



The West Bengal Power Development Corporation Limited
 (A Government of West Bengal Enterprise)
 Corporate Identity No. : U40104WB1985SGC039154
 Registered & Corporate Office:
 "Bidyut Unnayan Bhaban", Plot No. 3/C, LA-Block,
 Sector-III, Bidhannagar, Kolkata 700 106

Employment Notification No.: WBPDC/Recruitment/2023/04

The West Bengal Power Development Corporation Limited (WBPDC), a Government of West Bengal Enterprise, engaged in the business of generation of electricity in the State of West Bengal, intends to engage experienced mining personnel for its mining activities relating to coal mines of the Company spread across West Bengal & Jharkhand, as per details given below:

A. DETAILS OF POSITIONS & MINIMUM ESSENTIAL QUALIFICATION:

Sl	Positions	Vacancies	Maximum Age as on 01.04.2023	Educational Qualification	Work Experience	Monthly Remuneration
1	General Manager (Mining)	03 Nos. (Three) [UR- 01, SC - 01 & ST - 01]	58 years	Full time 4 years B.E. or B. Tech. Degree / Integrated M. Tech. / Dual-degree B. Tech - M. Tech. programme / B. Sc. - B. Tech. B. Tech. through lateral entry in Mining Engineering from any institute approved / recognized by the UGC, AICTE with 1st Class Manager's Certificate of Competency under the CMR, 1957 / 2017.	01. At least 20 (twenty) years post qualification experience of managing and operating Coal Mines, of which not less than 02 (two) years should be in the position of Dy. General Manager or equivalent in mining operation with 02. Minimum 08 (eight) years' experience as a 1st Class Mines Manager in a Mechanized Open Cast Coal Mine having a mine production capacity of at least 3.0 MTPA, with 03. Experience in coal mine planning, development & operation of mechanized open-cast coal mines, having up to date knowledge of mining rules & regulations and experience in dealing with regulatory authorities on operational and statutory compliances.	Pay Level 13 WBPDC ROPA 2020 Scale of Pay of Rs. 1,47,300/- to Rs. 2,04,500/-
2	Welfare Officer on contractual basis	01 no. [SC - 01]	40 years	Graduates with at least two years full time Post Graduate Degree/ PG Diploma/ Post Graduate Program in Management with specialization in HR/ Industrial Relations/ Personnel Management or MHROD or MBA or Master of Social Work with specialization in HR (Major) from any recognized Indian University / Institute.	03 years' experience in coal mine or industrial undertaking as Mine Welfare / Personnel Officer, preferably in coal mine.	Consolidated remuneration of Rs. 63,000/- per month.
3	Assistant Manager (Environment) on contractual basis	02 nos. [UR - 01 & SC - 01]	32 years for UR & 37 years for SC	Degree in Environmental Engineering with minimum 60% marks or any Engineering Degree with PG Degree / Diploma in Environmental Engineering from recognized University / Institute with minimum 60 % marks.	Preference will be given to the candidates having field experience.	Consolidated remuneration of Rs. 63,000/- per month.

B. COMPENSATION / PAY TO THE POST OF 'GENERAL MANAGER (MINING)': -

The post in the regular establishment of the Company carries the Pay in the Pay Level 13 Scale of Rs. 1,47,300/- to Rs. 2,04,500/- plus Dearness Allowance, HRA, Medical Allowance, Electricity Allowance, LTC / HTC, Contributory Provident Fund / Coal Mines Provident Fund, Gratuity, leave encashment, benefits of medical treatment for self & dependents along with other applicable allowances shall be made admissible as per Rules of the Company.

C. TENURE OF ENGAGEMENT & COMPENSATION TO THE POST OF 'WELFARE OFFICER' ON CONTRACTUAL BASIS & 'ASSISTANT MANAGER (ENVIRONMENT)' ON CONTRACTUAL BASIS:

Engagement shall be purely on contractual basis for a period of 03 (three) years subject to satisfactory performance evaluation at the end of each year with a fixed monthly consolidated remuneration. In addition to the monthly consolidated remuneration, a fixed amount towards 'House Rent Allowance' and 'Mines Allowance' shall be payable to the above mentioned position as per applicability and eligibility as per the extant norms of WBPDCCL.

Annual enhancement @ 3% on the monthly consolidated remuneration as payable at that respective point of time shall be paid based on satisfactory performance evaluation.

The contract of engagement shall be liable for termination with 01 (one) month's notice on either side.

D. RESERVATION:

SI	Positions	Vacancies	UR	SC	ST
01.	General Manager (Mining)	03 nos.	01	01	01
02.	Welfare Officer	01 no.	--	01	--
03.	Assistant Manager (Environment)	02 nos.	01	01	--

Reservation norms in respect of the above mentioned positions shall be maintained as per guidelines issued by the Government of West Bengal from time to time. **SC (Schedule Caste) / ST (Scheduled Tribe)** candidates from states other than West Bengal shall not be entitled for respective reservation benefits. Such candidates may apply as General category candidate subject to eligibility otherwise.

E. SELECTION PROCESS:

Candidates shall be shortlisted from the applications received for Personal Interview to be held in Kolkata only.

Final offer of appointment shall strictly be made on the basis of reports of Pre-Employment Medical Screening of the candidate. Such Pre-Employment Medical Screening shall be carried out at WBPDCCL authorized hospitals only.

F. HOW TO APPLY:

Eligible candidates will be required to apply online only through the '**APPLY ONLINE**' link on the WBPDCCL recruitment portal (www.wbpdcl.co.in). No other mode of application shall be accepted.

1. Before registering / submitting applications on the WBPDCCL recruitment portal, the candidates should possess a valid:
 - a. E-mail ID
 - b. Mobile number
 - c. Aadhaar Number
 - d. Scanned copy of recent passport size coloured photograph of the candidate.
2. The application is liable to be rejected if the uploaded photograph is not clear and recognizable. Candidates are advised to upload their most recent photograph and retain sufficient numbers of the same photograph to be used at later stages of the selection process if called for.

3. Category (General/SC/ST) as submitted at the time of application cannot be changed thereafter and no benefit of other category reservation will subsequently be made admissible at any stage of the selection process. Category as mentioned at the time of submission of application shall remain unaltered during the entire recruitment process.
4. Candidates are required to download and retain a copy of the system generated Application Slip capturing essential details as provided by the candidate for submission at the time of Personal Interview, if called for.
5. Candidates must submit their name as it appears in the educational certificate of Secondary or equivalent examination. In case of change of name at a later stage necessary legally accepted documentary proof is to be submitted at the time of interview, if called for.
6. Candidates shortlisted for Personal Interview would be required to furnish documents regarding proof of Date of Birth, Qualification, Category, Application slip etc. at the time of Personal Interview, as per intimation to be given to the shortlisted candidates.
7. All qualification certificates should be issued by a recognized Board / Institute / University only. In line with the methodology of All India Council for Technical Education (AICTE), if a Grade Point System is adopted, the CGPA will be converted into equivalent marks as per the following table: -

Grade Point	Equivalent Percentage
6.25	55%
6.75	60%
7.25	65%
7.75	70%
8.25	75%

8. While submitting the online application, candidates must carefully follow all necessary steps as referred above. Incomplete application / application not fulfilling any eligibility criteria will be rejected summarily. No communication will be entertained from any applicants in this regard.
9. Candidates sponsored by Employment Exchange will also have to **APPLY ONLINE** through the WBPDCI recruitment portal (www.wbpdcl.co.in), failing which their candidature shall not be considered.
10. Candidates can access the online application form in the 'Career Section' at www.wbpdcl.co.in. Online submissions will remain open from **12.04.2023 to 02.05.2023**.
11. All correspondence with candidates shall be done through E-mail / Mobile only. **List of shortlisted candidates to be called for Personal Interview shall be displayed on the WBPDCI website and shall also be intimated through respective E-mail addresses. No physical copies of Interview Call letters shall be issued by the WBPDCI.** Responsibility of downloading and printing of Call Letters shall be that of the candidate. The WBPDCI will not be responsible for any loss of e-mail sent, due to invalid / wrong E-mail ID provided by the candidate or delivery of e-mails to SPAM / BULK mail folder etc.

G. GENERAL INSTRUCTIONS:

1. Before applying the candidate should ensure that he/she fulfills the eligibility criteria and other norms mentioned in the Employment Notification.
2. Applicants are required to apply through www.wbpdcl.co.in website. No manual / physical application will be entertained. Candidates are advised to keep updated through the WBPDCI website for details and updates relating to this employment notification, if any.
3. The printout of Application Slips should not be tampered with. In case of any overwriting or tampering of slip, the candidature of the candidate shall be rejected.
4. Candidates should retain a copy of their Application Slip for future reference.
5. SC / ST for the purpose of this notification means applicants belonging to 'Scheduled Caste' / 'Scheduled Tribe' candidates respectively.

6. Date of Birth will be taken as that mentioned in the birth certificate issued by the Competent Authority / Certificate or Admit card of Class X or equivalent examination. No other proof of date of birth shall be accepted.
7. WBPDCCL Departmental candidates / 'Contractor workers' related to WBPDCCL are also required to APPLY ONLINE on the WBPDCCL Recruitment Portal and submit application through proper channel as per procedure mentioned at Cl. 8 below.
8. Candidates applying as 'Contractor worker' related to the WBPDCCL in addition to applying online, shall be required to submit a Certificate as per Annexure X, along with copy of the system generated Application Slip duly certified by the concerned **MDO and Agent of the Concerned Mines / Head of HR&A Department of the concerned Plants**.
9. Having successfully registered oneself at the WBPDCCL website (www.wbpdcl.co.in) does not entitle one to be eligible to appear for the Personal Interview. Mere submission of application shall not give right to any candidate to be called for interview and **only shortlisted candidates shall be called for Personal Interview**.

WBPDCCL reserves the right not to fill up any or all the posts notified at its discretion. Verification of credentials shall be done prior to conduct of Personal Interview only and in case any deviation from or non-conformity with the desired qualification candidature of the candidate shall be summarily rejected.

10. Candidature of candidates is liable to be rejected at any stage of the recruitment process or even after recruitment or joining, if any information provided by the candidate is found to be false or is found not to be in conformity with the eligibility criteria so mentioned in the advertisement. Screening and selection of candidates will be based on the details provided by the candidate, hence it is necessary that the applicants furnish accurate, full and correct information. Furnishing wrong / false / incomplete information will lead to disqualification and the WBPDCCL will NOT be responsible for any consequence arising out of furnishing such wrong / false information by the candidate.
11. Request for change of mailing address / category / discipline / qualification once declared in the online application form will not be entertained.
12. The applicant(s) working in Government / Semi-Government / PSU(s) / Autonomous bodies shall have to produce NOC (No Objection Certificate) issued by his / her present employer at the time of interview if called for, without which he / she shall not be allowed for interview. Candidates failing to produce No Objection Certificate at the Interview shall be held disqualified.
13. No TA or other expenses will be made admissible to the candidates appearing for the Personal Interview etc.
14. Any canvassing or personal follow up with an intention of inducing the process of recruitment by and on behalf of any candidate shall lead to immediate cancellation of candidature.
15. The WBPDCCL reserves the right to withdraw / cancel the advertisement / recruitment process if circumstances so warrant without assigning any reason thereof.
16. In case of any dispute, the legal jurisdiction shall be that of the Hon'ble High Court, Calcutta.

Recruitment Cell

WBPDCCL

MANDATORY DOCUMENTS REQUIRED AT THE TIME OF PERSONAL INTERVIEW:

01. Duly signed and filled in application blank / application form.
02. 02 (two) copies of passport size photograph.
03. Original Educational & Experience testimonials.
04. Self-attested copies of:
 - i. Date of Birth (matriculation certificate / mark sheet / admit card or Birth Certificate).
 - ii. Qualifying degree/diploma certificates with all semester wise / year wise mark sheets.
 - iii. Copy of caste / community certificate (applicable for SC / ST) candidates of West Bengal.
 - iv. Copy of disability certificate, if applicable.
 - v. Experience Certificates, as applicable.
 - vi. Aadhaar Card.

ANNEXURE – ‘X’

(Certificates to be issued by the authorized person of the MDO / Contractor in their printed official letter head)
FORMAT FOR CERTIFICATE

This is to certify that Sri / Smt. _____ (S/o / D/o _____
_____) worked from _____ to _____ / has been working under our
organization since _____, is / was deployed at KTPS / Bk.TPS / BTPS / STPS / Sg.TPP / Corp. / Coal Mines
(_____) under the WBPDCCL (Form No. XIV under the Contract Labour (R&A) Act, 1970 & Rules framed there under to
be submitted as documentary evidence) in the capacity of _____ and he performed / has been performing the
duties of _____ at
KTPS / BkTPS / BTPS / STPS / SgTPP / Corp. / Coal Mines (_____), WBPDCCL (Nature of duties to be specified).

His employment has ceased with effect from _____ (Documentary evidence in from No. XV
under the Contract Labour (R&A) Act, 1970 & Rules framed there under to be submitted).

Signature of the authorized person of the Contractor

Name of the Authorized Person : _____
Designation : _____
Seal of the Contractor : _____

