

# Hindustan/Sambhar Salts Limited

(A Government of India Enterprise)

G-229, Sitapura Industrial Area, Jaipur-302022 (Raj)

CIN of HSL: U14220RJ1958GOI001049

CIN of SSL: U14220RJ1964GOI001188

Tel. 0141-2771448, Fax No. 0141-2771449

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## DETAILED ADVERTISEMENT FOR RECRUITMENT OF VARIOUS POSTS ON REGULAR BASIS

ADVERTISEMENT NO. 02/2025

LAST DATE FOR RECEIPT OF APPLICATIONS – 14.03.2025

Applications are invited for recruitment to following posts and eligible candidates may apply in prescribed format.

### 1. POST, GRADE, NUMBER OF VACANCIES & RESERVATION, EDUCATIONAL QUALIFICATION & EXPERIENCE REQUIREMENTS:

Technical							
S. No.	Post/Grade/Mode of Recruitment	Pay Scale Rs. (IDA-2007)	Minimum Educational Qualification & Experience	Length & Area of Relevant Post Qualification Work Experience in Years	Age upto	No. of Vacancies & Reservation Category	Initial Place of Posting/ Location
1	General Manager (Technical)- (E6 Grade) on Direct Recruitment	36600-3%-62000	B.Tech. in Chemical / Production / Manufacturing / Mechanical / Electrical / Civil /or Equivalent + MBA (Operations) or Equivalent or Higher Technical or Professional Qualification in relevant field(s) Or B.Tech. in Chemical / Production / Manufacturing / Mechanical / Electrical / Civil /or Equivalent or MBA (Operations) or Equivalent or Higher Technical or Professional Qualification in relevant field(s)	18 Years  20 Years	52 Years	SC-01	Sambhar, (Raj.)
2	Additional General Manager (Technical)- (E5 Grade) on Direct Recruitment	32900-3%-58000	B.Tech. in Chemical / Production / Manufacturing / Mechanical / Electrical / Civil /or Equivalent + MBA (Operations) or Equivalent or Higher Technical or Professional Qualification in relevant field(s) Or B.Tech. in Chemical / Production / Manufacturing / Mechanical / Electrical / Civil /or Equivalent or MBA (Operations) or Equivalent or Higher	16 Years  18 Years	50 Years	UR-01 OBC-01	Sambhar, (Raj.)

			<b>Technical or Professional Qualification in relevant field(s)</b>				
3	Chief Manager (Technical)- (E3 Grade) on Direct Recruitment	24900-3%-50500	B.Tech. in Chemical / Production / Manufacturing / Mechanical / Electrical / Civil /or Equivalent + MBA (Operations) or Equivalent or Higher Technical or Professional Qualification in relevant field(s) Or B.Tech. in Chemical / Production / Manufacturing / Mechanical / Electrical / Civil or Equivalent or MBA (Operations) or Equivalent or Higher Technical or Professional Qualification in relevant field(s) Or Post Graduate in Science / other such common subjects other than Masters/Post Graduated Diploma holders of Professional Qualifications or Equivalent Qualification in relevant field(s) Or Technical/Professional Diploma / Equivalent Qualification in relevant field(s) Or Graduate in Science or Equivalent Qualification in relevant field(s)	10 Years       12 Years       20 Years       22 Years       22 Years	45 Years	UR-01	Sambhar, (Raj.)

### Marketing (Non-Technical)

S. No.	Post/Grade/Mode of Recruitment	Pay Scale Rs. (IDA-2007)	Minimum Educational Qualification & Experience	Length & Area of Relevant Post Qualification Work Experience in Years	Age upto	No. of Vacancies & Reservation Category	Initial Place of Posting/Location
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)
4	Chief Manager (Marketing)- (E3 Grade) on Direct Recruitment	24900-3%-50500	B.Tech. in Chemical / Production / Manufacturing / Mechanical / Electrical + MBA (Marketing) or Equivalent or Higher Technical or Professional Qualification in relevant field(s) Or B.Tech. in Chemical / Production / Manufacturing /	10 Years       12 Years	45 Years	UR-01	Jaipur (Raj.)

			<b>Mechanical / Electrical or MBA (Marketing) or Equivalent or Higher Technical or Professional Qualification in relevant field(s)</b>			
			<b>Or</b>			
			<b>Post Graduate in Commerce, Science or Arts/ other such common subjects other than Masters/Post Graduated Diploma holders of Professional Qualifications in relevant field(s)</b>	<b>20 Years</b>		
			<b>Or</b>			
			<b>Professional Diploma/ Equivalent Qualification in relevant field(s)</b>	<b>22 Years</b>		
			<b>Or</b>			
			<b>Graduate in Commerce/ Science/Arts/ BBA /Equivalent in relevant field(s)</b>	<b>22 Years</b>		

**Note - 1:** Documentary proof in support of the candidates' qualification, age & experience, in the required "Area & Length of post qualification work experience" as prescribed above have to be uploaded online to establish their eligibility for the post.

**Note - 2:** Reservations of Vacancies are as per Govt. of India directives issued from time to time.

**Note - 3:** (i) All qualifications should have been acquired from Indian Universities/Institutes recognized by AICTE or UGC or any other appropriate statutory authority in India. (ii) Candidates who possess the notified eligibility criteria are only eligible to apply.

## 2. REQUIREMENTS IN ADDITION TO LENGTH OF POST QUALIFICATION EXPERIENCE AS PRESCRIBED AT PARA. 1 ABOVE

- i) For all direct recruitments for regular post candidates working in Central Public Sector Enterprises/State Public Sector Enterprises/Central Government/State Governments/Public Sector Banks should possess minimum two years' experience in the immediate lower pay scales or equivalent lower scale.
- ii) For candidates among the employees of HSL & SSL, the requirement of experience in the immediate lower pay scale is 'Two Years' for all the above mentioned posts.
- iii) For candidates in the same / equivalent pay scale pertaining to the notified post or in the higher pay scale may also be considered. In that case, minimum 02 years' experience in the immediate lower pay scale is not required. However, the candidate has crossed his/her probation period in his Company.
- iv) Candidates from Private Sector or through Company Contract basis, at the time of filling application, as well as on the date of interview/selection, must be drawing a CTC of not less than 75% of CTC against the applied position as mentioned below:

S. No.	Grade	Pay Scale in (IDA 2007) (Rs)	Annual CTC approx. (Rs)
1	E6	36600-3%-62000	18,35,172.00
2	E5	32900-3%-58000	16,49,658.00
3	E3	24900-3%-50500	12,48,522.00

## 3. CRUCIAL DATE:

Age & Post qualification Experience will be considered as on date of issue of Notification of employment, or internal circulation or as on date of Advertisement in the Company Website i.e., 22.02.2025.

## 4. AGE LIMIT:

S. No.	Grade	UR	Upper Age Limit in years as on crucial date i.e., publication of advertisement in "The Company Website" for Regular Direct Vacancies
1	E6	52	Please refer para 1 on page No. 1 to 4 above regarding No. of Vacancies & Reservation Category: In respect of General Manager (Technical) (E6 Grade) on direct Recruitment position for SC the upper age limit will be 57 years and for OBC the upper age limit will be 55 Years. In respect of Additional General Manager (Technical) (E5 Grade) on direct Recruitment position for OBC the upper Age limit will be 53 years.
2	E5	50	
3	E3	45	

- i) Age Relaxation for OBC (Non-Creamy layer)/SC/ST/Ex-Servicemen candidates will be as per Government of India guidelines and the same will be extended only if valid OBC (Non-Creamy Layer)/SC/ST/Discharge Certificates are uploaded at the time of registration of online application.
- ii) Wherever there is no reservation for OBC((Non-Creamy layer)/SC/ST categories in a particular post, candidates belonging to OBC((Non-Creamy layer)/SC/ST categories applying against unreserved vacancies shall be considered under general standard of merit and no relaxation in age will be extended.
- iii) Relaxation for Ex-Servicemen (ESM) category candidates is as per extant Govt. of India guidelines. Upper age limit indicated above does not apply to employees currently on the rolls of Hindustan Salts Limited or its Subsidiary Sambhar Salts Limited. However, they should have minimum 02 years of remaining service as on crucial date i.e., publication of advertisement on the Company Website i.e., 22.02.2025.
- iv) However, in all the cases of relaxation, maximum age limit as on crucial date will be considered i.e., publication of advertisement on the Company Website i.e., 22.02.2025.

**5. PAY SCALES, CTC & IMMEDIATE LOWER SCALES:**

S.No.	Grade	Pay Scale in (IDA 2007) (Rs)	Lower Grade/ Scale of Pay for Candidate
1	E6	36600-3%-62000	IDA(2007): 32900-58000 IDA(2017): 80000-220000
2	E5	32900-3%-58000	IDA(2007): 29100-3%-54500 IDA(2017):70000-3%-200000
3	E3	24900-3%-50500	IDA(2007):20600-3%-46500 IDA(2017):50000-3%-160000

**6. PROBATION:**

- i) Selected Candidates for regular posts on appointment will be on probation for a period of two years from the date of joining the post notified above.

**7. PLACE OF POSTING:**

Selected candidates are liable to be posted to any Unit/Area/Place under the control of Hindustan Salts Limited and its Subsidiary Company Sambhar Salts Limited, located in different States of India.

**8. METHOD OF SELECTION:**

- i) For the regular posts i.e., E6, E5 & E3 positions selection will be based on Personal Interview either through Physical appearance or through Video Conferencing.
- ii) The minimum qualifying marks in the personal interview shall be 50% of prescribed score for UR candidates and 40% in the case of SC/ST/OBC (Non Creamy Layer) candidates against the reserved posts. Relaxation in minimum qualifying marks shall not apply for SC/ST/OBC (NCL) candidates considered under UR category.
- iii) The final selection of candidates shall be in the order of merit based on the marks scored by the candidates in the Personal Interview, subject to scoring the minimum qualifying marks prescribed, ensuring due reservation. In case of higher response for any particular post, management reserves the right to conduct Screening Test.

**9. MEDICAL FITNESS:**

The final selected candidate(s) being appointed for the post is required to undergo Medical examination by registered Medical Officer and produce Medical Certificate before joining the post for which he/she offered.

**10. GENERAL CONDITIONS:**

- i) Only Indian Nationals are eligible to apply.
- ii) Age & Post Qualification experience will be considered as on date of advertisement i.e., 22.02.2025.
- iii) All qualifications should have been acquired from Indian Universities/Institutes recognized by AICTE or UGC or any other appropriate statutory authority in India.
- iv) Candidates from State PSEs / Central PSEs / Government / Quasi Government, should produce No Objection Certificate (NOC) at the time of document verification otherwise they will not be permitted to attend interview.
- v) For positions in manufacturing units, preference may be considered for Ex-Serviceman having relevant experience and in deserving cases as per Government of India guidelines/directives. For certain technical position in maintenance, production and operation, those opted VRS from Military engineering Services (MES), having relevant experience may also be considered.
- vi) Any vacancy earmarked for EWS cannot be filled up due to non-availability of suitable candidate(s) such vacancy shall not be carried forwarded to next recruitment year as backlog.
- vii) For the Advertised posts candidates from other than Public Sector Enterprises shall require minimum 5 years' experience at Sr. Position. To determine the equivalence of the Pay Scales/CTC in the large & reputed organisation. For candidates from CPSEs minimum 2 years' experience in next immediate lower pay scale is required.
- viii) The ideal candidate should be B.Tech/ B.E. or B.Tech / B.E. + MBA. B.Tech/ B.E. should be in any of the streams viz. Chemical / Production / Mechanical / Electrical / Civil or any core Engineering Branch or equivalent or higher technical or professional qualification in relevant field(s). Other qualifying requirements being the same, preference to candidates shall be considered having better post qualification experience in relevant industry/ field/ similar positions.
- ix) For position of Chief Manager, Graduate, Post Graduate and Diploma holders may be considered only when higher technically or professionally qualified candidates are not found suitable for appointment. In other words, for

position of Chief Manager, preference in appointment will be given to the candidates having professional or technical qualification.

- x) HSL & SSL Management reserves the right not to fill up any or all the posts notified at its discretion and vacancies may also be increased / decreased depending upon organizational requirements.
- xi) Candidates are informed that mere submission of applications shall not give them any right to be called for selection.
- xii) Candidates called for Personal Interview, are eligible for reimbursement of travelling expenses (A/C 2 Tier Sleeper/1<sup>st</sup> Class Non-A/C in any train / Bus fare) for their travel from the Communication address to the Selection / Interview venue by the shortest route. Reimbursement of travelling expenses shall be made only on production of ticket / proof for travel (Train ticket /Bus ticket /Boarding Pass) and NOC (in case of candidates from State PSEs / Central PSEs / Government /Quasi Government).
- xiii) Candidates will be called for selection based on Self certified information along with copies of testimonials uploaded by them. They should produce the original documents, in support of their meeting eligibility conditions, at the time of Interview failing which such candidates will not be permitted to appear for the interview and Travelling Allowance will not be reimbursed to them.
- xiv) Applicants who have any pending complaints, Grievance (of any nature) or litigations in any court of law in India or quasi judiciary body, etc. filed against the company are debarred from applying to the advertised posts.
- xv) Candidates already removed / terminated / deserted their employment from HSL & SSL will not be considered.
- xvi) Persons already resigned from HSL & SSL may also apply, subject to fulfilling the notified eligibility criteria.
- xvii) A candidate who has availed Voluntary Retirement (VR) from CPSE/PSU/State PSU/Central Govt. /State Govt. and having received ex-gratia payment as VR compensation can also apply provided that he/she is prepared to repay/return the VRS compensation to the PSU from where he/she has received such compensation to the extent required as laid down in the VR scheme/relieving letter and other Govt. rules as applicable at the time of VR. If such candidate who has got VR is selected by HSL & SSL the appointment order would be sent to such person only after getting clearance from the PSU concerned about the repayment of ex-gratia compensation. Further, all instructions/guidelines of Government of India issued in respect of VRS will also apply apart from the above.
- xviii) HSL & SSL Management reserves the right to cancel/ restrict/enlarge/modify/reopen/alter the recruitment process, if the need so arises, without issuing any further notice or assigning any reason thereof.
- xix) If the SC/ST/OBC (Non Creamy Layer) certificate has been issued in a language other than English/ Hindi, the candidates should submit a self-certified translated copy of the same either in English or Hindi.
- xx) Canvassing in any form will be a disqualification.
- xxi) Legal jurisdiction will be Jaipur only. Any legal proceedings in respect of any matter of claim or dispute arising out of this advertisement and/or an application in response thereto can be instituted only in Jaipur and the Courts/Tribunals/forums (Jurisdiction Courts) at Jaipur shall have sole and exclusive jurisdiction.
- xxii) Candidature of a registered applicant is liable to be rejected at any stage of recruitment process/Candidate's employment will be terminated/cancelled after recruitment, on or after joining if;
  - a. any information/documents submitted by the candidate is found to be false or
  - b. suppressed relevant information or
  - c. if not found to be in conformity with eligibility criteria mentioned in the advertisement.
- xxiii) Candidates can contact the Helpline No. 0141-2771448 between 14:00 Hours and 17.00 Hours on all working days i.e., Monday to Saturday except on Second Saturday or write to human.resource@indiansalt.com Candidates are hereby advised not to contact telephone numbers of any other officials/divisions.

11. **PAYMENT OF APPLICATION FEE:** Candidates are required to pay non-refundable application fee of Rs. 1180/- inclusive of GST for the Grade-E6 & E5 and application fee of Rs. 885/- inclusive of GST for the Grade E3 applicable for Unreserved Category/EWS/OBC/Ex-Servicemen. SC Category candidates applying against reserved post and internal candidates are exempted from the payment of application fee. The application fee should be paid online on the account details mentioned below:-

<b>Name</b>	:	<b>Hindustan Salt Limited</b>
<b>Bank Name</b>	:	<b>State Bank of India</b>
<b>Account No.</b>	:	<b>10474193485</b>
<b>Branch</b>	:	<b>SME SPL BR, Sitapura Ind. Area, Jaipur</b>
<b>IFSC</b>	:	<b>SBIN0031792</b>
<b>MICR CODE</b>	:	<b>302002138</b>

## 12. HOW TO APPLY:

- i) Candidates should apply only through online mode in HSL & SSL website [www.indiansalt.com](http://www.indiansalt.com)
- ii) Before registering / applying online, the candidates should ensure that they have mobile number and valid & active personal email ID and keep them active for the entire duration of selection as HSL & SSL will send all selection related communications only through email till the selection process is completed.
- iii) Candidates have to upload required scanned copies of documents / certificates in prescribed format to establish their eligibility, failing which the application is liable for rejection.
- iv) Candidates applying for more than one post should apply and submit separate Registration-cum-Application Form & receipt for fee along with the requisite enclosures for each post(s).
- v) Candidates should submit single application only for any post. In case of multiple applications / registrations for any post, the last registered application shall only be considered.
- vi) Candidates should ensure that they have uploaded the required documents before submitting applications, for their benefit, after uploading a document, "View Document" option will be provided in the on-line portal to check.
- vii) It is mandatory that eligible candidates should go through the full text of the advertisement and agree to all the conditions given while applying for the post.

- viii) After payment of required application Fee & uploading required documents / certificates candidates should submit their application through ONLINE, candidates should take a print out of registration cum application form and produce it along with self-attested copies of certificates / documents, at the time of Document / Certificate verification.
- ix) Scrutiny of applications for short listing of candidates for Selection will be solely based on documents / certificates uploaded by the candidates at the time of registration / submission of application through ONLINE.
- x) No manual /paper applications will be entertained and candidates are advised not to send any hard copy to this Office.
- xi) The last date for submission of online application will be 14.03.2025.
13. **IMPORTANT GUIDELINES FOR UPLOADING DOCUMENTS:** The applicants should submit the online application with requisite educational, experience and other requisite certificates in .pdf format upto the file size of 5 MB. All the requisite documents to be uploaded by the candidate(s) required to clearly establish their eligibility. Failure on the part of candidates to upload all required documents to clearly establish their eligibility along with the online application would lead to rejection of their candidature. The Last date of submission application online is 14.03.2025 upto 23:59:59 hours. Candidates should apply only through online mode only no application/documents sent through offline mode will be entertained.
14. Information regarding Selection Schedule will be communicated to the shortlisted candidates through HSL & SSL website/besides e-mail to their registered e-mail address/message through SMS to their Registered Mobile Number. The Call Letter for Interview/Written Test will be uploaded in HSL & SSL website and the same need to be downloaded and printed by the candidate concerned.
- Important:** Please note that email communications from our end may be sent through the NIC email system, which may occasionally be filtered into the Spam folder. Candidates are advised to regularly check their Spam folder, in addition to their Inbox, to ensure they receive all relevant updates and communications regarding their application.
- The decision of Company in all matters relating to eligibility, acceptance or rejection of applications, penalty for false information, mode of selection and interviews and posting of selected candidates will be final and binding on the candidates and no enquiry/correspondence will be entertained in this regard.
15. **IMPORTANT DATES:** Opening date for submission of Online Application 24.02.2025 and the Last date of submission of Online application is 14.03.2025.

**By Order**

**SD/-**

**General Manager (P&A)**