST	Director (Business Development)
रिक्ति की तारीख DATE OF VACANCY	01.06.2025
सी. पी. एस. ई. की अनुसूची SCHEDULE OF THE CPSE	Schedule A
पद का वेतनमान SCALE OF THE POST	Rs. 180000 – 340000 (IDA)

**I. COMPANY PROFILE**

Coal India Limited (CIL), classified as a 'Maharatna' enterprise under the Ministry of Coal, Government of India, has its headquarters situated in Kolkata, West Bengal. It holds the title of the largest coal producer globally. Across eight Indian states, CIL operates in 84 mining areas, managing a total of 313 active mines, consisting of 131 underground, 168 opencast, and 14 mixed mines. CIL possesses twelve subsidiary companies namely Eastern Coalfields Limited (ECL), Bharat Coking Coal Limited (BCCL), Central Coalfields Limited (CCL), Western Coalfields Limited (WCL), South Eastern Coalfields Limited (SECL), Northern Coalfields Limited (NCL), Mahanadi Coalfields Limited (MCL), Central Mine Planning & Design Institute Limited (CMPDIL), CIL Navikarniya Urja Limited (CNUL), CIL Solar PV Limited (CSPL), Coal India Africana Limitada (CIAL) and Bharat Coal Gasification and Chemicals Ltd (BCGCL). Furthermore, CIL has five Joint Venture companies namely, Hindustan Urvarak & Rasayan Limited, Talcher Fertilizers Ltd., CIL NTPC Urja Pvt. Ltd., Coal Lignite Urja Vikas Private Limited and International Coal Venture Private Limited. CIL directly oversees the management of the mines in Assam, specifically North Eastern Coalfields (NEC).

Its Registered and Corporate offices are at Kolkata, West Bengal.

The shareholding of the Government of India in the company is 100% as on 02.08.2024.

The authorized equity share capital is Rs. 8000 crore, Authorised preference share capital Rs 904.18 crore and paid up equity share capital Rs. 6162.73 crores respectively as on 02.08.2024.

The company employed 225943 regular employees [Executives 15744, Non-executives

210199] as on 02.08.2024.

### **Disinvestment, if any -**

The President of India (acting through the Ministry of Coal, Government of India), the promoter of the Company has sold 9,24,40,924 equity shares of face value of Rs.10 each in Offer For Sale ( OFS) (representing 1.50% of the total paid up equity share capital of the Company) on June 1, 2023 (for Non-Retail Investors only) and on June 2, 2023 (for Retail Investors and for Non-Retail Investors who choose to carry forward their un-allotted bids) with an option to additionally sell 9,24,40,924 equity shares (representing 1.50% of the total paid up equity share capital of the Company). Hence, they have sold 18,48,81,848 equity shares (representing 3.00% of the total paid up of the equity share capital) of the Company to Non-Retail Investors and Retail Investors on the basis of valid bids received on June 1, 2023 and (for Non-Retail Investors only) and on June 2, 2023 (for Retail Investors and for Non-Retail Investors who choose to carry forward their un-allotted bids) with an option to additionally sell 9,24,40,924 equity shares (representing 1.50% of the total paid up equity share capital of the Company). Hence, they have sold 18,48,81,848 equity shares (representing 3.00% of the total paid up of the equity share capital) of the Company to Non-Retail Investors and Retail Investors on the basis of valid bids received on June 1, 2023 and June 2, 2023. The total proceeds of the OFS aggregates to Rs. 4185.31 crore. In addition, 16,767 equity shares have been transferred by the President of India for allotment under 'Employee OFS' amounting to Rs. 37.91 Lakhs.

## **II. JOB DESCRIPTION AND RESPONSIBILITIES**

Director (Business Development) is a member of the Board of Director and reports to Chairman-cum-Managing Director. He/She would be overall in-charge to drive the Company's business, increase its revenue, identify and develop new Business opportunities, organize Research & Development activities, build and expand the presence of the Company both locally as well as in the global market.

## **III. ELIGIBILITY**

**1. AGE :** On the date of occurrence of vacancy (DOV)

<b>Age of superannuation 60 years</b>			
<b>Internal</b>		<b>Others</b>	
<b>Minimum</b>	<b>Maximum</b>	<b>Minimum</b>	<b>Maximum</b>
45	2 years residual service as on the date of vacancy w.r.t. the date of superannuation.	45	3 years residual service as on the date of vacancy w.r.t. the date of superannuation.

## **2. EMPLOYMENT STATUS:**

The applicant must, on the date of application, as well as on the date of interview, be employed in a regular capacity – and **not** in a contractual/ad-hoc capacity – in one of the followings:-

(a) Central Public Sector Enterprise (CPSE) (including a full-time functional Director in the

Board of a CPSE);

(b) Central Government Group 'A' Officers including the Armed Forces of the Union and All India Services and officers from Public Sector Banks/ Financial Institutions/ Autonomous Bodies, etc;

(c) State Public Sector Enterprise (SPSE) where the annual turnover is **\*Rs.10,000 crore or more;**

(d) Private Sector in company where the annual turnover is **\*Rs.10,000 crore or more.**

**Preference would be given to candidates from listed Companies.**

(\* The average audited annual turnover of three financial years preceding the calendar year in which the post is advertised shall be considered for applying the approved limits.)

### **3. QUALIFICATION:**

The applicant should be an engineering graduate with good academic record from recognized University/ Institute.

Person with MBA/ PGDM/ Chartered Accountant will have an added advantage.

### **4. EXPERIENCE:**

The applicant should have at least 5 years of cumulative experience/ exposure during the last 10 years in Business Development including Business expansion/ Market research/ Product Development & Improvement/ Brand Positioning/ Product Distribution/ Commercial Contracts. Experience in the Coal/ Mining sector is desirable.

### **5. PAY SCALE:**

#### **(a) Central Public Sector Enterprises-**

##### **Eligible Scale of Pay**

- (i) Rs. 7250-8250 (IDA) Pre 01/01/1992
- (ii) Rs. 9500-11500 (IDA) Post 01/01/1992
- (iii) Rs. 20,500-26,500 (IDA) Post 01/01/1997
- (iv) Rs. 51300-73000 (IDA) Post 01/01/2007
- (v) Rs. 120000-280000 (IDA) Post 01.01.2017
- (vi) Rs. 18400-22400 (CDA) Pre-revised Post 01.01.1996
- (vii) Rs. 37400-67000 + GP 10000 (CDA) Post 01/01/2006
- (viii) Rs. 144200-218200 (Level 14) (CDA) Post 01/01/2016

The minimum length of service required in the eligible scale will be one year for internal candidates, and two years for others as on the date of vacancy.

(b)

**(i) Group 'A' officers of the Central Government including All India Services (AIS) and Autonomous Bodies etc.** should be holding a post of the level of Joint Secretary in Govt. of India or carrying equivalent scale of pay on substantive basis on the date of application.

**(ii) Applicants from Public Sector Bank/ Financial Institutions** should be holding at Board level or at least a post of the level immediately below the Board level for one year on the date of application.

(iii) **Applicants from the Armed forces of the Union** should be holding a post of the level of Major General in the Army or equivalent rank in Navy/Air Force on the date of application.

(c)

**Applicants from State Public Sector Enterprises/ Private Sector** should be working at Board level position or at least a post of the level immediately below the Board level on the date of application.

#### **6. CONDITION OF IMMEDIATE ABSORPTION FOR CENTRAL GOVERNMENT OFFICERS**

Central Government Officers, including those of the Armed Forces of the Union and the All India Services and officers from Public Sector Banks/ Financial Institutions/ Autonomous Bodies etc., will be eligible for consideration only on immediate absorption basis.

#### **IV. DURATION OF APPOINTMENT**

The appointment shall be for a period of five years from the date of joining or upto the date of superannuation or until further orders, whichever is earlier.

#### **V. SUBMISSION OF APPLICATIONS**

**Applicants should submit their applications on-line only as per the format.**

1. The applicants should submit their applications through proper channel as follows:

(a) Group 'A' Central Government Officers, including those of the Armed Forces of the Union and All India Services; through Cadre Controlling authority.

(b) Officers from Public Sector Banks/ Financial Institutions/ Autonomous Bodies, etc: through their Administrative Ministry/ Department of the Govt. of India.

(c) CMDs/MDs/Functional Directors in CPSE: through the concerned Administrative Ministry;

(d) Below Board level in CPSE: through the concerned CPSE;

(e) CMDs/MDs/Functional Directors in State PSE: through the concerned Administrative Secretary and Cadre Controlling Authority, if any, of the State Government;

(f) Below Board level in SPSE: through the concerned SPSE.

(g) Private Sector: directly to the PESB.

2. Applicants from Private Sector must submit the following documents along with the application form:

(a) Annual Reports of the Company in which currently working for the 3 financial years preceding the calendar year in which the post is advertised (**please provide URL or attach/enclose copies**);

(b) Whether the company is listed or not; if yes, the documentary proof (**please provide URL or attach/enclose copies**);

(c) Evidence of working at Board level or at least a post of the level immediately below the Board level;

(d) Self-attested copies of documents in support of age and qualifications.

(e) Relevant jobs handled in the past with details.

#### **VI. UNDERTAKING BY THE APPLICANT**

An applicant has to give an undertaking as a part of the application that he/she will join the post, if selected. If an applicant does not give such undertaking, the application would be rejected.

**1. For candidates from Central Government including the Armed Forces of the Union and All India Services and officers from Public Sector Banks/Financial Institutions/**

### **Autonomous Bodies etc:**

(a) The appointment is on immediate absorption basis.

(b) If a candidate conveys his/her unwillingness to join after the interview is held, he/she would be debarred for a period of two years from the date of interview, for being considered for a Board level post in any CPSE.

(c) Further, if a candidate conveys his/her unwillingness to join after the issue of offer of appointment, he/she would be debarred for a period of two years from the date of offer of appointment for being considered for a Board level post in any CPSE.

### **2. For candidates from CPSE**

a. If a candidate conveys his/her unwillingness to join after the interview is held, he/she would be debarred for a period of two years from the date of interview, for being considered for a Board level post in any CPSE other than the one to which the candidate belongs.

b. Further, if a candidate conveys his/her unwillingness to join after the issue of offer of appointment, he/she would be debarred for a period of two years from the date of offer of appointment for being considered for a Board level post in any CPSE other than the one to which the candidate belongs.

### **3. For candidates from SPSE/ Private Sector**

a. If a candidate conveys his/her unwillingness to join after the interview is held, he/she would be debarred for a period of two years from the date of interview, for being considered for a Board level post in any CPSE.

b. Further, if a candidate conveys his/her unwillingness to join after the issue of offer of appointment, he/she would be debarred for a period of two years from the date of offer of appointment for being considered for a Board level post in any CPSE.

4. In the above cases, no request for relaxation or otherwise would be entertained.

## **VII. THE APPLICANTS CAN EITHER**

(a) fill up the **Application Form online only** against this Job Description on the website of PESB - <https://pesb.gov.in/> and thereafter **forward it online**, as specified in para V(1);

**Or**

(b) fill up the **Application Form online only** against this Job Description on the website of PESB - <https://pesb.gov.in/>, take a printout and send it offline, as specified in para V(1).

**Total timeline for receipt of applications in PESB is 30 days from the date of publication of advertisement in leading National Dailies. Last date for submission of applications by the applicants is by 03:00 PM on 15.11.2024. Last date for nodal officers to forward applications to PESB is by 03:00 PM on 25.11.2024 . No application shall be entertained under any circumstances after the stipulated date. Incomplete applications and applications received after the stipulated date shall be REJECTED.**

**VIII. Board reserves the right to shortlist applicants for interview, keeping in view the extant guidelines issued from time to time.**

**IX. Applications are to be addressed to**



Secretary,  
Public Enterprises Selection Board, Public Enterprises Bhawan,  
BlockNo. 14, CGO Complex, Lodhi Road, New Delhi-110003.

ALL CORRESPONDENCE WITH THE PUBLIC ENTERPRISES SELECTION BOARD SHOULD BE  
ADDRESSED TO **SECRETARY, PUBLIC ENTERPRISES SELECTION BOARD ONLY.**