Advt.No. - 89/2026

No. : 7/67/2026-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 रोड़
Block No.14, C.G.O. Complex, Lodhi Road
नई दिल्ली / New Delhi– 110003
Dated : 31/08/2026

सी. पी. एस. ई. का नाम **NAME OF THE CPSE**	Coal India Limited
पद का नाम **NAME OF THE POST**	Director (Personnel & Industrial Relations)
रिक्ति की तारीख **DATE OF VACANCY**	28.07.2026
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).

CIL incorporated on 16.04.21,. CIL Navikarniya Urja Limited for development of non-conventional/clean & renewable energy Additionally, CIL formed a joint venture with BHEL on May 21, 2024, viz. *Bharat Coal Gasification and Chemicals Limited (BCGCL)*, to undertake coal gasification projects. Furthermore, another joint venture with GAIL, called *Coal Gas India Limited (CGIL)*, was established on March 25, 2025, also aimed at advancing coal gasification initiatives. In both companies, CIL holds a 51% equity stake. CIL Rajasthan Akshay Urja Limited (CRAUL), a new subsidiary was incorporated on 09.06.2025, in which CIL holds 74% and RRUVNL holds 26% equity for undertaking renewable business.

CIL also has a wholly owned overseas subsidiary viz. Coal India Africana Limitada (CIAL) based in

Mozambique (Africa).

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

The shareholding of the Government of India in the company is 61.13% as on 30.07.2026.

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 31.03.2026.

The company employed 209809 regular employees [Executives 15146, Non-executives 194663] as on 01.07.2026.

Disinvestment, if any -

Government Offer for Sale (OFS) in CIL- The President of India, acting through the Ministry of Coal, divested 123,279,566 equity shares (face value of Rs. 10 each) through an OFS from May 27 to May 29, 2026, generating a gross consideration of approximately H 5,549 crore and bringing the Government of India's stake in CIL to 61.13%.

II. JOB DESCRIPTION AND RESPONSIBILITIES

Director (Personnel & Industrial Relations) is a member of the Board of Directors and reports to Chairman and Managing Director. As the head of the Personnel Division, he is responsible for the formulation and implementation of personnel policies of Coal India Limited and its subsidiaries.

III. ELIGIBILITY

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

Age of superannuation 60 years			
Internal		**Others**	
Minimum	**Maximum**	**Minimum**	**Maximum**
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 Company/ Joint Venture (JV) [50:50 JVs of Central Government/ State Governments and JVs of CPSEs with other CPSEs/ organisations (50:50 JVs)]/ National and State level Cooperative Federations (hereinafter as JVs/ Federations) whose annual turnover is ***Rs. 10,000 crore or more. In case of Private company, preference would be given to candidates from listed companies. The applicants from Private Company, JV and**

Federation will be arranged in order of annual turnover of these entities.

(* 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 a Graduate from a recognized University/ Institution.
Applicants with Post Graduate Diploma or Degree in Personnel Management/ Human Resources Management or Masters in Business Administration (MBA)/ Post Graduate Diploma/ Programme in Management (PGDM/PGPM) from a recognized University/ Institute is desirable.

4. EXPERIENCE:

The applicant should have experience as follows:

Category-I: Priority to applicants with 5 years experience during the last 10 years in HR/IR/Personnel.

Category-II: Applicants with minimum 2 years' experience in HR/IR/Personnel + 3 years as functional head of projects/plants having direct responsibility of 1000 workforce during the last 10 years.

Category-III: The applicant should have mandatory experience of five (05) years during the last ten (10) years as functional head of projects/plants having direct responsibility of at least 20% of the workforce.

The shortlisting shall also take into consideration the guidelines issued vide PESB letter No. 5/4/2021-PESB dated 05.08.2022 .

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(E8 Grade as per guidelines issued by DPE from time to time)

(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) Other than CPSEs

(i) Group 'A' officers of the Central Government including All India Services (AIS) and Autonomous Bodies etc. should be holding either a post of the level of Joint Secretary in Govt. of India or an equivalent post, carrying equivalent scale of pay, on substantive basis, on the date of application. The officer drawing the eligible pay scale merely on account of Non-Functional

upgradation (NFU) / Next Below Rule (NBR) basis without holding substantive post, shall not be eligible to apply to the post advertised by PESB.

(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 Companies/ JVs/ Federations 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) Applicants from JVs/Federation through their Nodal Officer/Competent Authority

(h) Applicants from Private companies : directly to PESB.

2. Applicants from Private Companies/ JVs/Federations must submit the following documents along with the application form:

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

(b)Applicants of private company should provide the documentary proof if the company is listed **(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.

3.(a) The cadre controlling authority/ competent authority should forward applications of only those applicants who are clear from vigilance angle, as per the guidelines issued by DPE from time to time, latest being issued vide OM No. 15(2)/2001-DPE(GM)-FTS-4199 dated 28.10.2025. The vigilance profile, in the 13 points proforma prescribed by CVC (issued vide CVC's circular number 10/09/24 dated 06.09.2024) should invariably be attached with the application form.

(b) In case of SPSEs/ JVs/ Federations, the Head of Organisation/ Competent Authority/ State Administrative Secretary/ Cadre Controlling Authority should forward the applications of only those applicants who are clear from vigilance angle. The vigilance profile in the 13 points proforma prescribed by CVC may be attached with application form.

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/JVs/Federations

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 SHOULD

Fill up the Application Form online only against this Job Description on the website of PESB - https://pesb.gov.in/ and thereafter their nodal officer/competent authority should forward it online, as per procedure specified in para V(1);

Link for registration of nodal officers/ competent authorities is available on PESB website.

• Total timeline for receipt of applications (complete in all respect) in PESB is 30 days from the date of uploading the Job Description on website of PESB.

• Last date for submission of online application by the applicant is by 03:00 PM on 21.09.2026

• Last date for nodal officers/ Head of the Organisation/ Competent Authority/ Administrative Secretary/ Cadre Controlling Authority in the case of all applicants except applicants of Private Company to forward online applications to PESB is by 05:00 PM on 30.09.2026

• No application shall be entertained under any circumstances after the stipulated date.

• Incomplete applications and applications not received online within the stipulated date shall be REJECTED.

• Applications forwarded to PESB in physical form or through e-mail 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. All communications are to be addressed to

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