

HINDUSTAN/SAMBHAR SALTS LIMITED
(A Government of India Enterprise)
B-427, Pradhan Marg, Malviya Nagar, Jaipur-302017
Tel. 0141-2524093/2524095

REQUIRES

S. No	Name of the Post	Pay Scale (IDA-1997)	Number of posts	Note: 1. Posting will be made at any of Company's Office/ manufacturing facilities depending upon location of the vacancies. 2. Vacancies will be filled following reservation criteria for SC/ST/OBC and other as per Government of India's reservation policy. 3. Age & Qualification relaxation may be considered for deserving Ex-servicemen. 4. For Position of P&A preference may be given to Ex-servicemen. 5. For Technical positions or other manufacturing facilities, preference may be given to Ex-Serviceman from MES. 6. Some of the positions can also be filled on contract basis. 7. Retired persons from Public Sector Enterprises having relevant qualifications and experience can also apply. 8. Age relaxation in respect of SC/ST/OBC candidates will be allowed as per Government of India guidelines issued from time to time. The details of the post available on company's website. 9. The online applications form shall be opened on or after 16 Apr 2014. 10. Please apply on or before 15.05.2014 preferably on line in the prescribed format available on company's www.indiansalt.com Candidate who submitted scanned copy of requisite documents with online application in PDF format need not send hard copy of the application but will produce the original relevant documents for verification at the time of interview.
1	General Manager (Works)	17500-400-22300	01	
2	Dy. General Manager (Finance & Accounts)	14500-350-18700	01	
3	Dy. General Manager (Tech)	14500-350-18700	01	
4	Chief Manager (PSP Plant)	13000-350-18250	01	
5	Chief Medical & Health Officer	13000-350-18250	01	
6	Chief Manager (Bromine Plant)	13000-350-18250	01	
7	Sr. Manager (Finance & Accounts)	10750-300-16750	01	
8	Sr. Manager (IT)	10750-300-16750	01	
9	Sr. Manager (Civil)	10750-300-16750	01	
10	Sr. Manager (Salt Washery)	10750-300-16750	01	
11	Sr. Manager (Administration & Estate Management)	10750-300-16750	01	
12	Sr. Manager (Coml) Inputs & Logistics	10750-300-16750	01	
13	Manager (Finance & Accounts)	8600-250-14600	02 (1 OBC & 1 U/R)	
14	Manager (Mines Operations)	8600-250-14600	01	
15	Manager (P&A)	8600-250-14600	01	
16	Medical Officer	8600-250-14600	01	
17	Manager (R&D and Quality Control)	8600-250-14600	01	
18	Jr. Manager (Survey)	5600-150-8600	01	
19	Executive/Management Trainee	Consolidated payment of Rs 15000/- PM onwards	15	

HR- 2 , Mktg./ Com/- 03 , Technical – 6 (Elect/ Mech/ Chem) Finance & Accounts – 03 , Coordination/MIS- CS- 01

Details of posts for Publication of Vacancy Notification in April 2014 on company's website

Sr. No.	Position	Posts	Required Qualifications & Experience (Years)		Pay Scale(IDA-1997) (Rs.) In addition to Basic, DA and other allowances will also be available.	Gross Amount (Basic Pay + IDA) excluding other allowances Rs.	Remarks
			Qualification	Exp. years			
1	General Manager (Works)	01 (U/R)	B. Tech + MBA OR B. Tech. OR MBA - Ex Serviceman with required Administrative or Technical Experience may also apply.	18 20 20	17500-400-22300	55668/-	
2	Dy. General Manager (Finance & Accounts)	01 (U/R)	- CA + ICWA - CA or ICWA	14 16	14500-350-18700	46125/-	
3	Dy. General Manager (Tech)	01 (U/R)	B. Tech. + MBA or equivalent or Higher Technical or Professional Qualification B. Tech or MBA or Equivalent or Higher Technical or Professional Qualification or Ph. D in specified related subject or on any such specialization.	14 16	14500-350-18700	46125/-	

4	Chief Manager (PSP Plant)	01 (U/R)	• B. Tech + MBA or equivalent or Higher Technical or Professional Qualification. • B. Tech in Chemical Engineering or MBA or equivalent or Higher Technical or Professional Qualification • Technical/Professional Diploma • Post Graduate in Organic or Inorganic Science • Graduate in Organic or Inorganic Science	10 12 22 20 22	13000-350-18250	41353/-	
5	Chief Medical & Health Officer	01 (U/R)	• M.D. (Medicine) + MS • MD (Medicine) or MS	10 12	13000-350-18250	41353/-	
6	Chief Manager (Bromine Plant)	01 (U/R)	• B. Tech + MBA or equivalent or Higher Technical or Professional Qualification. • B. Tech in Chemical Engineering or MBA or equivalent or Higher Technical or Professional Qualification • Technical/Professional Diploma • Post Graduate in Organic or Inorganic Science • Graduate in Organic or Inorganic Science	10 12 22 20 22	13000-350-18250	41353/-	
7	Sr. Manager (Finance & Accounts)	01 (U/R)	• CA+ICWA Or • CA or ICWA • M.Com • B. Com	06 08 14 16	10750-300-16750	34196/-	
8	Sr. Manager (IT)	01 (U/R)	• B. Tech (IT) OR • Diploma in IT	10 16	10750-300-16750	34196/-	

9	Sr. Manager (Civil)	01 (U/R)	• B. Tech (Civil) + MBA or equivalent or Higher Technical or Professional Qualification • B. Tech (Civil) or equivalent or Higher Technical or Professional Qualification • Diploma in Civil • Post Graduate Diploma in Civil	08 10 16 14	10750-300-16750	34196/-	
10	Sr. Manager (Salt Washery)	01 (U/R)	• B. Tech + MBA or equivalent or Higher Technical or Professional Qualification. • B. Tech in Chemical Engineering or MBA or equivalent or Higher Technical or Professional Qualification • Technical/Professional Diploma • Post Graduate in Organic or Inorganic Science • Graduate in Organic or Inorganic Science	08 10 16 14 16	10750-300-16750	34196/-	<i>Preferably those who are working in Salt Washery</i>
11	Sr. Manager (Administration & Estate Management)	01(U/R)	• MBA with Degree in Professional Law OR with Diploma in Personnel Management or IR or Labour Welfare or Social Welfare OR • Post Graduate Diploma in Personnel Management • MBA with Specialization in HR OR • Graduate with Degree in Professional Law and Diploma in Personnel Management OR in IR or Labour Welfare or Social Welfare.	08 14 10 16	10750-300-16750	34196/-	- Exp. in Estate Management - Candidates having B.E./ Diploma in Civil may also be considered

12	Sr. Manager (Coml) Inputs & Logistics	01 (U/R)	• MBA with specialization in Marketing or equivalent • Diploma in Material Management • Post Graduate in Commerce or Post Graduate Diploma Holders of Professional Qualification. • Graduate in Commerce or Arts or Science or BBA etc.	10 16 14 16	10750-300-16750	34196/-	
13	Manager (Finance & Accounts)	02 (1 U/R) & (1 OBC)	• CA or ICWA Or • CA/ICWA (Inter) OR • M.Com • B. Com	1 7 12 14	8600-250-14600	27357/-	Experience in relevant field
14	Manager (Mines Operations)	01 (U/R)	• B.Tech. in Mining (U/R) + MBA(Operations Mgt) • B.Tech. in Mining (U/R) Second Class Mines Manager Certificate of U/R Mines OR suitable equivalent in Mining.	03 05	8600-250-14600	27357/-	
15	Manager (P&A)	01 (U/R)	• MBA with Degree in Professional Law OR with Diploma in Personnel Management or IR or Labour Welfare or Social Welfare OR • MBA with Specialization in HR OR • Post Graduate Diploma in Personnel Management • Graduate with Degree in Professional Law and Diploma in Personnel Management OR in IR or Labour Welfare or Social Welfare.	03 05 12 14	8600-250-14600	27357/-	

16	Medical Officer	01(U/R)	- MD or MS - M.B.B.S.	03 05	8600-250-14600	27357/-	
17	Manager (R&D and Quality Control)	01(U/R)	B. Tech (Chem) + MBA (operations Management) B. Tech (Chem) - Technical Diploma in R&D and Quality control - Post Graduate Diploma in R&D and Quality control	03 05 14 12	8600-250-14600	27357/-	
18	Jr. Manager (Survey)	01 (U/R)	10+2+Certificate in Survey Trade (Certificate of competency (U/R) from DGMS	08	5600-150-8600	17814/-	
19	Executive / Management Trainee						
	Personnel & Administration	02	MBA in HR or equivalent or Masters in PM/IR/SW/Law or such equivalent.	Fresher	1 st year Rs 15000/- PM, 2 nd Year Rs 16000/- PM	<u>Qlf.:</u> 2 years full time regular course in case of MBA and 4 years full time course in B. Tech/ B.E. recognised by Govt. of India. - Minimum 55% or (On a 10 point scale	
	Marketing/ Commercial	03	- MBA or equivalent in marketing or material or logistics or operations. - B.E. or B. Tech. + MBA or equivalent in Marketing or materials or logistics or operations management etc.	Fresher	1 st year Rs 15000/- PM, 2 nd Year Rs 16000/- PM 1 st Year Rs 17000/- PM, 2 nd Year Rs 19000/- PM		
	Technical (Electrical/Mechanical/ Chemical)	06	B. E. / B. Tech in Mech / Elect/ Chemical Engg. M. E. / M. Tech in Mech / Elect/ Chemical Engg.	Fresher	1 st year Rs 15000/- PM, 2 nd Year Rs 16000/- PM 1 st Year Rs 17000/- PM, 2 nd Year Rs 19000/- PM		

	Finance & Accounts	03	CA/ICWA	Fresher	Rs. 18000/- PM	CGPA/GPA of 5.5 will be considered)
	Coordination/MIS /CS	01	Company Secretary (ICSI)	Fresher	1 st year Rs 15000/- PM, 2 nd Year Rs 16000/- PM	

Please Note:

1. Above number of positions and place of posting is indicative only and may increase or decrease depending upon the outcome of review which is in process.
2. Maximum age limit for positions of General Manager – 52 years, Chief Manager & Sr. Manager -45 years, Managers & Asstt. Manager - 40 years, Jr. Managers, Supervisors - 35 years, for Management/Executive Trainee – 25 years. Relaxation in age and qualification may be considered for deserving internal / external candidates.
3. *Basic computer software operations such as MS Office, Internet, Email or such software is essential for all positions. If all things remain equal, preference will be given to those candidates having working knowledge of computer operations.*
4. Vacancies will be filled following reservation criteria for SC/ST, OBC and Others as per Government of India's reservation Policy.
5. Age & qualification relaxation may be considered for deserving Ex- servicemen.
6. Ex-Serviceman may refer the Annexure-A before applying to the post for their eligibility
7. Some of the positions can also be filled on contract basis. Retired persons from Public Sector Enterprises having relevant qualifications and experience can also apply.
8. Candidates from Public Sector Undertakings, should either be working in same pay scale or have at least 2 year experience in next lower scale. For all other candidates, for positions of Chief Manager and above, candidates should have at least 5 year experience working at senior positions.
9. Pay scales indicated above are as per guidelines issued in IDA 1997 and are under consideration for revision.
10. Looking the qualification and experience, fixation of salary at higher stage can be considered for deserving candidates.
11. Relaxation in experience can be considered for the candidates having higher qualification or having experience in reputed concerns.
12. Candidate from Public Sector Undertakings or Government Department will need to produce NOC at the time of interview.
13. Appointment on positions mentioned above are liable to be transferred or posted in any of the office of Hindustan Salts Limited/Sambhar Salts Limited as per operational requirement.

ANNEXURE-A**COMPARISON OF RANKS OF DEFENCE OFFICIALS & HSL/SSL PAY SCALE**

Pay Scale								Designation of Defence Services				
Sl. No.	Grade	Designations . At HSL/SSL	(IDA-1997)	(CDA - 1996)	(IDA - 2007)	(CDA -2006) RAILWAY	(CDA -2006)	Commission ed Officer	ARMY	NAVY	AIR FORCE	Eligibility For Applying In HSL /SSL For The Designation At 'B' (For Equivalent or above Ranks In Three Services (I , J, K)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)
1		CMD	22500-600-27300									BRIGADIER
2		FUNC. DIR	20500-500-25000									COLONEL/LT.COL
3	E-7	ED/GGM	18500-23900		43200-66000	NA	PB-4/8900		BRIGADIER	COMMODORE	AIR COMMODORE	LT.COL/MAJOR
4	E-6	GM	17500-22300		36600-62000	PB-4/8700	PB-3/8700	SCO	COLONEL	CAPTAIN	GROUP CAPTAIN	MAJOR/CAPTAIN
5	E-5	AGM	16000-20800		32900-58000	PB-3/7600	PB-3/7600	SCO	LT.COL	COMMANDER	WING COMMANDER	CAPTAIN/LIEUTNANT
6	E-4	DGM	14500-18700		29100-54500	PB-3/6600	PB-3/6600	CO	MAJOR	LT.COMMANDER	SQUADRON LEADER	LIEUTNANT/ SUBEDAR MAJOR
7							PB-3/6100	CO	CAPTAIN	LT.COMMANDER	FIGHT LT.	
8	E-3	CM	13000-18250		24900-50500	PB-2/5400	PB-3/5400	CO	LIEUTNANT	SUB LIEUTENANT	FLYING OFFICER	SUBEDAR MAJOR/SUBEDAR
9	E-2	SR. MGR	10750-16750	10000 - 15200	20600-46500	PB-2/4800	PB-2/4800	JCO	SUBEDAR MAJOR	MASTER CHIEF PETTY OFFICER IST CLASS	MASTER WARRANT OFFICER	SUBEDAR
10	E-1	MGR	8600-14600	8000-13500	16400-40500	PB-2/4600	PB-2/4600	JCO	SUBEDAR	MASTER CHIEF PETTY OFFICER IIND CLASS	WARRANT OFFICER	NAYAB SUBEDAR/ HAVILDAR
11	E-0	ASST. MGR	6550-11350	6500-10500	12600-32500		PB-2/4200	JCO	NAYAB SUBEDAR	CHIEF PETTY OFFICER	JR. WARRANT OFFICER	HAVILDAR/ NAIK
12	JE	JR. MGR	5600-8600	5500-9000	10800-27000		PB-1/2800	NCO	HAVILDAR	PETTY OFFICER	SERGEANT	NAIK/ SIIPOY

NOTE: For the Technical position Ex-Serviceman shall belongs to M.E.S. (Military Engg. Services) but, for administrative position this is not necessary