

Engineers India Limited, a premier engineering consultancy organization and contractor executing projects on Lump-Sum Turnkey basis in the fields of refineries, petrochemicals, pipelines, offshore, metallurgy, infrastructure, fertilizers, etc., is looking for energetic and ambitious professionals. The company offers excellent opportunities for growth based on performance and potential in its various offices in India and abroad.

EIL has opportunities for the following

**PROFESSIONALS WITH EXPERIENCE**  
**(HRD/Rectt./Advt./2008-09/07)**

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• **POSITIONS AVAILABLE**

CODE	AREA
<b>A</b>	<b>ENGINEERING</b>
<a href="#">08-09/7/A1</a>	Piping
<a href="#">08-09/7/A2</a>	Package Plant Specialist
<b>B</b>	<b>CONSTRUCTION (SAFETY)</b>
<a href="#">08-09/7/B1</a>	Safety (with Degree in Engg)
<a href="#">08-09/7/B2</a>	Safety (with Diploma in Engg)
	<b>CONSTRUCTION (SUPERVISION)</b>
<a href="#">08-09/7/B3</a>	Mechanical
<a href="#">08-09/7/B4</a>	Civil
<a href="#">08-09/7/B5</a>	Electrical
<a href="#">08-09/7/B6</a>	Instrumentation
<b>C</b>	<b>PROJECTS</b>
<a href="#">08-09/7/C1</a>	Projects
<a href="#">08-09/7/C2</a>	Alumina Specialist
<a href="#">08-09/7/C3</a>	Geology (With Engg. Qualification)
<a href="#">08-09/7/C4</a>	Sr. Officer Geology (With MSc. In Engg. Geology or Applied Geology)
<a href="#">08-09/7/C5</a>	Dy.Manager Geology (With MSc. In Engg. Geology or Applied Geology)
<b>D</b>	<b>SMMS</b>
<a href="#">08-09/7/D1</a>	Polymer / Paint Specialist
<a href="#">08-09/7/D2</a>	Ceramic Specialist
<a href="#">08-09/7/D3</a>	Cathodic Protection & Intelligent Pigging
<a href="#">08-09/7/D4</a>	Materials and Corrosion Specialist
<b>E</b>	<b>FINANCE, HR, LEGAL</b>
<a href="#">08-09/7/E1</a>	Finance & Accounts
<a href="#">08-09/7/E2</a>	HR
<a href="#">08-09/7/E3</a>	Legal (Commercial Law)
<a href="#">08-09/7/E4</a>	Legal (Industrial Law)
<b>F</b>	<b>INSPECTION</b>
<a href="#">08-09/7/F1</a>	Mechanical
<a href="#">08-09/7/F2</a>	Electrical
<a href="#">08-09/7/F3</a>	Instrumentation

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• **POSTS AND ELIGIBILITY**

**The cut-off date of post-qualification relevant experience and age is 01.01.2009**

Minimum Post Qualification Relevant Experience (in years)	Designation	Positions Available in Areas	Upper age limit (in years)	Position Code
4	Sr. Engineer	Alumina	35	08-09/7/C2
		SMMS		08-09/7/D2
		Inspection		08-09/7/F1 to 08-09/7/F3
		Package Plant Specialist		08-09/7/A2
		Construction (Supervision)		08-09/7/B3 To 08-09/7/B6
8	Dy. Manager	Alumina	40	08-09/7/C2
		SMMS		08-09/7/D3 & 08-09/7/D4
		Projects		08-09/7/C1
		Piping		08-09/7/A1
		Inspection		08-09/7/F1
		Package Plant Specialist		08-09/7/A2

12	<b>Manager</b>	Alumina	45	08-09/7/C2
		SMMS		08-09/7/D1, 08-09/7/D3 & 08-09/7/D4
		Projects		08-09/7/C1
		Piping		08-09/7/A1
		Package Plant Specialist		08-09/7/A2
15	<b>Sr. Manager</b>	HR	45	08-09/7/E2
		Alumina		08-09/7/C2
		Projects		08-09/7/C1
		Piping		08-09/7/A1
17	<b>Asst. General Manager</b>	HR	45	08-09/7/E2
		Alumina		08-09/7/C2
18 (at least 5 years in a senior Management position)	<b>General Manager</b>	F & A	50	08-09/7/E1
2	<b>Legal Officer</b>	Legal	30	08-09/7/E3 & 08-09/7/E4
4	<b>Sr. Legal Officer</b>		35	08-09/7/E3 & 08-09/7/E4
8	<b>Dy. Manager</b>		40	08-09/7/E3 & 08-09/7/E4
13	<b>Manager</b>		45	08-09/7/E3 & 08-09/7/E4

1 (with degree in Engg.)	<b>Engineer</b>	Construction Safety	35	08-09/7/B1
4 (with degree in Engg.)	<b>Sr. Engineer</b>		38	08-09/7/B1
8 (with degree in Engg.)	<b>Dy. Manager</b>		40	08-09/7/B1
12 (with degree in Engg.)	<b>Manager</b>		45	08-09/7/B1
15 (with degree in Engg.)	<b>Sr. Manager</b>		45	08-09/7/B1
5 to 21 (With Diploma in Engg.)	<b>Safety Supervisor</b>		30 to 45	08-09/7/B2
4 (with Engg. Qualification)	<b>Sr. Engineer</b>		Geology	35
8 (with Engg. Qualification)	<b>Dy. Manager</b>	40		08-09/7/C3
7 (With MSc. In Engg. Geology or Applied Geology)	<b>Sr. Officer</b>	35		08-09/7/C4
12 (With MSc. In Engg. Geology or Applied Geology)	<b>Dy. Manager</b>	40		08-09/7/C5

**The applicant should essentially have proficiency in computer knowledge/working in the job.**

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- **CONCESSIONS/RELAXATIONS**

- Upper age limit is relaxable by 5 years for SC/ST candidates and 3 years for Other Backward Classes (OBC) – non creamy layer candidates.
- Upper age limit for Persons with Disabilities (PD) candidates is relaxable by 5 years except for Safety Supervisors, for whom it is 10 years. Persons with 40% or more Disabilities shall be eligible for relaxation.
- **Post-graduates in engineering will be given relaxation in experience by one year**
- **Ph.D in engineering will be given relaxation in experience by four years.**
- **Three** posts are reserved for Persons with Disabilities in the level of Safety Supervisor, Engineer / Officer, Sr. Engineer / Sr. Officer, Dy. Manager, Manager, Sr, Manager, Asst. General Manager, General Manager. PD candidates in any of the three categories (Blindness or Low Vision; Hearing Impaired; and Locomoter disability or Cerebral Palsy) are eligible to apply. However persons with Disabilities in any of the three categories are also eligible to apply in other posts.
- Upper age limit is relaxable for Departmental candidates.
- Reservation of posts for SC/ST/OBC (non creamy layer)/PD candidates will be as per presidential directives.
- Upper age limit is relaxable for children / family members of those who died in the year 1984 riots subject to production of certificate from the competent authority.

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• **EMOLUMENTS**

Designation	*Pay Scale	Total CTC (approx) p.a in Rs
Engineer / Officer	Rs 12000-17500	5.80 lacs
Sr. Engineer / Sr. Officer	Rs 13750- 18700	6.49 lacs
Deputy Manager	Rs 16000-20800	7.35 lacs
Manager	Rs 17500- 22300	8.00 lacs
Sr. Manager	Rs 18500-23900	8.53 lacs
Asst. General Manager	Rs 19000-24750	8.82 lacs
General Manager	Rs 20500 - 26500	8.95 lacs + Company car for conveyance
<b>Suitable pay scales will be provided to Safety Supervisors at various levels depending upon the years of experience and qualification.</b> <b>* Pay Scales are under upward revision w.e.f 1.1.2007, accordingly CTC will be revised</b>		

Besides **Basic Pay, Dearness Pay and DA**, the company offers benefits like

- CCA
- company leased accommodation or HRA
- Minor Repair
- conveyance allowance
- Uniform allowance
- Ex- Gratia
- PLR
- Spectacle Allowance
- Medical facilities
- LTC
- Holiday Home facility / in lieu of Holiday Home
- Children Education allowance
- Professional Development Allowance
- Canteen subsidies
- Telephone reimbursement
- Annual gift
- Provident Fund
- loans
- Other benefits as per rules of the company.

• **PLACE OF POSTING**

The place of posting will be Head Office at Delhi / Gurgaon, Regional Offices at Chennai, Vadodara, Kolkata, Inspection Offices, Construction Sites etc. However the place of posting can be anywhere in India and Abroad depending upon the exigency of work.

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• **GENERAL INSTRUCTIONS**

1. Online submission of application will be permitted on the website between 0000 hrs on **28.01.2009** till 2400 hrs on **20.02.2009**.
2. The e-mail address specified in the application should be valid/ functional for at least 12 months from the date of the submission of application. **Intimation for interview shall be sent by email. Kindly ensure that your email is valid and operational.**
3. Only short-listed candidates will be informed for further Interview.
4. Candidates should retain a copy of online filled in application form(s) for future reference.
5. Those short listed for **Interview** shall be sent e-mail. They are required to bring the following original certificates along with attested photocopies as documentary proof at the time of **Interview**.
  - Proof of Age,
  - Educational Qualifications,
  - Service Certificate of past employment & proof of date of joining & its continuity in the present Organization
  - Last Salary Certificate (if applicable),
  - Attested copy of Scheduled Caste/ Scheduled Tribe/ Other Backward Class (OBC)/ Persons with Disability (PD) certificate, if applicable from the competent authority. OBC certificate produced by candidates should clearly indicate that they do not belong to creamy layer.

In the absence of any of the above document, we shall not be in a position to interview and in that case no travel expenses shall be reimbursed.

6. **Only those who meet the prescribed eligibility criteria need apply.** If at any stage, it is found that the candidate does not meet the prescribed eligibility criteria, he/she will be disqualified. EIL reserves the right to reject any application without assigning any reason.

7. It is further reiterated that in case it is found at any stage that the candidate is **neither meeting the requirements as laid down in the advertisement nor has given correct information while filling up the on-line application form**, his / her candidature shall be **cancelled** and in that case no traveling expenses shall be reimbursed.
8. Candidates called for **Interview** for the post of Safety Supervisor, Engineer/Officer shall be reimbursed to & fro 2nd class rail fare and for Sr. Engineer / Sr. Officer, Dy. Manager, Manager, Sr. Manager, AGM & GM to & fro rail fare limited to AC II Tier or equivalent from the **mailing address mentioned in the on-line application form** to the venue of interview by the shortest route as per rules.
9. The candidate will be required to fill in the Travelling Allowance (TA) form at the **Interview** centre and submit proof for travel undertaken.
10. EIL shall not be responsible for any loss of email/communication letter sent, due to invalid/wrong email id/wrong postal address/postal delays/loss in transit etc. No request in this regard will be entertained.
11. Court of jurisdiction for any dispute will be at Delhi.
12. EIL reserves the right to cancel the advertisement and/or the selection process there under without assigning any reason.
13. Eligible candidates whose children / family members have died in the 1984 riots shall be given due consideration in recruitment.
14. **The number of vacancies are not fixed and varies with the requirement.**
15. Copy of the filled in application **is not to be sent by post**. The candidate should retain the print out of application form & must bring four copies of the same at the time of interview.
16. In case a candidate wishes to apply in more than one area, he should fill separate applications for each post/area. All applications should be complete in all respects, as each will bear separate registration number.
17. Provisions of the Persons with Disability Act for 3% reservation are being complied with.

18. Those working in PSUs must be in the pay-scale of Rs.17500-22300 to apply for the post of Sr. Manager, in the pay-scale of Rs.18500-23900 to apply for the post of Asst. General Manager and in the pay-scale Rs.19500-25600 to apply for the post of General Manager (IDA pattern or equivalent).
19. Screening and selection will be based on the details provided, hence it is necessary that only accurate, full and correct information is furnished by the applicants. Furnishing of wrong / false information will be a disqualification and EIL will **NOT** be responsible for any consequence of furnishing of such wrong/false information.

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- **STEPS FOR APPLYING**

STEP 1: Applications should be made online in the format available on our website.

STEP 2: Read CAREFULLY all the instructions given on the website.

STEP 3: Fill in the online form with all the **relevant correct details**.

STEP 4: The candidates are requested **not to send** the print out of the registered application form filled on line. They have to keep copy of the online filled in application form for future reference.

STEP 5: **The cut-off date of post-qualification relevant experience and age is 01.01.2009**

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- **JOB SPECIFICATION**

**CODE – 08-09/7/A1**

**PIPING (Dy. Manager / Manager / Sr. Manager)**

Engineering graduate in Mechanical discipline having experience in equipment/piping layout, Piping Materials and Standards, Piping material take off, static & dynamic stress analysis using Caesar-II, supporting and other functions of piping engineering. Knowledge of using 3-D systems like PDS, PDMS etc. will be an added advantage.

**CODE – 08-09/7/A2**

**Package Plant Specialist ( Sr. Engineer / Dy. Manager / Manager)**

Engineering graduate in Mechanical discipline having experience in design, engineering of various mechanical equipment & packages involved in Oil, Gas, Refineries, Petrochemical & Metallurgical projects viz PSA plants (H<sub>2</sub> & N<sub>2</sub>), Centrifuges, Dryers, Air Separation Plant, Process Refrigeration & Building Air Conditioning Systems etc. Candidate should be conversant with relevant National & International codes and standards and proficient in computer with working knowledge of AUTOCAD software.

**CODE – 08-09/7/B1**

**CONSTRUCTION SAFETY - WITH DEGREE IN ENGG. & ADDITIONAL QUALIFICATION OF SAFETY**

**(Engineer / Sr. Engineer / Dy. Manager / Manager / Sr. Manager)**

Engineering graduate with additional qualification of Degree / Diploma in Industrial Safety with at least one paper in construction Safety having experience in various project construction sites like refinery, petrochemicals, Fertilizer / Chemicals, Oil & Gas etc. Candidates having knowledge of local languages will be preferred.

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**CODE – 08-09/7/B2**

**CONSTRUCTION SAFETY - WITH DIPLOMA IN ENGG. & ADDITIONAL QUALIFICATION OF SAFETY**

**(Safety Supervisor)**

Diploma in Engineering with additional qualification of Degree / Diploma in Industrial Safety with at least one paper in construction Safety having experience in various project construction sites like refinery, petrochemicals, Fertilizer / Chemicals, Oil & Gas etc. Candidates having knowledge of local languages will be preferred.

**CODE – 08-09/7/B3 , CODE – 08-09/7/ B4, CODE – 08-09/7/ B5 & CODE – 08-09/7/B6**

**CONSTRUCTION (SUPERVISION) – MECHANICAL/ CIVIL / ELECTRICAL / INSTRUMENTATION (Sr. Engineer)**

Engineering graduates in Civil/ Mechanical/ Electrical/ Instrumentation discipline having relevant experience in construction related activities i.e., supervision of construction works involving RCC foundations/ structures for heavy equipments, vessels, buildings, road works, welding/erection of pipes, vessels, motors, transformers, control panel, cabling, field and control room instruments, testing and calibration etc in respect of petroleum refineries, petrochemical plants etc.

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**CODE – 08-09/7/C1**

**PROJECTS (Dy. Manager / Manager / Sr. Manager)**

Engineering Graduate having relevant experience in handling independently all aspects of project execution including leading and co-coordinating various activities like process design, detailed engineering, procurement, cost control, planning & scheduling, preferably with reference to PERT/CPM, construction and commissioning of projects etc.

**CODE – 08-09/7/C2**

**ALUMINA SPECIALIST ( Sr. Engineer/ Dy. Manager / Manager/ Sr. Manager /AGM)**

Engineering Graduate in Chemical / Metallurgy discipline having relevant working experience in Operation & technical services of an alumina refinery or process design & engineering services of large consultancy organizations in the field of alumina refinery and be conversant with development of PFDs, P&IDs, technology selection, process design, heat & mass balance, equipment sizing & selection, engineering & commissioning. Candidate should have working knowledge of Microsoft office suite & AutoCAD.

**(CODE – 08-09/7/C3--- With Engg. Qualification) ,**

**GEOLOGY (Sr. Engineer / Dy. Manager)**

M. Tech in Engineering geology or Applied Geology having relevant experience in underground excavation works / tunneling involving geological mapping / modeling of the under ground rock tunnels / caverns and rock support requirements etc. Knowledge of hydro geological analysis of sub surface and geological surface mapping would be an added qualification.

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**(CODE – 08-09/7/C4 & 08-09/7/C5 --- With MSc. In Engg. Geology or Applied Geology)**

**GEOLOGY (Sr. Officer / Dy. Manager)**

M. SC in Engineering geology or Applied Geology having relevant experience in underground excavation works / tunneling involving geological mapping / modeling of the under ground rock tunnels / caverns and rock support requirements etc. Knowledge of hydro geological analysis of sub surface and geological surface mapping would be an added qualification.

**CODE – 08-09/7/D1**

**POLYMER / PAINT SPECIALIST ( Manager)**

Engineering Graduate with M. Tech in Polymer Technology and having professional experience in formulation, manufacturing, application and performance of paint, coating, lining and other surface protection system etc. Knowledge in relevant international standards and codes is essential. Preference would be given to candidates having experience in the fields of Chemical Process Industry, Pipeline, Off shore sections etc.

**CODE – 08-09/7/D2**

**CERAMIC SPECIALIST (Sr. Engineer)**

Engineering Graduate in Ceramic Engineering/Technology having relevant experience in design, engineering, preparation of specifications & standards, procurement inspection, installation, maintenance and inspection of refractory lining & materials. Candidates should be conversant with national/ international standards and codes for refractory testing/ design/ engineering. Proficiency in MS office and experience in Auto CAD is desirable.

The job may require long working hours (day/night) at construction/plant sites, out-of station duty for long period and inspection of refractory lining of vessels/equipment at height

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**CODE – 08-09/7/D3**

**CATHODIC PROTECTION & INTELLIGENT PIGGING (Dy. Manager / Manager)**

Engineering Graduates in Metallurgical engineering and Masters degree in Metallurgical engineering or Material Science/ engineering from a reputed institute having working experience in the chemical process industry. The candidate should be having good knowledge in corrosion basics and their prevention methods, especially by the method of Cathodic Protection. The candidate should possess experience in design and application of Cathodic Protection of buried and immersed equipments and structures. Familiarity with In-line inspection by Intelligent Pigging will be an added advantage. He should be capable of working independently and take decisions on technical matters and have good communication skills.

**CODE – 08-09/7/D4**

**MATERIALS AND CORROSION SPECIALIST (Dy. Manager / Manager)**

Engineering Graduates in Metallurgical engineering with M.Tech / M.E in Corrosion Engineering / Technology having working experience in the field of Material Selection, Corrosion, Fabrication/Welding, Failure Analysis etc. applicable for the Chemical Process Industries mainly Refineries, Petrochemicals, Fertilizers with knowledge of international codes and standards ; Demonstrated ability to independently handle technical issues to the above areas ;

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**CODE – 08-09/7/E1**

**F & A (General Manager)**

The incumbent should be a Chartered Accountant and or Cost Accountant having relevant experience of Finance & Accounts functions of a reputed Organisation preferably in the Engineering & Construction industry. Overall responsibility of the position will include Financial Management, Project Financing, Budgetary & Cost Management, Tax Planning, Financial Analysis & Reporting, Risk Assessment & Management etc.

**CODE – 08-09/7/E2**

**HR (Sr. Manager / Asst. General Manager)**

The incumbent will handle various aspects of HR management / Industrial Relations functions; including manpower planning, recruitment, establishment, assist in devising & implementing performance monitoring, preparing compensation policies & reviewing them periodically, framing HRD policies and suggest modifications to improve their effectiveness; provide expertise and support to various levels of management on matters relating to Industrial Relations & Employees Welfare, and dealing with employee collectives apart from developing Personnel policies/practices/rules/regulations in respect of all categories of employees. The candidate should possess conceptual clarity with excellent inter-personal and negotiation skills and sound knowledge of labour laws and have a proven record of achievements.

The candidate should possess Degree in Engineering/ MBA degree with HR specialization (except obtained through correspondence) /Post Graduate degree in Social Work with specialization in Personnel Management & Labour Welfare or equivalent and should possess relevant post-qualification experience in a large organization. . Degree in law in addition to Engineering/MBA/ Post Graduate degree will be preferred.

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**CODE – 08-09/7/E3**

**LEGAL (Legal Officer / Sr. Legal Officer/ Dy. Manager /Manager) ---{Commercial Law}**

Candidates should be bright legal professionals having L.L.B degree from a recognized University / institute of repute in India with flair for legal research. Experience with reputed Law Firms/ Large Commercial Organizations in drafting & vetting of Domestic / international Contracts, Acquisition & Mergers , Due Diligence, Joint Venture Agreements, thorough knowledge of Foreign Direct Investment, Dispute Resolution, IPR, SEBI/RBI norms & various other corporate Laws is essential.

**CODE – 08-09/7/E4**

**LEGAL (Legal Officer / Sr. Legal Officer/ Dy. Manager /Manager) ---{Industrial Law}**

Candidates should be bright legal professionals having L.L.B degree from a recognized University / institute of repute in India with flair for legal research & well acquainted with various Industrial Laws. Experience of handling Conciliation Proceedings, Disciplinary Cases, Industrial Disputes before various Tribunals & Civil Suits / Writ Petitions in various Courts / Tribunal pertaining to Service Matters of Workmen / Employees with Large Commercial Organizations is essential.

**CODE – 08-09/7/F1**

**Inspection - Mechanical --(Sr. Engineer/ Dy. Manager)**

Engineering graduate in Mechanical discipline having relevant experience in inspection & expediting of mechanical items such as fabricated equipments like pressure vessels / columns / heat exchanger, rotating equipment etc.,

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**CODE – 08-09/7/F2**

**Inspection - Electrical -- (Sr. Engineer)**

Engineering graduate in Electrical discipline having relevant experience in inspection of transformers, motors, switch boards, cables, UPS.

**CODE – 08-09/7/F3**

**Inspection - Instrumentation -- (Sr. Engineer)**

Engineering graduate in Instrumentation discipline having relevant experience in inspection of DCS, PLC, control valves, transmitters.

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